



**WOODBIDGE TOWNSHIP BOARD OF EDUCATION
AGENDA
OCTOBER 16, 2024**

1. Roll Call
2. Closed Session
3. Salute to the Flag
4. Student Representative
5. Minutes to be Approved
 - A. September 26, 2024 Regular Meeting
 - B. September 26, 2024 Closed Session
6. Superintendent
7. Items for Discussion:
 - A. Communication, Policy & Planning
 - B. Curriculum, Extra-Curricular Activities, & Technology
 - C. Finance & Insurance
 - D. Buildings & Grounds
 - E. Dining & Transportation
 - F. Personnel
8. Board Attorney
9. Old Business
10. New Business
11. Open Public Session
12. Adjournment

The **Superintendent of Schools** presents the following recommendations:

1. That the Board of Education approve each of the 25 School Emergency Response Plans submitted for the 2024-2025 school year, in accordance with N.J.A.C 6A: 16-5.1.
2. That Board of Education accept the monthly report of Harassment, Intimidation, and/or Bullying (HIB) for the period September 27, 2024, through and including October 16, 2024.
3. That the Board of Education approve the list of Professional Development conferences dated October 16, 2024.
4. That the Board of Education accept the previously submitted Annual Report of Violence, Vandalism and Substance Abuse for the 2023-2024 school year, in accordance with N.J.S.A.18A:36-5.1.
5. That the Board of Education accept the previously submitted Annual report of Harassment, Intimidation, and/or Bullying (HIB) for the 2023-2024 school year, in accordance with N.J.S.A. 18A:37:14.
6. That the Board of Education grant permission to allow the Colonia High School Rho Kappa Honor Society to attend a historical trip to Boston, Massachusetts, beginning November 21, 2024, through and including November 22, 2024, at no cost to the district, provided that all policies and regulations governing overnight trips are adhered to prior and during the trip.
7. That the Board of Education grant permission to allow the John F. Kennedy Memorial High School Academic Team to participate in the National Academic Competition in New Orleans, LA, beginning May 23, 2025, through and including May 26, 2025, at no cost to the district, provided that all policies and regulations governing overnight trips are adhered to prior and during the trip.
8. That the Board of Education grant permission to allow the Woodbridge High School Competition Cheerleading Team to participate in the Cheer 4 Charity Grand National Championship in Virginia Beach, VA, beginning March 6, 2025, through and including March 10, 2025, at no cost to the district, provided that all policies and regulations governing overnight trips are adhered to prior and during the trip.
9. That the Board of Education accept the tuition for the following homeless students from Sayreville Public Schools, P.O. Box 997 Sayreville, NJ 08871, for the 2024-2025 school year:

Case No.	Total Cost
VC-0808-050-11	\$16,100.00 per annum
VC-0909-050-10	\$23,500.00 per annum
VA-1510-230-03	\$14,700.00 per annum
VJ-1905-230-K	\$14,700.00 per annum

10. That the Board of Education approve payment to The Laura Mize Group and teachmetotalk.com to provide Professional Development on October 14, 2024 for 35 Speech teachers at the rate of \$350.
11. That the Board of Education approve payment to J & O Premier Educational Services to provide Comprehensive Psychological Evaluations – English at the rate of \$575/evaluation, Bilingual Evaluations at the rate of \$700/evaluation for the 2024-2025 School Year.
12. That the Board of Education approve payment to Cross County Clinical & Educational Services, Inc. to provide Child Study Team Evaluations - English \$875/each, Bilingual \$980/each, Psychological, Speech, LD & LCSW Services (on-site) at the rate of \$105-175/hour for the 2024-2025 School Year.

13. That the Board of Education, as required by state law (partially reimbursable in state aid), approve the enrollment of the following disabled students in a Special School Year Program for 2024-2025, in accordance with their Individual Educational Programs (IEPs) as shown below:

Case No.	Recommended Placement	Effective Date	Tuition
D2408-17-09-504	Haddon Heights	09/17/2024	\$17,419.00
C2409-16-09-ERI	Fedcap School	10/01/2024	\$81,180.00
R2410-06-06-MD	Lakeview School	10/03/2024	\$89,409.60
R2410-06-06-MD	Epic Health Service, Inc. DBA Aveanna Healthcare	10/03/2024	\$70/hr LPN \$75/hr RN
S2410-06-09-AU	Somerset Elementary Academy	10/07/2024	\$73,690.00
S2410-06-09-AU	Somerset Elementary Academy 1:1	10/07/2024	\$39,960.00
P2410-07-06-CI	CPC Behavioral Healthcare	10/14/2024	\$109,231.20
H2410-03-09-PD	Lakeview School	10/14/2024	\$85,497.93
F1903-07-09-AU	Children's Center of Monmouth County	10/21/2024	\$57,986.33
F1903-07-09-AU	Children's Center of Monmouth County 1:1	10/21/2024	\$26,075.00

14. That a note be made in the minutes that the following out-of-district placement(s) have been terminated for the 2024-2025 School Year:

Case No.	Recommended Placement	Effective Date	Tuition
P1704-10-06-OHI	Developmental Learning Center-Warren 1:1	06/26/2024	\$7,797.00
P2105-06-14-AU	Developmental Learning Center-Warren 1:1	06/26/2024	\$7,797.00
C2409-16-09-ERI	Essex Valley	09/23/2024	\$79,325.00
C2205-15-06SLD	East Mountain School	10/08/2024	\$90,000.00

15. That a note be made in the minutes amending Item #8 of the August 15, 2024, Superintendent's Agenda to read as follows with regard to the Tuition/Start date for the following student(s):

Case No.	Recommended Placement	Effective Date	Tuition
S2103-09-09-AU	Somerset Elementary Academy	09/05/2024	\$74,000.00

16. That the Board of Education approves the following Student to receive the services of the New Jersey Commission for the Blind and Visually Impaired for the 2024-2025 School Year. (Costs to be taken from the district's State Aid ASSA entitlement):

Case No.	Cost
HC - 11-25	\$2,420.00

Superintendent

October 16, 2024

17. That the following out-of-district facilities be approved for home instruction services for the 2024-2025 school year at the rate listed:

Teacher	Effective Date	Number of Students	Total	Amount	Total Amount
Children's Hospital of Philadelphia	September 2024	1	.75 hours	\$64.89	\$48.37
Silvergate	September 2024	3	28 hours	\$35.00	\$980.00

*Subject to approval for employment from the New Jersey Department of Education. Employee shall be required to submit an authorization and certification form along with fingerprints for a criminal history background check as required by P. L. 1986,C.116.

I move for the adoption of the foregoing.

Motion by: _____

Seconded by: _____

October 16, 2024

The **Communication, Policy and Planning Committee**, on recommendation of the Superintendent of Schools, presents the following recommendations:

1. That the Board of Education adopt the attached resolution commending ninety-six Woodbridge Township Alumni into the Woodbridge Township Athletic Alumni Association Hall of Fame.
2. That the Board of Education adopt the attached resolution acknowledging the Woodbridge Township School District Green Team and Chairperson, Michael Atzbi for participating in the Sustainable Jersey for Schools Program and achieving the Bronze Certification for their efforts and commitment to building a sustainable future.
3. That the Board of Education adopt the attached resolution acknowledging the Colonia Middle School Green Team for participating in the Sustainable Jersey for Schools Digital Stars Program and achieving the Digital Schools Star for their efforts and commitment to building effective digital learning and communication tools, resources and practices.
4. That the Board of Education adopt the attached resolution proclaiming November as Native American Heritage Month.
5. That the Board of Education adopt the attached resolution proclaiming the week of November 11-15, 2024, as Veterans' Education Awareness Week.
6. That the Board of Education adopt the attached resolution proclaiming the week of November 18-24, 2024, as American Education Week.
7. That the Board of Education adopt the attached resolution proclaiming November 20, 2024, as Education Support Professionals Day.
8. That the Board of Education readopt the following mandated policies:

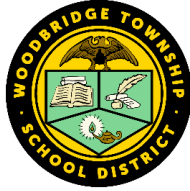
<u>Policy No.</u>	<u>Description</u>
5131.1	Harassment, Intimidation, and Bullying (1 st Reading)
5131.5	Vandalism/Violence (1 st Reading)

I move for the adoption of the foregoing.

Motion by: _____

Seconded by: _____

Resolution



***WHEREAS,** the Woodbridge Township Athletic Alumni Association (WTAAA) inducted ninety- six Woodbridge Township Alumni into the Hall of Fame; and*

***WHEREAS,** the WTAAA identified and honored these outstanding individuals and teams for their athletic excellence; and*

***WHEREAS,** this outstanding accomplishment brings honor and acclaim not only to the inductees and the school district, but also to the entire Woodbridge Township community; and*

***WHEREAS,** it is the desire of the Board of Education of the Township of Woodbridge to express their congratulations to the athletes and coaches inducted into the WTAAA Hall of Fame; and*

***NOW, THEREFORE, BE IT RESOLVED,** that the congratulations of the members of the Board of Education of the Township of Woodbridge are hereby expressed to the athletes and coaches inducted into the WTAAA; and*

***BE IT FURTHER RESOLVED,** that a copy of this resolution be spread on the minutes of the Board of Education and a copy forwarded to each inductee expressing the congratulations of the Board of Education.*

Colonia High School

Veronica Alencewicz 1980 - 1981 Girls Bowling Team	Louis Dryka 1979 - 1980 Boys Basketball Team	Robert Moore 1979 - 1980 Boys Basketball Team
Victor Angelo 1979 - 1980 Boys Basketball Team	Michael J. Grippio 1987 Wrestling	Julianne Nilan 1980 - 1981 Girls Bowling Team
Joseph Armeni 1979 - 1980 Boys Basketball Team	Robert Haines 1986 Football, Basketball, Baseball	Glen O'Brien 1979 - 1980 Boys Basketball Team
Joseph Banz 1979 - 1980 Boys Basketball Team	Barbara Klc 1980 - 1981 Girls Bowling Team	Cynthia Parker-Terranova 1980 - 1981 Girls Bowling Team
Michael Bender 1979 - 1980 Boys Basketball Team	Karyn Kressler-Follis Captain -1980 - 1981 Girls Bowling Team	Clark Payne III 1979 - 1980 Boys Basketball Team
Pamela Bezner-Ali 1980 - 1981 Girls Bowling Team	Jack Krieger Assistant Coach-1979 - 1980 Boys Basketball Team	Michael Payne Captain-1979 - 1980 Boys Basketball Team
Eugene Bradley 1975 Football	Tim Kosuda 1998 Football	Suzanne Piasta-Kolub 1980 - 1981 Girls Bowling Team
Kenneth Bradley 1979 - 1980 Boys Basketball Team	Nicole LeGrand Harrigan 1997 Basketball, Soccer, Track	Dakar Ross 1979 - 1980 Boys Basketball Team
Kevin Brown 1979 - 1980 Boys Basketball Team	Tom Marciniak Assistant Coach 1979 - 1980 Boys Basketball Team	Arthur Schmidt 1979 - 1980 Boys Basketball Team
Christopher Chiera 1995 Football, Basketball, Baseball 2003-2016 Assistant Coach/Coach	Vincent Mitchell Assistant Coach for the 1979 – 1980 Boys Basketball Team	Walter Sesny 1979 - 1980 Boys Basketball Team
Richard Clark Head Coach- 1980 - 1981 Girls Bowling Team		Donna Sternesky-Diana Captain-1980 - 1981 Girls Bowling Team

John F. Kennedy Memorial High School

Joseph Bergondo 1997 Boys Baseball Team	Louis Hegyes 1966 Cross Country Track	Peter Rounds 1988 - 1989 & 1989-1990 Head Coach Girls Bowling Team
William Bill-Fairchild 1971 Football	Fabio Jimenez 1997 Boys Baseball Team	Lisa Sasarak-Goncalves 1988 - 1989 & 1989-1990 Girls Bowling Team
Vickie Brady 1988-1989 & 1989-1990 Girls Bowling Team	Arkadiusz Jodelka 2003 Soccer	Doug Sealander 1997 Assistant Coach Baseball Team
Chris Buglovsky 1997 Boys Baseball Team	Thomas Johnson 1997 Boys Baseball Team	Eric Simoneau 1997 Boys Baseball Team
Matt Buglovsky 1997 Boys Baseball Team	Jeremy Knodel 1997 Boys Baseball Team	Timothy Simonitis 1997 Boys Baseball Team
Robert Castelluci 1997 Boys Baseball Team	Richard Maddock 1997 Boys Baseball Team	Jerry Smith, Sr. 1997 Head Coach Baseball Team
Donna Cecere-Falcone 1984 Soccer, Bowling, and Softball	Joseph Massimino, Ed.D. 1997 Boys Baseball Team	Karen Suchak-Connolly 1988 -1989 & 1989-1990 Girls Bowling Team
Trevor Conroy 1997 Boys Baseball Team	Amy Matisa-Moyer 1988-1989 Captain Girls Bowling Team	Lori Ann Suchak-Krawczyk 1988-1989 & 1989 1990 Girls Bowling Team
Tracy Cosgrove 1997 Scorekeeper Boys Baseball Team	Craig Napolitano 1997 Boys Baseball Team	Marie Ward-Anderson 1988 - 1989 Girls Bowling Team 1989 - 1990 Captain Girls Bowling Team
Ellen DeLuca-Duke 1988-1989 Girls Bowling Team	Jessica Napolitano Scorekeeper 1997 Boys Baseball Team	Evonne Wilmberg 1989-1990 Girls Bowling Team
Rebecca DeRollo Scorekeeper 1997 Boys Baseball Team	Anthony Palumbo Boys Bowling, Girls Bowling, 2001-2015 Coach	Nancy Zazzarino-Britt 1989-1990 Girls Bowling Team

Woodbridge High School

Jennifer Adamson

1992-1993 Girls Bowling Team

Adrienne Asta

1992-1993 Girls Bowling Team

Sharon Black - Ricciardi

1979-1980 Girls Basketball Team

Michael Cruickshank

1993-Wrestling

Maura DiLeo

1979-1980 Girls Basketball Team

Melanie Evans-Lowenberger

1992-1993 Girls Bowling Team

Wendy Faytok-Herbst

1992-1993 Girls Bowling Team

Fran Fazzari - Lee

1979-1980 Girls Basketball Team

Joanne Fleming - Filus

1979-1980 Girls Basketball Team

Gerard "Jerry" Foglia

1965-Baseball

Michele Fowler

1979-1980 Girls Basketball Team

Denise Lodato

1979-1980 Girls Basketball Team

Patrick Margiatto

1983-Football, Basketball, Baseball

Diane Matelski - Edmonds

1979-1980 Girls Basketball Team

Shawn McGrath

1998-Football, Baseball

Beth Mohr

1992-1993 Girls Bowling Team

Kelly Mohr - Joy

1992-1993 Girls Bowling Team

Jeannie Mulherin-Dombrowski

1992-1993 Girls Bowling Team

Darleen Polhamus

1979-1980 Girls Basketball Team

Beth Porcellana-Kawas

1992-1993 Girls Bowling Team

Sue Zega

1979-1980 Girls Basketball Team

Mary Powers

1979-1980 Girls Basketball Team

Liane Sheroke

1979-1980 Girls Basketball Team

Mark C. Smith

1970 Football, Basketball

Vicki Spratford

2004 Bowling

Nicole Spratford - Opsasnick

1992-1993 Girls Bowling Team

Michael Stawicki

Assistant Coach 1979 -1980 Girls Basketball Team

James Sullivan

Head Coach 1979-1980 Girls Basketball Team

Sara Taylor

1992-1993 Girls Bowling Team

Kathy Wier-Vasturia

1979-1980 Girls Basketball Team

Michael Yannazzo

Head Coach for the 1992-1993 Girls Bowling Team

Resolution



***WHEREAS,** the schools of Woodbridge Township School District are participating in the Sustainable Jersey for Schools Program; and*

***WHEREAS,** the mission of the Sustainable Jersey for Schools Program is to empower New Jersey communities to build a better world for future generations with the tools, training, and financial incentives necessary to pursue critical sustainability initiatives; and*

***WHEREAS,** the schools of Woodbridge Township School District seek to support and work with school staff and administrators, students, and parents to ensure a safe and healthy environment by encouraging our school community to implement sustainable, energy-smart, eco-friendly and cost-effective solutions; and*

***WHEREAS,** the Sustainable Jersey for Schools Program has awarded each of the schools of Woodbridge Township School District with a Bronze Certification for their efforts and commitment to building a sustainable future; and*

***WHEREAS,** this outstanding accomplishment brings honor and acclaim not only to each school but also to the entire community; and*

***WHEREAS,** it is the desire of the members of the Board of Education of the Township of Woodbridge to express their congratulations to the **Woodbridge Township School District Green Team** and **Chairperson, Michael Atzbi** for bringing this honor to the schools of Woodbridge Township School District; and*

***NOW, THEREFORE BE IT RESOLVED,** that the gratitude and best wishes of the members of the Board of Education of the Township of Woodbridge be hereby expressed to the **Woodbridge Township School District Green Team**; and*

***BE IT FURTHER RESOLVED,** that a copy of this resolution be spread on the minutes of the Board of Education and a copy forwarded to each of the schools of Woodbridge Township School District with a suitable expression of the congratulations of the Board of Education for display at the school; and*

***BE IT FURTHER RESOLVED,** that a copy of this resolution be forwarded to the **Woodbridge Township School District Green Team** expressing the congratulations of the Board of Education.*

Elementary Schools

Kimberly Tighe
Mawbey St. #1

Carmen Braunsdorf
Ross St. #11

Amanda Wondzynski
Claremont Ave. #20

Danielle Bivona
Woodbine Ave. #23

Dolores Boyd
Robert Mascenik #26

Steven Wasco
Avenel St. #4&5

Laurie Beeden
Indiana Ave. #18

Jacquelyn Mantele
Oak Ridge Heights #21

Mike Barnett
Kennedy Park #24

Sarahi Samano
Pennsylvania Ave. #27

Marilyn Stephan
Oak Tree Rd #29

Darin Cerreto
Port Reading #9

Linda Triebwasser
Menlo Park Terrace #19

Karen Carter
Lynn Crest School #22

Jessica Napolitano
Lafayette Estates #25

Lenore Roige
Matthew Jago #28

Middle Schools

Christina Weiman
Avenel Middle School

Jeffrey Shanker
Colonia Middle School

Melaina Valente
Fords Middle School

Vincent Romano
Iselin Middle School

John Blackmore
Woodbridge Middle School

High Schools

Chantal Greffer
Colonia High School

Thomas Dougher
Colonia High School

Danielle Finis
John F. Kennedy H.S.

Shifa Ahmed
Woodbridge High School

Resolution



***WHEREAS**, the Woodbridge Township School District and Colonia Middle School are participating in the Sustainable Jersey for Schools Program; and*

***WHEREAS**, the mission of the Sustainable Jersey for Schools Program is to empower New Jersey communities to build a better world for future generations with the tools, training, and financial incentives necessary to pursue critical sustainability initiatives; and*

***WHEREAS**, the goal of the Sustainable Jersey for Schools Digital Stars Program is to support schools in their digital learning planning and implementations in order to help them prepare all students for college and career in an ever-evolving digital world; and*

***WHEREAS**, the schools of Woodbridge Township School District seek to support and work with school staff and administrators, students, and parents to ensure a safe and healthy environment by encouraging our school community to implement sustainable, energy-smart, eco-friendly and cost-effective solutions; and*

***WHEREAS**, the Sustainable Jersey for Schools Program has recognized Colonia Middle School as a Digital Schools Star for their efforts and commitment to building effective digital learning and communication tools, resources, and practices; and*

***WHEREAS**, this outstanding accomplishment brings honor and acclaim not only to each school but also to the entire community; and*

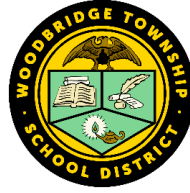
***WHEREAS**, it is the desire of the members of the Board of Education of the Township of Woodbridge to express their congratulations to the **Colonia Middle School Green Team, Jason Bernstein, Jennifer Johnson, Jeffrey Shanker, Laura Skiba, and Principal, Joseph Short**; and*

***NOW, THEREFORE BE IT RESOLVED**, that the gratitude and best wishes of the members of the Board of Education of the Township of Woodbridge be hereby expressed to the **Colonia Middle School Green Team**; and*

***BE IT FURTHER RESOLVED**, that a copy of this resolution be spread on the minutes of the Board of Education and a copy forwarded Colonia Middle School with a suitable expression of the congratulations of the Board of Education for display at the school; and*

***BE IT FURTHER RESOLVED**, that a copy of this resolution be forwarded to the **Colonia Middle School Green Team** expressing the congratulations of the Board of Education.*

Resolution



***WHEREAS**, in 1990 a joint resolution was passed by Congress and signed into law by the President of the United States of America designating November as **Native American Heritage Month**; and*

***WHEREAS**, every year thereafter the President of the of the United States of America issued a proclamation designating November as Native American Heritage Month; and*

***WHEREAS**, Native Americans were the original inhabitants of the lands that now constitute the United States of America, having made essential and unique contributions to the world; and*

***WHEREAS**, Native Americans have deeply enriched the quality and character of the United States of America by making distinct and significant political, cultural, military, and economic contributions to the development of this nation; and*

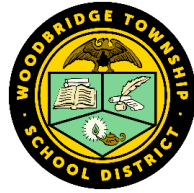
***WHEREAS**, the Board of Education of the Township of Woodbridge is committed to remind staff and students of the richness of Native American cultures and the many contributions made by Native Americans in the development of this nation.*

***NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education of the Township of Woodbridge hereby proclaims November 2024 as **Native American Heritage Month**; and*

***BE IT FURTHER RESOLVED**, that the achievements of Native Americans be recognized as admirable and essential in the development of the greatness of this nation.*

***BE IT FURTHER RESOLVED**, that a copy of this resolution be spread on the minutes of the Board of Education of the Township of Woodbridge and a copy sent to each school in the district.*

Resolution



***WHEREAS**, the United States Senate unanimously passed a Senate Resolution designating the week of November 11-17, 2024, as **Veterans' Education Awareness Week**; and*

***WHEREAS**, the Senate Resolution calls for educational efforts directed at elementary and secondary school students concerning the contributions and sacrifices of veterans; and*

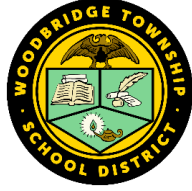
***WHEREAS**, all Americans are encouraged to observe November 11-17, 2024, as **Veterans' Education Awareness Week**; and*

***WHEREAS**, the members of the Board of Education of the Township of Woodbridge are committed to reminding our youth that the contributions and sacrifices of the men and women who served in the Armed Forces have been vital in maintaining our freedoms and way of life.*

***NOW, THEREFORE, BE IT RESOLVED**, that the Board of Education of the Township of Woodbridge endorses the observance of **Veterans' Education Awareness Week** as a way to honor America's veterans, while reminding young people of the strong principles upon which our Nation is founded; and*

***BE IT FURTHER RESOLVED**, that a copy of this resolution be spread on the minutes of the Board of Education and a copy sent to each school in the district.*

Resolution



***WHEREAS,** the education our students receive is essential to the future of our community, state and nation; and*

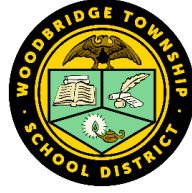
***WHEREAS,** public schools are the backbone of our democracy, providing young people with the tools they require to uphold our nation's principles of freedom, civility, and equality; and*

***WHEREAS,** the purpose of **American Education Week** is to recognize the dedication and contributions of our students, their parents, teachers and administrators; and*

***NOW, THEREFORE, BE IT RESOLVED,** that the Board of Education of the Township of Woodbridge hereby acknowledges the week of November 18 - 22, 2024, as **American Education Week** focusing on the theme "Together for Safe, Just, and Equitable Schools", and*

***BE IT FURTHER RESOLVED,** that the Board of Education of the Township of Woodbridge encourages parents and all the members of the community to become involved by visiting their schools and talking with teachers and administrators so that the educational process will be strengthened and our students will, in fact, be prepared for the future.*

Resolution



WHEREAS, Education Support Professionals perform valuable services for the children of our school district; and

WHEREAS, the education our students receive is essential to the future of our community, state, and nation; and

WHEREAS, the educational needs of our children have always been the first priority of the Education Support Professionals of our district; and

WHEREAS, Education Support Professionals help students realize their potential and assist students in attaining a high level of academic success.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Township of Woodbridge does proclaim November 20, 2024, as Education Support Professionals Day; and

BE IT FURTHER RESOLVED, that the members of the Board of Education of the Township of Woodbridge hereby extend their gratitude and best wishes to all the Education Support Professionals in our schools; and

BE IT FURTHER RESOLVED, that a copy of this resolution be spread on the minutes of the Board of Education of the Township of Woodbridge and a copy sent to each school in the district.

Policy

HARASSMENT, INTIMIDATION AND BULLYING

The Woodbridge Board of Education believes that a safe and civil environment in school is necessary for students to learn and achieve high academic standards. Since students learn by example, school administrators, faculty, staff, and volunteers are required to demonstrate appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation or bullying. Harassment, intimidation or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student's ability to learn and a school's ability to educate its students in a safe environment. Therefore, the school district will not tolerate acts of harassment, intimidation or bullying.

The board of education expects all students to treat each other with civility and respect and not to engage in behavior that is disruptive or violent. The board expects students to conduct themselves in keeping with their level of maturity, with a proper regard for the rights and welfare of other students, for school personnel, for the educational purpose underlying all school activities, and for the care of school facilities and equipment.

The standards of character education are an essential component of the Woodbridge School District's Code of Conduct. The board believes that with the appropriate infusion of character education into the school curriculum, modeling of appropriate behavior by adults; support and assistance of students in school, the community and home; our students will achieve the above standards of character education.

The board prohibits acts of harassment, intimidation or bullying against any student. School responses to harassment, intimidation and bullying shall be aligned with the board approved code of student conduct which establishes standards, policies and procedures for positive student development and student behavioral expectations on school grounds, including on a school bus or at school sponsored functions. The superintendent shall be responsible for ensuring the prompt investigation and response to all reports of harassment, intimidation and bullying committed on school grounds, at school activities and on school buses. In addition, the superintendent shall ensure that this policy is applied to incidents of harassment, intimidation and bullying that are committed off school grounds in cases where a school employee is made aware of such actions. The superintendent has the right and authority to impose a consequence on a student for conduct away from school grounds that is consistent with the board's approved code of student conduct, pursuant to N.J.A.C. 6A:16-7.1 and N.J.A.C. 6A:16-7.6.

This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security and well-being or for reasons relating to the safety, security and well-being of other students, staff or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2, and when the conduct which is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. The board directs the superintendent or his or her appropriately trained and qualified designee to develop detailed regulations suited to the age level of the students and the physical facilities of the individual schools.

Bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. "Harassment, intimidation or bullying" is defined as any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school grounds, at any school-sponsored function or on a school bus, or off school grounds, in accordance with law, that substantially disrupts or interferes with the orderly operation of the school or the rights of other students, and that:

HARASSMENT, INTIMIDATION AND BULLYING (continued)

- A. A reasonable person should know, under the circumstances, will have the effect of physically or emotionally harming a student or damaging the student's property, or placing a student in reasonable fear of physical or emotional harm to his/her person or damage to his/her property; or
- B. Has the effect of insulting or demeaning any student or group of students; or
- C. Creates a hostile educational environment for the student by interfering with the student's education or by severely or pervasively causing physical or emotional harm to the student.

"Electronic communication" means a communication that is transmitted by means of an electronic device, including, but not limited to a telephone, cellular phone, computer, or pager.

Consequences and Remedial Measures for Acts of Harassment, Intimidation or Bullying

The consequences for a student who commits an act of harassment, intimidation, or bullying may include:

- A. For the first act of harassment, intimidation, or bullying committed by a student, a copy of the results of the investigation shall be placed in the student's record and the student may be subject to remedial actions, including the provision of counseling or behavioral intervention services, or discipline, or both, as determined by the principal in consultation with appropriate school staff;
- B. For the second act, a copy of the results of the investigation shall be placed in the student's record and the student may be subject to remedial actions, including the provision of counseling or behavioral intervention services, or discipline, or both, as determined by the principal, in consultation with appropriate school staff; and
- C. For the third and each subsequent act, a copy of the results of the investigation shall be placed in the student's record, and the principal, in consultation with appropriate school staff, shall develop an individual student intervention plan which shall be approved by the chief school administrator or the chief school administrator's designee, and may include remedial actions including counseling or behavioral intervention services, or progressive discipline, or both, and may require the student, accompanied by a parent or guardian, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation or bullying behavior.

The chief school administrator or the chief school administrator's designee and the principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Students

Consequences and remedial measures for a student who commits an act of harassment, intimidation or bullying shall be varied and graded according to the nature of the behavior, the nature of the student's disability, if any and to the extent relevant; the developmental age of the student and the student's history of problem behaviors and performance. Consequences shall be consistent with the board approved code of student conduct and N.J.A.C. 6A:16-7. Consequences and remedial measures shall be designed to:

- A. Correct the problem behavior;
- B. Prevent another occurrence of the problem;
- C. Protect and provide support for the victim of the act; and
- D. Take corrective action for documented systemic problems related to harassment, intimidation or bullying.

Students' acts of cyber-harassment shall be subject to the code of student conduct for harassment, intimidation and bullying and penalties provided in N.J.S.A. 2C:33-4.1 Crime of Cyber-harassment. Cyber-harassment is a

HARASSMENT, INTIMIDATION AND BULLYING (continued)

crime of the fourth degree and may be reported to the local law enforcement agency. A parent or guardian having legal custody of a minor who demonstrates willful or wanton disregard in the exercise of the supervision and control of the conduct of a minor adjudicated delinquent of cyber-harassment may be liable in a civil action.

Consequences and appropriate remedial actions for a student who commits an act of harassment, intimidation or bullying may range from positive behavioral interventions up to and including short and long-term suspension or expulsion, as permitted by law. The consequences and remedial measures may include, but are not limited to:

A. Consequences

1. Admonishment;
2. Temporary removal from the classroom;
3. Referral to disciplinarian;
4. In-school suspension during the school week or the weekend;
5. After-school programs;
6. Out-of-school suspension (short-term or long-term);
7. Legal action; and
8. Expulsion.

B. Remedial Measures

1. Personal

- a. Restitution and restoration;
- b. Mediation;
- c. Peer support group;
- d. Recommendations of a student behavior or ethics council;
- e. Corrective instruction or other relevant learning or service experience;
- f. Supportive student interventions, including participation of the intervention and referral services team;
- g. Behavioral assessment or evaluation, including, but not limited to, a referral to the child study team, as appropriate;
- h. Behavioral management plan, with benchmarks that are closely monitored;
- i. Assignment of leadership responsibilities (e.g., hallway or bus monitor);
- j. Involvement of school disciplinarian;
- k. Student counseling;
- l. Parent conferences;
- m. Student treatment; or
- n. Student therapy.

2. Environmental (Classroom, School Building or School District)

- a. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation or bullying;
- b. School culture change;
- c. School climate improvement;
- d. Adoption of research-based, systemic bullying prevention programs;
- e. School policy and procedures revisions;
- f. Modifications of schedules;
- g. Adjustments in hallway traffic;
- h. Modifications in student routes or patterns traveling to and from school;
- i. Supervision of students before and after school, including school transportation;
- j. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
- k. Teacher aides;
- l. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;

HARASSMENT, INTIMIDATION AND BULLYING (continued)

- m. General professional development programs for certificated and non-certificated staff;
- n. Professional development plans for involved staff;
- o. Disciplinary action for school staff who contributed to the problem;
- p. Supportive institutional interventions, including participation of the intervention and referral services team;
- q. Parent conferences;
- r. Family counseling;
- s. Involvement of parent-teacher organizations;

Classified students are subject to the same disciplinary procedures as nondisabled students and may be disciplined in accordance with their IEP. However, before disciplining a classified student, it must be determined that:

- A. The student's behavior is not primarily caused by his/her educational disability;
- B. The program that is being provided meets the student's needs.

Staff

Consequences and appropriate remedial actions for any staff member who commits an act of harassment, intimidation or bullying may range from positive behavioral interventions up to disciplinary charges which could result in suspension or termination. The consequences and remedial measures may include, but are not limited to:

A. Consequences

- 1. Admonishment;
- 2. Temporary removal from the classroom;
- 3. Deprivation of privileges;
- 4. Referral to disciplinarian;
- 5. Withholding of Increment
- 6. Suspension;
- 7. Legal action; and
- 8. Termination

B. Remedial Measures

1. Personal

- a. Restitution and restoration;
- b. Mediation;
- c. Support group;
- d. Recommendations of behavior or ethics council;
- e. Corrective action plan;
- f. Behavioral assessment or evaluation;
- g. Behavioral management plan, with benchmarks that are closely monitored;
- h. Involvement of school disciplinarian;
- i. Counseling;
- j. Conferences;
- k. Treatment; or
- l. Therapy.

HARASSMENT, INTIMIDATION AND BULLYING (continued)

2. Environmental (Classroom, School Building or School District)
 - a. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation or bullying;
 - b. School culture change;
 - c. School climate improvement;
 - d. Adoption of research-based, systemic bullying prevention programs;
 - e. School policy and procedures revisions;
 - f. Modifications of schedules;
 - g. Supervision;
 - h. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
 - i. General professional development programs for certificated and non-certificated staff;
 - j. Professional development plans for involved staff;
 - k. Disciplinary action;
 - l. Supportive institutional interventions, including participation of the intervention and referral services team;
 - m. Conferences;
 - n. Counseling;

Reporting Harassment, Intimidation and Bullying Behavior

The superintendent, principal and/or their designee shall be responsible for receiving complaints alleging violations of this policy.

The board shall allow reports to be anonymous, but no formal disciplinary action shall be based solely on an anonymous report. Any school employee, board member, contracted service provider, student, visitor or volunteer who has witnessed, or has reliable information that a student has been subject to harassment, intimidation or bullying, must report the incident to the building principal or his/her designee.

The following procedures shall apply to the reporting of incidents of harassment, intimidation and bullying committed by an adult or youth against a student:

- A. All acts of harassment, intimidation, or bullying shall be reported verbally to the school principal on the same day when the school employee or contracted service provider witnessed or received reliable information regarding any such incident;
- B. The principal shall inform the parents or guardians of all students involved in the alleged incident, and may discuss, as appropriate, the availability of counseling and other intervention services. The principal shall keep a written record of the date, time, and manner of notification to the parents or guardians; and
- C. All acts of harassment, intimidation, or bullying shall be reported in writing to the school principal within two school days of when the school employee or contracted service provider witnessed or received reliable information that a student had been subject to harassment, intimidation, or bullying.

The written report shall be on a numbered form developed by the Department of Education. The form is available at https://www.nj.gov/education/safety/sandp/hib/docs/HIB_Incident_Form_ForLEAs.pdf

A copy of the form shall be submitted promptly by the principal to the chief school administrator. The form shall be completed even if a preliminary determination is made under the school district's policy that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to section 2 of P.L.2002, c.83 (C.18A:37-14). The report shall be kept on file at the school but shall not be included in any student record, unless the incident results in disciplinary action or is otherwise required to be contained in a student's record under State or federal law. A redacted copy of the form that removes all student identification information shall be confidentially shared with the board of education after the conclusion of the investigation, if a hearing is requested by a parent or guardian.

The school district shall provide a means for a parent or guardian to complete an online numbered form

HARASSMENT, INTIMIDATION AND BULLYING (continued)

developed by the Department of Education to confidentially report an incident of harassment, intimidation, or bullying.

The principal shall report to the chief school administrator if a preliminary determination is made under the board policy that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying, and the chief school administrator may require the principal to conduct an investigation of the incident, if the chief school administrator determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, or bullying. The chief school administrator shall notify the principal of this determination in writing.

The superintendent must annually report to the Board of Education the number of times the preliminary determination was found to be outside the scope of HIB.

A board member, school employee, contracted service provider, student or volunteer who has witnessed, or has reliable information that a student has been subject to, harassment, intimidation or bullying shall report the incident to the building principal and any appropriate school official, or to any school administrator or safe schools resource officer, who shall immediately initiate the school district's procedures concerning school bullying.

A board member or a school employee who promptly reports an incident of harassment, intimidation or bullying, to the appropriate school official designated by the school district's policy, or to any school administrator or safe schools resource officer, and who makes this report in compliance with the procedures in this policy, shall be immune from a cause of action for damages arising from any failure to remedy the reported incident.

A school administrator who receives a report of harassment, intimidation, or bullying from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

The school administrator shall take into account the circumstances of the incident when providing notification to parents and guardians of all students involved in the reported harassment, intimidation, or bullying incident. The circumstances of the incident shall be considered conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense.

District Anti-Bullying Coordinator

The superintendent shall appoint a district anti-bullying coordinator. The superintendent shall make every effort to appoint an employee of the school district to this position. The district anti-bullying coordinator shall:

- A. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, and bullying of students;
- B. Collaborate with school anti-bullying specialists in the district, the board of education, and the superintendent to prevent, identify, and respond to harassment, intimidation, and bullying of students in the district;
- C. Provide data, in collaboration with the superintendent, to the Department of Education regarding harassment, intimidation, and bullying of students; and
- D. Execute such other duties related to school harassment, intimidation, and bullying as requested by the superintendent.

The district anti-bullying coordinator shall meet at least twice a school year with the school anti-bullying specialists in the district to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, and bullying in the district.

School Anti-Bullying Specialist

HARASSMENT, INTIMIDATION AND BULLYING (continued)

The principal in each school shall appoint a school anti-bullying specialist. When a school guidance counselor, school psychologist, or another individual similarly trained is currently employed in the school, the principal shall appoint that individual to be the school anti-bullying specialist. If no individual meeting these criteria is currently employed in the school, the principal shall appoint a school anti-bullying specialist from currently employed school personnel. The school anti-bullying specialist shall:

- A. Chair the school safety/school climate team;
- B. Lead the investigation of incidents of harassment, intimidation, and bullying in the school; and
- C. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, and bullying in the school.

School Safety/School Climate Team

The board shall form a school safety/school climate team in each school to develop, foster, and maintain a positive school climate by focusing on the on-going, systemic process and practices in the school and to address school climate issues such as harassment, intimidation, or bullying. The school safety team shall meet at least two times per school year.

The school safety/school climate team shall consist of the principal or his or her designee a teacher in the school; the school anti-bullying specialist; a parent of a student in the school; and other members ~~to be~~ determined by the principal. The school anti-bullying specialist shall serve as the chair of the school safety team.

The school safety team shall:

- A. Receive any complaints of harassment, intimidation, or bullying of students that have been reported to the principal;
- B. Receive copies of any report prepared after an investigation of an incident of harassment, intimidation, or bullying;
- C. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- D. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- E. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- F. Participate in the training required pursuant to the provisions of (N.J.S.A.18A:37-13 et seq.) and other training which the principal or the district anti-bullying coordinator may request;
- G. Collaborate with the district anti-bullying coordinator in the collection of district-wide data and in the development of district policies to prevent and address harassment, intimidation, or bullying of students; and
- H. Execute such other duties related to harassment, intimidation, and bullying as requested by the principal or district anti-bullying coordinator.

A parent shall be on the school safety/school climate team only in regard to general school climate issues and shall not participate in activities that may compromise a student's confidentiality. Other members of the school safety/school climate team who are not authorized to access student records (see board policy 5125 Student Records) shall be on the team only in regard to general school climate issues and shall not participate in activities that may compromise a student's confidentiality.

HARASSMENT, INTIMIDATION AND BULLYING (continued)Investigating Reported Harassment, Intimidation and Bullying

All reported incidents of harassment, intimidation and bullying shall be investigated promptly and in accordance with law and the following procedures:

- A. All investigations shall be thorough and complete, and documented in writing, and shall include, but not be limited to:
 1. Taking of statements from victims, witnesses and accused;
 2. Careful examination of the facts;
 3. Support for the victim; and
 4. Determination if alleged act constitutes a violation of this policy.
- B. The investigation shall be initiated by the principal or the principal's designee within one school day of the report of the incident and shall be conducted by a school anti-bullying specialist. The principal may appoint additional personnel who are not school anti-bullying specialists to assist in the investigation.
- C. The investigation shall be completed as soon as possible, but not later than 10 school days from the date of the written report of the incident of harassment, intimidation, or bullying or from the date of the written notification from the chief school administrator to the principal to initiate an investigation. In the event that there is information relative to the investigation that is anticipated but not yet received by the end of the 10-day period, the school anti-bullying specialist may amend the original report of the results of the investigation to reflect the information.
- D. The results of the investigation shall be reported to the superintendent within two school days of the completion of the investigation, and in accordance with law and board policy. The superintendent may initiate intervention services, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, order counseling as a result of the findings of the investigation, or take or recommend other appropriate action including seeking further information.
- E. The results of each investigation shall be reported to the board of education no later than the date of the next board meeting following the completion of the investigation, and include:
 1. Any services provided;
 2. Training established;
 3. Discipline imposed; or
 4. Other action taken or recommended by the superintendent.
- F. The superintendent or his or her designee shall ensure that parents or guardians of the students who are parties to the investigation shall receive information about the investigation in accordance with federal and State law and regulation. This information shall be provided in writing within 5 school days after the results of the investigation are reported to the board and include:
 1. The nature of the investigation;
 2. Whether the district found evidence of harassment, intimidation, or bullying; or
 3. Whether discipline was imposed or services provided to address the incident of harassment, intimidation, or bullying.
- G. Investigations of complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation.

HARASSMENT, INTIMIDATION AND BULLYING (continued)Range of Ways to Respond to Harassment, Intimidation or Bullying

The board of education recognizes that some acts of harassment, intimidation or bullying may be isolated incidents requiring that the school officials respond appropriately to the individuals committing the acts and provide support programs for victims. Other acts may be so serious or parts of a larger pattern of harassment, intimidation or bullying that they require a response either at the classroom, school building or school district levels or by law enforcement officials.

In considering whether a response beyond the individual is appropriate, the principal, in conjunction with the school anti-bullying specialist shall consider the nature and circumstances of the act, the degree of harm, the nature and severity of the behavior, past incidences or past or continuing patterns of behavior, and the context in which the alleged incident(s) occurred. Institutional (i.e., classroom; school building; school district) responses include:

- A. School and community surveys;
- B. Mailings;
- C. Focus groups;
- D. Adoption of research-based bullying prevention program models;
- E. Training for certificated and non-certificated staff;
- F. Participation of parents and other community members and organizations;
- G. Small or large group presentations for staff, students, and the community for fully addressing a positive school climate and culture as well as the issues surrounding harassment, intimidation and bullying in the school community; and
- H. The involvement of law enforcement officers, including school resource officers.

For every incident of harassment, intimidation or bullying, the district shall respond to the individual who committed the act. Responses may include:

- A. Individual responses can include positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) and punitive actions (e.g., detention, in-school or out-of-school suspension, expulsion);
- B. Classroom responses can include class discussions about an incident of harassment, intimidation or bullying, role plays, research projects, observing and discussing audio-visual materials on these subjects and skill-building lessons in courtesy, tolerance, assertiveness and conflict management;
- C. School responses can include theme days, learning station programs, parent programs and information disseminated to students and parents, such as fact sheets or newsletters explaining acceptable uses of electronic and wireless communication devices;
- D. District-wide responses can include community involvement in policy review and development, professional development programs, adoption of curricula and school-wide programs and coordination with community-based organizations (e.g., mental health; health services; health facilities; law enforcement; faith-based).

The range of ways in which the school shall respond once an incident of harassment, intimidation or bullying is identified shall be defined by the principal in conjunction with the school anti-bullying specialist, and shall include an appropriate combination of counseling, support services, intervention services, and other programs as defined by the commissioner.

Retaliation and Reprisal Prohibited

HARASSMENT, INTIMIDATION AND BULLYING (continued)

The board prohibits reprisal or retaliation or false accusation against any person who witnesses and/or reports an act of harassment, intimidation or bullying by any student, school employee, board member, contracted service provider, visitor or volunteer. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation or false accusation shall be determined by the superintendent and/or principal or their designee after consideration of the nature, severity and circumstances of the act, in accordance with case law and board policies and procedures.

Any act of retaliation or reprisal or false accusation against any person who reports an act of harassment, intimidation or bullying shall not be tolerated. Any student, school employee, board member, contracted service provider, volunteer or visitor who engages in the act of retaliation or reprisal or who falsely accuses another shall be subjected to consequence and appropriate remedial action. In cases where any state or federal law has allegedly been violated, the local law enforcement agency shall be notified.

A. Students

The consequences and appropriate remedial action for a student found to have engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student's history of problem behaviors and performance, and shall be consistent with this policy. Consequences may include positive behavioral interventions, notification of the parents/guardians, up to and including short or long-term suspension or expulsion, as permitted by law;

B. School Employees

Consequences and appropriate remedial action for a school employee found to have engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be determined in accordance with district policies, procedures and agreements, up to and including suspension or dismissal from service;

C. Board Members

Consequences and appropriate remedial action for a board member found to have committed an act of harassment, intimidation, or bullying; or found to have engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be determined in accordance with district policies, procedures and agreements, up to and including a public sanction or filed ethics charges;

D. Visitors, Volunteers, Contracted Service Providers, and All Other Persons

Consequences and appropriate remedial action for a visitor, volunteer, contracted service providers and all other persons found to have engaged in harassment, intimidation or bullying; or engaged in retaliation, reprisal and/or falsely accused another as a means of harassment, intimidation or bullying shall be determined by the superintendent after consideration of the nature, severity and circumstances of the act, including reports to appropriate law enforcement officials.

Consequences and remediation for students, employees, board members, visitors, volunteers, and contracted service providers, engaging in harassment, intimidation or bullying or engaged in retaliation, reprisal and/or false accusations may include the following:

A. Consequences

1. Admonishment;
2. Temporary removal from the classroom or school;
3. Deprivation of privileges
4. Prohibited from access to the school facilities (visitors, vendors, board members, all other people);
5. Classroom or administrative detention;
6. Referral to disciplinarian;
7. In-school suspension during the school week or the weekend;

HARASSMENT, INTIMIDATION AND BULLYING (continued)

8. After-school programs;
9. Out-of-school suspension (short-term or long-term);
10. Legal action;
11. Withholding of Increment;
12. Suspension;
13. Expulsion;
14. Termination;
15. Termination of service agreements or contracts (vendors, volunteers);
16. Public sanction (board members);
17. Ethics charges (some administrators, board members).

B. Remedial Measures

1. Personal
 - a. Restitution and restoration;
 - b. Mediation;
 - c. Peer support group;
 - d. Recommendations of a student behavior or ethics council;
 - e. Corrective instruction or other relevant learning or service experience;
 - f. Supportive student interventions, including participation of the intervention and referral services team;
 - g. Behavioral assessment or evaluation, including, but not limited to, a referral to the child study team, as appropriate;
 - h. Behavioral management plan, with benchmarks that are closely monitored;
 - i. Assignment of leadership responsibilities (e.g., hallway or bus monitor);
 - j. Involvement of school disciplinarian;
 - k. Counseling;
 - l. Conferences;
 - m. Treatment; or
 - n. Therapy.
2. Environmental (Classroom, School Building or School District)
 - a. School and community surveys or other strategies for determining the conditions contributing to harassment, intimidation or bullying;
 - b. School culture change;
 - c. School climate improvement;
 - d. Adoption of research-based, systemic bullying prevention programs;
 - e. School policy and procedures revisions;
 - f. Modifications of schedules;
 - g. Supervision;
 - h. Small or large group presentations for fully addressing the behaviors and the responses to the behaviors;
 - i. General professional development programs for certificated and non-certificated staff;
 - j. Professional development plans for involved staff;
 - k. Disciplinary action;
 - l. Supportive institutional interventions, including participation of the intervention and referral services team;
 - m. Conferences;
 - n. Counseling;

Appeal Process

The parent or guardian may request a hearing before the board concerning the written information about a harassment, intimidation, or bullying investigation. The request for a board hearing shall be filed with the board secretary no later than 60 calendar days after the written information is received by the parents or guardians. The hearing shall be held within 10 days of the request. The board shall meet in executive session for the hearing to protect the confidentiality of the students. At the hearing the board may hear from the school anti-bullying specialist about the incident, recommendations for discipline or services, and any programs instituted

HARASSMENT, INTIMIDATION AND BULLYING (continued)

to reduce such incidents.

At the next board of education meeting following its receipt of the report, the board shall issue a decision, in writing, to affirm, reject, or modify the superintendent's decision. The board's decision may be appealed to the Commissioner of Education, in accordance with law, no later than the 90 days after the issuance of the board's decision.

A parent, student, guardian, or organization may file a complaint with the Division on Civil Rights within 180 days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination."

Approved Private Schools For Students With Disabilities (PSSDs)

The board is committed to ensuring that all district students that require placement in approved private schools for students with disabilities (PSSD) have the safe and civil environment in their school placement necessary for students to learn and achieve high academic standards. All approved PSSDs receiving students with disabilities from this district shall be committed to treating their students with civility and respect, and shall refuse to tolerate harassment, intimidation or bullying.

When an approved PSSD receives a complaint or report of an act of harassment, intimidation, or bullying involving a district student placed in the approved PSSD that occurred on a district school bus, at a district school-sponsored function and off school grounds, the approved PSSD shall notify the anti-bullying coordinator of the report or complaint.

The chief school administrator shall assign a school anti-bullying specialist to investigate a complaint or report of harassment, intimidation, or bullying, occurring on district school buses, at district school-sponsored functions, and off school grounds involving a student who attends an approved PSSD. The investigation conducted by the district anti-bullying specialist shall be in consultation with the approved PSSD.

The full-time non-teaching principal of the approved PSSD shall report to the anti-bullying coordinator and the child study team director, any complaint or report of an act of harassment, intimidation, or bullying involving a district student placed in the approved PSSD that occurred at the PSSD or an activity sponsored by the PSSD. The report shall include the names of the district students who are parties to the harassment, intimidation, or bullying investigation and the results of each investigation. The principal of the approved PSSD shall make this report to the district anti-bullying coordinator and to the student's parents/guardians no later than five school days following the investigation's completion. The report to the district shall include information on any service(s) provided; training established; and, discipline imposed or other action taken or recommended by the full-time non-teaching principal of the PSSD.

Once an incident of harassment, intimidation, or bullying is identified, the full-time non-teaching principal of the approved PSSD shall determine the appropriate response to address the individual circumstances in consultation and conjunction with appropriate district staff, as necessary. The approved PSSD shall not, pursuant to N.J.A.C. 6A:14-7.6(f), unilaterally implement disciplinary action involving removal to an interim alternative educational setting, suspension of more than 10 consecutive or cumulative school days in a school year or termination of placement. Disciplinary action involving suspension and expulsion from the approved PSSD shall be implemented in conjunction with the district and according to law (N.J.A.C. 6A:14-2.8) and board policies 5114 Suspension and Expulsion and 6171.4 Special Education.

Parents or guardians of students who are parties to a harassment, intimidation, or bullying investigations conducted by this district or an approved PSSD in which their child is placed may request a hearing before the board of education concerning the information received about an investigation. Any request for a hearing before the board of education shall be filed within 60 calendar days after the written information about the harassment, intimidation, or bullying investigation is received by the district and the parents or guardians. The hearing before the board shall be scheduled in collaboration with the approved PSSD and held by the board within 10 business days of the request. The approved PSSD and the board shall coordinate the policies and procedures for conducting such hearings.

HARASSMENT, INTIMIDATION AND BULLYING (continued)Week of Respect

The week beginning with the first Monday in October of each year is designated as a "Week of Respect" in the State of New Jersey. The district, in order to recognize the importance of character education, shall observe the week by providing age-appropriate instruction focusing on preventing harassment, intimidation, or bullying as defined by law (N.J.S.A. 18A:37-14). Throughout the school year the district shall provide ongoing age-appropriate instruction focusing on preventing harassment, intimidation, and bullying in accordance with the Core Curriculum Content Standards.

Training

A. School Leaders

Any school leader who holds a position that requires the possession of a superintendent, principal, or supervisor endorsement shall complete training on issues of school ethics, school law, and school governance as part of the professional development for school leaders required in accordance with State Board of Education regulations. This training shall also include information on the prevention of harassment, intimidation, and bullying (N.J.S.A. 18A:26-8.2).

B. Teaching Staff Development

Each public school teaching staff member shall complete at least two hours of instruction in suicide prevention, to be provided by a licensed health care professional with training and experience in mental health issues, in each professional development period. The instruction in suicide prevention shall include information on the relationship between the risk of suicide and incidents of harassment, intimidation, and bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide (N.J.S.A. 18A:6-112).

C. Board Members

Within one year after being newly elected or appointed or being re-elected or re-appointed to the board of education, a board member shall complete a training program, through the Assistant Superintendent for Human Resources, on harassment, intimidation, and bullying in schools, including a school district's responsibilities as required by law (N.J.S.A. 18A:37-13 et seq.). A board member shall be required to complete the program only once (N.J.S.A. 18A:12-33).

D. Staff, Student and Volunteer Training

The school district shall:

1. Provide training on the school district's harassment, intimidation, or bullying policy to school employees and volunteers who have significant contact with students;
2. Provide ongoing staff training, in cooperation with the Department of Education, in fulfilling the reporting requirements;
3. Ensure that the training includes instruction on preventing bullying on the basis of the protected categories as required by law (N.J.S.A. 18A:37-14) and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying; and
4. Develop a process for discussing the district's harassment, intimidation or bullying policy with students.

The board shall annually examine the training needs of school employees and volunteers who have significant contact with students for the effective implementation of the harassment, intimidation, or bullying policies, procedures, programs, and initiatives of the district board of education and implement training programs for school employees and volunteers who have significant contact with students. The annual examination of training needs shall take into consideration the findings of the annual review and update of the code of student conduct.

HARASSMENT, INTIMIDATION AND BULLYING (continued)

Information regarding the school district policy against harassment, intimidation or bullying shall be incorporated into a school's employee training program and shall be provided to full-time and part-time staff, volunteers who have significant contact with students, and those persons contracted by the district to provide services to students.

Throughout the school year, the district shall provide ongoing age-appropriate instruction on preventing harassment, intimidation and bullying, consistent with the New Jersey Student Learning Standards.

Reporting to the Board

Two times each year between September 1 and January 1 and between January 1 and June 30, the school board shall hold a public hearing at which the superintendent will report to the board of education all acts of violence, vandalism, and harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period. The report shall include the number of HIB reports in the schools, the status of all investigations, the nature of the HIB, and other data required by law.

- A. The number of reports of harassment, intimidation, or bullying;
- B. The status of all investigations;
- C. The nature of the bullying based on one of the protected categories identified in N.J.S.A. 18A:37-14 such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
- D. The names of the investigators;
- E. The type and nature of any discipline imposed on any student engaged in harassment, intimidation, or bullying; and
- F. Any other measures imposed, training conducted, or programs implemented, to reduce harassment, intimidation, or bullying.

Reporting to the Department of Education

The information, including but not limited to, oral reports, written reports or electronic reports shall also be reported once during each reporting period between September 1 and January 1 and between January 1 and June 30, to the Department of Education. The report shall include:

- A. Data broken down by the enumerated categories including the protected categories as listed above and the type of harassment, intimidation and bullying (any gesture; any written, verbal or physical act; or any electronic communication, whether it be a single or series of incidents); and
- B. Data broken down by each school in the district, in addition to district-wide data.

The report shall be used to grade each school for the purpose of assessing its effort to implement policies and programs consistent with law (N.J.S.A. 18A:37-13 et seq.). The district shall receive a grade determined by averaging the grades of all the schools in the district.

Each school shall post the grade received by the school and the overall district grade on the homepage of the school's website. The district shall post all the grades for each school of the district and the overall district grade on the homepage of the district's website. A link to the report shall be available on the district's website. The information shall be posted on the websites within 10 days of the receipt of a grade by the school and district.

It shall be a violation to improperly release any confidential information not authorized by federal or State law for public release.

The superintendent will annually submit the report to the Department of Education utilizing the Student Safety

HARASSMENT, INTIMIDATION AND BULLYING (continued)

Data System (SSDS). The superintendent shall accurately report on each incident of violence, vandalism, alcohol and other drug abuse, and incident of harassment intimidation and bullying within the school district. Any allegations of falsification of data will be reviewed by the board of education using the requirements and procedures set forth in N.J.A.C. 6A:16-5.3(g).

The State Board of Education shall impose penalties on any school employee who knowingly falsifies the report. Therefore, the superintendent shall make a reasonable effort to verify reports of violence, vandalism, and harassment, intimidation, or bullying. The board shall provide ongoing staff training, in cooperation with the Department of Education, in fulfilling the reporting requirements. The majority representative of the school employees shall have access monthly to the number and disposition of all reported acts of school violence, vandalism, and harassment, intimidation, or bullying.

Program Assessment and Review

Each school and the school district shall annually establish, implement, document, and assess bullying prevention programs or approaches, and other initiatives involving school staff, students, administrators, volunteers, parents, law enforcement and community members. The programs or approaches shall be designed to create school-wide conditions to prevent and address harassment, intimidation, and bullying.

Policy Development and Review

The district harassment, intimidation and bullying policy shall be adopted through a process that includes representation of parents or guardians, school employees, volunteers, students, administrators, and community representatives.

The district shall annually conduct a re-evaluation, reassessment, and review of this policy, any report(s) and/or finding(s) of the school safety/school climate team(s). The board shall also make any necessary revisions and additions to this policy as required by law. The board shall include input from the school anti-bullying specialists in conducting its re-evaluation, reassessment, and review. The district shall transmit a copy of the revised policy to the appropriate executive county superintendent within 30 school days of the revision.

Publication, Dissemination and Implementation

In publicizing this policy, the community including students, staff, board members, contracted service providers, visitors and volunteers, shall be duly notified that the rules detailed within apply to any incident of harassment intimidation and bullying that takes place on school grounds, at any school-sponsored function or on a school bus, or off school grounds that substantially disrupts or interferes with the orderly operation of the school or the rights of other students in accordance with law.

The superintendent shall take the following steps to publicize this policy:

- A. Provide a link to this policy on a prominent place on the district website;
- B. Provide a link to this policy on a prominent place on each school's website;
- C. Distribute this policy annually to all staff, students and parents/guardians; and
- D. Print this policy in any district publication that sets forth the comprehensive rules, procedures and standards of student conduct and in student handbooks;

The district shall notify students and parents/guardians that the policy is available on the district's website. The district shall publish the name, school phone number, school address and school email address of the district anti-bullying coordinator on the home page of the district website. Each school within the district shall publish the name, school phone number, school address and school email address of the district anti-bullying coordinator and their school anti-bullying specialist on the home page of the school's website. The information concerning the district anti-bullying coordinator and the school anti-bullying specialists shall also be maintained

HARASSMENT, INTIMIDATION AND BULLYING (continued)

on the Department of Education's website.

The school district and each school in the district with a website shall post on its homepage the current version of the document, Guidance for Parents on the Anti-Bullying Bill of Rights Act, developed by the Department of Education. The school climate state coordinator shall ensure that this document is updated as needed and then promptly disseminated to all school districts.

The superintendent shall ensure that the rules for this policy are applied consistently with the district's code of student conduct (N.J.A.C. 6A:16-7) and all applicable laws and regulations. All disciplinary sanctions shall be carried out with necessary due process.

This and all related policies shall be reviewed on a regular basis.

NJSBA Review/Update: September 2011
 Adopted: September 15, 2011; January 18, 2018; May 17, 2018;
 August 23, 2018; October 20, 2022, October 19, 2023
 Readopted: August 21, 2014; January 18, 2018; May 17, 2018;
 August 23, 2018; October 20, 2022; October 19, 2023

FIRST READING: October 16, 2024

Key Words

Harassment, Intimidation, Bullying, False Accusation, Retaliation, Reprisal, Conduct, Discipline, Student Conduct

<p><u>Legal References:</u> <u>N.J.S.A. 2A:4A-60 et al.</u> <u>N.J.S.A. 2C:33-4.1</u> <u>N.J.S.A. 10:5-1 et seq.</u> <u>N.J.S.A. 18A:6-112</u> <u>N.J.S.A. 18A:11-1</u> <u>N.J.S.A. 18A:12-33</u> <u>N.J.S.A. 18A:17-46</u> <u>N.J.S.A. 18A:25-2</u> <u>N.J.S.A. 18A:26-8.2</u> <u>N.J.S.A. 18A:36-19</u> <u>N.J.S.A. 18A:36-19a</u> <u>N.J.S.A. 18A:37-1 et seq.</u> <u>N.J.S.A. 18A:37-13 et seq.</u> <u>See particularly:</u> <u>N.J.S.A. 18A:37-14, -15, -17</u> <u>N.J.S.A. 18A:54-20</u> <u>N.J.A.C. 6A:14-2.8</u> <u>N.J.A.C. 6A:16-1.1 et seq.</u> <u>See particularly:</u> <u>N.J.A.C. 6A:16-1.4, -7.1,</u> <u>-7.6, -7.9</u></p>	<p>Disclosure of juvenile information; penalties for disclosure Crime of cyber-harassment Law Against Discrimination Instruction on suicide prevention for public school teaching staff General mandatory powers and duties Training program; requirements Reporting of certain acts by school employee; annual report; public hearing (acts of violence) Authority over students School leader defined; training as part of professional development Student records; creation, maintenance and retention, security and access; regulations; nonliability Student records (Newly enrolled students; transfers of records, identification) Submission of Students to Authority (Discipline) <u>Anti-Bullying Bill of Rights Act</u> Harassment, intimidation, and bullying Powers of board (county vocational schools) Discipline/suspension/expulsions (students with disabilities) Programs to support student development (includes student conduct code)</p>
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HARASSMENT, INTIMIDATION AND BULLYING (continued)N.J.A.C. 6A:30-1.4 et seq.

Evaluation process for the annual review

P.L. 2021, Chapter 338, approved January 10, 2022. Senate, No. 1790 amended N.J.S.A. 2C:33-4.1 making cyber-harassment a crime of the fourth degree, unless the person is 21 years of age or older at the time of the offense and impersonates a minor for the purpose of cyber-harassing a minor, in which case it is a crime of the third degree. In addition, P.L. 2021, c. 338 amends harassment, intimidation and bullying statutes (N.J.S.A. 18A:37-13 et seq.) to include requirements for recording incidents, notification to parents/guardians, reporting to the board and the Department of Education.

Gebser v. Lago Vista Independent School District 524 U.S. 274 (1989) United States Supreme Court addresses the standard by which a district will be held liable for sexual harassment of a student by a school employee under Title IX --requires actual notice and deliberate indifference.

Davis v. Monroe County Board of Education 526 U.S. 629 (1999) United States Supreme Court establishes the standard under which a school district may be liable under Title IX for sexual harassment of one student by another student. The district will be liable for damages only where the school officials are proven to have been deliberately indifferent to harassment of which it is actually aware. The harassment must be "severe, pervasive and objectively offensive."

Saxe v. State College Area School District 240 F.3d 200 (3rd Cir 2001) A Pennsylvania school district's anti-harassment policy was overly broad and therefore violated the Constitutional guarantee of freedom of speech.

L. W. v. Toms River Regional Schools Board of Education 189 N.J. 381 (2007) The New Jersey Supreme Court held that the standard under which a school district may be liable under the New Jersey Law Against Discrimination for student-on-student bullying or harassment is not the Title IX deliberate indifference standard, but is rather the same standard used under the NJLAD for hostile work environment cases. A district will be judged by whether the district's response met the "reasonable person" test: what would a reasonable person (teacher, supervisor, vice principal, principal, etc.) do in a similar situation. School districts will be shielded from liability under NJLAD when their preventive and remedial actions are reasonable in light of the totality of the circumstances.

Possible**Cross References:**

*1220	<u>Ad hoc</u> advisory committees
*1410	Local units
3517	Security
*3541.33	Transportation safety
*4131/4131.1	Staff development; inservice education/visitation conferences
4148/4248	Employee protection
*4231/4231.1	Staff development; inservice education/visitation conferences
5000	Concepts and roles for students
5010	Goals and objectives for students
*5020	Role of parents/guardians
*5113	Attendance, absences and excuses
*5114	Suspension and expulsion
*5124	Reporting to parents/guardians
*5131	Conduct and discipline
*5131.5	Vandalism/violence
*5131.6	Drugs, alcohol, tobacco (substance abuse)
*5131.7	Weapons and dangerous instruments

HARASSMENT, INTIMIDATION AND BULLYING (continued)

5132	Dress and grooming
*5142	Student safety
5145	Rights
5145.2	Freedom of speech/expression
*5145.4	Equal educational opportunity
*5145.6	Student grievance procedure
*5145.1	Questioning and apprehension
*5145.1	Search and seizure
*6145	Extracurricular activities
*6164.4	Child study team
*6171.4	Special education
*6172	Alternative educational programs

*Indicates policy is included in the Critical Policy Reference Manual.

WOODBRIIDGE TOWNSHIP BOARD OF EDUCATION
Woodbridge, New Jersey

FILE CODE: 5131.5

Policy

<u>X</u>	Monitored
<u>X</u>	Mandated
<u>X</u>	Other Reasons

VANDALISM/VIOLENCE

Vandalism

The Woodbridge Township Board of Education views vandalism against school property by students as reprehensible. The causes of such misbehavior often are complex, calling for careful study by parents/guardians, school staff and appropriate community officials.

The board believes that students should respect property and take pride in the schools of this district. Whenever a student has been found to have done willful and malicious damage to property of the board, the principal of the school shall notify the superintendent. The board will hold the student or his/her parents/guardians liable for the damage caused by him/her.

When vandalism is discovered, the administration is directed to take such steps as are necessary to identify the vandals. If students have taken part in the vandalism, the appropriate administrator shall:

- A. Identify the students involved;
- B. Call together persons, including the parents/guardians, needed to study the causes;
- C. Decide upon disciplinary and/or legal action possibly including suspension. Should parents/guardians fail to cooperate in the discussions, the administration may charge the student with being delinquent by a petition stating the offense and requesting appearance in juvenile court;
- D. Take any constructive actions needed to try to guard against further such student misbehavior;
- E. Seek appropriate restitution.

Violence

Physical violence including assault with or without a weapon, against another student, a staff member or board member is prohibited and will result in the disciplinary sanctions included in policies on suspension and expulsion and conduct/discipline. Disruptive behavior that is characterized by violence, even though not directed toward another person, should be reported by the classroom teacher to the school principal, unless instructed otherwise, so that possible program adjustments may be identified.

Any student who is convicted or adjudicated delinquent for possession of a firearm or a crime while armed with a firearm or found knowingly in possession of a firearm or any school property or on a school bus or at a school-sponsored function shall be immediately removed from the school's regular education program for a period of not less than one calendar year. The superintendent may modify this suspension on a case-by-case basis. Each student so removed shall be placed in an alternative educational program or on home instruction and shall be entitled to a hearing before the board.

Any school employee observing or having direct knowledge from a participant or victim of an act of violence in the district public school(s) should complete the standard report form and submit it to the school principal who is responsible for preparing the official report to the superintendent. Staff will report accurately and not falsify information.

The board shall provide ongoing staff training in cooperation with the Department of Education, in fulfilling the reporting requirements pursuant to N.J.S.A. 18A:17-46.

Two times each year between September 1 and January 1 and between January 1 and June 30, the school

VANDALISM/VIOLENCE (continued)

board(s) shall hold a public hearing at which the superintendent reports to the board of education all acts of violence, vandalism, and harassment, intimidation, or bullying (HIB) which occurred during the previous reporting period. The report shall include the number of HIB reports in the schools, the status of all investigations, the nature of the HIB, and other data required by law.

Threats of Violence

The board is committed to promoting healthy relationships and a safe learning environment. Therefore, it shall not tolerate student threats of harm to self or others or other threatening behaviors, including threats to damage school property. Threatening behaviors shall not be tolerated on school property or at activities under the jurisdiction of the board of education.

Students shall inform a teacher, guidance counselor or principal when he/she is in possession of knowledge of such threats. Staff shall immediately notify the principal of any threat or threatening behavior that he/she has knowledge of, has witnessed or received. All such threats shall be promptly reported to the appropriate law enforcement agency.

Students who perpetrate threatening behaviors shall be disciplined in accordance with policy and regulations on suspension and expulsion and conduct/discipline.

Behavioral Threat Assessment Team

The board shall direct the establishment of a behavioral threat assessment team(s) in each school, pursuant to N.J.S.A. 18A:17-43.4. The purpose of the team shall be to provide school teachers, administrators, and other staff with assistance in identifying students of concern, assessing those students' risk of engaging in violence or other harmful activities. The team shall also be responsible for delivering intervention strategies to manage the risk of harm for students who pose a potential safety risk, to prevent targeted violence in the school, and ensure a safe and secure school environment that enhances the learning experience for all members of the school community.

Any policy developed by a school district, charter school, or renaissance school project concerning the establishment of a multi-disciplinary threat assessment team must be aligned with the *Guidance on the Establishment and Training of K-12 Behavioral Threat Assessment and Management Teams (BTAM)*, developed by the New Jersey Department of Education (NJDOE) in consultation with the New Jersey Office of Homeland Security and Preparedness and State law enforcement agencies.

The threat assessment team at each school shall be multidisciplinary in membership and, to the extent possible, shall include the following individuals:

- A. A school psychologist, school counselor, school social worker, or other school employee with expertise in student counseling;
- B. A teaching staff member;
- C. A school principal or other senior school administrator;
- D. A safe schools resource officer or school employee who serves as a school liaison to law enforcement; and
- E. The school safety specialist designated pursuant to N.J.S.A. 18A:17-43.3, in the event that the school safety specialist is not already a school administrator or school employee required to be a part of the threat assessment team in accordance with this policy.

Additional school employees may serve as regular members of the threat assessment team or may be consulted during the threat assessment process, as determined appropriate by the team.

This policy shall be consistent with guidelines adopted by the New Jersey Department of Education and include,

VANDALISM/VIOLENCE (continued)

but not be limited to:

- A. Guidance for students, teachers and all staff regarding the recognition of threatening or aberrant behavior in a student that may represent a threat to the school community;
- B. The designation of members of the school community to whom threatening behavior shall be reported; and
- C. Appropriate actions to be taken, including available social, developmental, and law enforcement resources, for students whose behavior is identified as posing a threat to the safety of the school community.

The threat assessment team shall not disclose or disseminate any information obtained during their assessment beyond the purpose for which the information was provided to the threat assessment team, except that the team is authorized to disclose the information to applicable agencies to pursue appropriate action under paragraph C., above, for any student whose behavior is identified as posing a threat to the safety of the school community.

Classified Students

Where a student whose behavior is being assessed has an Individualized Education Program (IEP) or 504 plan, the threat assessment team shall consult with the IEP team or 504 team to determine whether the aberrant behavior is a threat to school safety and is being properly addressed in a manner that is required by N.J.A.C. 6A:14 and all federal and State special education laws.

Training

Each member of the threat assessment team shall participate in training provided by the school safety specialist designated pursuant to N.J.S.A. 18A:17-43.3, that is consistent with the guidelines developed by the New Jersey Department of Education, to ensure that the threat assessment team is able to accurately assess student behavior and to ensure that threat assessment teams do not have a disparate impact on students based on their race, ethnicity, homelessness status, religious belief, gender, gender identity, sexual orientation, or socioeconomic status. The training shall, at a minimum, include training on adverse childhood experiences, childhood trauma, cultural competency, and implicit bias.

Nothing in this policy shall be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the date of the policy's adoption.

Students who perpetrate threatening behaviors shall be disciplined in accordance with policy and regulations on suspension and expulsion and conduct/discipline.

Unsafe School Choice Option

The superintendent shall comply with all requirements of the Unsafe School Choice Option policy adopted by the State Board of Education for schools in districts that receive funds under the Every Student Succeeds Act of 2015 (ESSA). He/she shall keep the board informed of all state requirements and actions taken to implement the policy.

Particularly, if a school in the district is designated as "persistently dangerous" as defined in the policy, corrective action plans shall be prepared and presented to the board for review. The corrective action plans shall be in the format provided by the Department of Education and shall describe how the schools will reduce the number of incidents of violence as determined by the Student Safety Data System (SSDS).

Likewise, if a student while at school or on school grounds becomes a victim of a violent criminal offense as defined by state statute, he/she shall be offered the option of transferring to another safe school within the district.

Parents/Guardians shall be informed according to law and policy.

VANDALISM/VIOLENCE (continued)

The board shall be provided with access to a copy of the current statewide Unsafe School Choice Option Policy.

School Violence Awareness Week

This school district shall observe School Violence Awareness Week, the week beginning on the third Monday in October of each year. Organized activities focused on the prevention of school violence will be offered to students, employees and board members. Local law enforcement personnel will be invited to participate.

Violence and Vandalism Reporting

The superintendent will biannually submit a report utilizing the Student Safety Data System (SSDS) accurately reporting on each incident of violence, vandalism and alcohol and other drug abuse and harassment, intimidation and bullying within the school district. Any allegations of falsification of data will be reviewed by the board of education using the requirements and procedures set forth N.J.A.C. 6A:16-5.3(f). Board action shall be based on a consideration of the nature of the conduct, the circumstances under which it occurred, and the employee's prior employment record.

Implementation

The superintendent shall oversee the development of implementing regulations on all aspects of this policy, including the establishment of procedures for cooperation between school staff and law enforcement officials for all situations involving firearms or other deadly weapons.

Adopted: December 18, 2008
 Revised: February 16, 2017; May 17, 2018; June 15, 2023
 NJSBA Review/Update: December 2011
 Readopted: August 21, 2014; May 17, 2018; June 15, 2023; October 19, 2023

FIRST READING: October 16, 2024

Key Words

Conduct, Discipline, Student Conduct, Vandalism, Violence

<p><u>Legal References:</u> <u>N.J.S.A. 2A:4A-60 et al.</u> <u>N.J.S.A. 2A:53A-15</u> <u>N.J.S.A. 2C:39-5</u> <u>N.J.S.A. 18A:17-46</u> <u>N.J.S.A. 18A:17-43.4</u> <u>N.J.S.A. 18A:25-2</u> <u>N.J.S.A. 18A:36-5.1</u> <u>N.J.S.A. 18A:37-1 et seq.</u> <u>See particularly:</u> <u>N.J.S.A. 18A:37-2, -2.1</u> <u>through -2.5, -3, -7</u> <u>through -12</u> <u>N.J.S.A. 18A:37-13 et seq.</u> <u>N.J.A.C. 6A:14-2.8</u> <u>N.J.A.C. 6A:16-1.1 et seq.</u> <u>See particularly:</u> <u>N.J.A.C. 6A:16-1.4, -5.1,</u> <u>-5.2, -5.3, -5.5, -5.6, -5.7,</u> <u>-6.1</u></p>	<p>Disclosure of juvenile information; penalties for disclosure Liability of parent or guardian for willful destruction of property by infant under 18 Unlawful possession of weapons Act of violence; report by school employee; notice of action taken; annual report, Multi-Disciplinary Threat Assessment Team Authority over students School Violence Awareness Week Discipline of Students</p> <p><u>Anti-Bullying Bill of Rights Act</u> Discipline/suspension/expulsion Programs to Support Student Development</p>
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VANDALISM/VIOLENCE (continued)

"H.A. v. Warren Hills Regional School District, 1976 S.L.D. 336

See also Commissioners' Decisions indexed under "Students – Punishment of" in Index to N.J. School Law Decisions

Every Student Succeeds Act of 2015, Pub. L. 114-95, 20 U.S.C.A. 6301 et seq.

A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials

Unsafe School Choice Option Policy, New Jersey Department of Education, June 30, 2003

Possible

Cross References:

*1120	Board of education meetings
*3250	Income from fees, fines, charges
3517	Security
*4131/4131.1	Staff Development, Inservice Education, Visitations, Conferences
4148/4238	Employee protection
*5114	Suspension and expulsion
*5119	Transfers
*5124	Reporting to parents/guardians
*5131	Conduct/discipline
5131.4	Campus disturbances
*5131.6	Drugs, alcohol, tobacco (substance abuse)
*5131.7	Weapons and dangerous instruments
*6114	Emergencies and disaster preparedness
*6172	Alternative educational programs

*Indicates policy is included in the Critical Policy Reference Manual.

October 16, 2024

The Curriculum, Extra-curricular Activities and Technology Committee, on recommendation of the Superintendent of Schools and the Assistant Superintendent for Curriculum and Instruction, presents the following:

1. The 2023-2024 NJSLA Report will be presented.
2. The 2023-2024 Dynamic Learning Maps will be presented.
3. That the Board of Education approve the partnership with Lincoln Tech School for students to participate in the Medical Assistant program at a cost not to exceed \$7,456 per student. This contract is awarded without competitive bidding as an "Educational Service" under the provisions of the Public School Contract Law (N.J.S.A. 18A:18A-5(a)(5)). (Payment will be from account # 11-000-261-420-75-A-RP-00.)
4. That the Board of Education approve payment not to exceed \$40,000.00 to Imagine Learning for the renewal of Language and Literacy Reusable licenses for the District MLs. (Payment will be from funded account #20-241-200-300-60-F-00-00.) This contract is awarded without competitive bidding as an "Educational Service" under the provisions of the Public School Contract Law (N.J.S.A. 18A:18A-5(a)(5)).
5. That the Board of Education approve payment not to exceed \$10,425 to Hero Revolution, Inc. for the Omegaman and Friends assembly for all 1st grade students in our elementary schools. (Payment will be from budget account #11-190-100-320-75-S-PK-RS.)
6. That the Board of Education approve payment not to exceed \$1,000 to Dr. Reva Narasimhan, 45 Woodbrook Circle, Westfield, NJ 07090 for professional development training for the AP Precalculus teachers at the three high schools. (Payment will be from funded account# 20-271-200-300-60-F-00-00.)
7. That the Board of Education approve payment not to exceed \$4500 to Amplify for six half-hour Dibels training sessions for our kindergarten, 1st grade, academic coaches, ASI and ESL/bilingual teachers. (Payment will be from funded account# 20-271-200-300-60-F-00-00.)
8. That the Board approve the affiliation of Woodbridge SETS with the Thermo Fisher Junior Scientific Junior Innovators Challenge for a fee not to exceed \$75.
9. That the Board of Education approve the following staff members to serve as members of the I&RS Committee during the 2024-2025 school year.

School

Mawbey Street
 Mawbey Street
 Mawbey Street
 Avenel Street
 Avenel Street
 Avenel Street
 Port Reading
 Port Reading
 Port Reading
 Port Reading
 Ross Street
 Ross Street
 Ross Street
 Indiana Avenue
 Indiana Avenue
 Indiana Avenue
 Menlo Park Terrace
 Menlo Park Terrace
 Menlo Park Terrace
 Claremont Avenue
 Claremont Avenue
 Claremont Avenue

Principal/Teacher

Zeitz, Suzana
 White, Allison
 Valentin, Allida
 Panko, Mary
 Caterino, Tina
 Byrne, Kelly
 DeRollo, Sarah
 Carbone, Breanna
 Coppola, Nicolina
 Mulrooney, Patricia
 Rotella, Warren
 Grossi-Nolan, Antoinette
 Strickland, Na'Dya
 Wehrle, Catherine
 Lopes, Jamie
 Gonzalez, Christine
 Truppa, Margaret
 Volpe, Amy
 Pirozzoli, Kaitlyn
 Shafer, Joanne
 Wondyznski, Amanda
 Golden, Julia

October 16, 2024

School

Oak Ridge Heights
 Oak Ridge Heights
 Oak Ridge Heights
 Lynn Crest
 Lynn Crest
 Lynn Crest
 Woodbine Avenue
 Woodbine Avenue
 Woodbine Avenue
 Kennedy Park
 Kennedy Park
 Kennedy Park
 Lafayette Estates
 Lafayette Estates
 Lafayette Estates
 Lafayette Estates
 Lafayette Estates
 Robert Mascenik
 Robert Mascenik
 Robert Mascenik
 Pennsylvania Avenue
 Pennsylvania Avenue
 Pennsylvania Avenue
 Matthew Jago
 Matthew Jago
 Matthew Jago
 Oak Tree Road
 Oak Tree Road
 Oak Tree Road
 Avenel Middle
 Avenel Middle
 Avenel Middle
 Avenel Middle
 Avenel Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Colonia Middle
 Fords Middle
 Fords Middle
 Fords Middle
 Fords Middle
 Fords Middle
 Fords Middle
 Iselin Middle
 Iselin Middle
 Iselin Middle
 Iselin Middle
 Iselin Middle
 Iselin Middle
 Iselin Middle
 Woodbridge Middle

Principal/Teacher

Calabrese, Laura
 Kaufmann, Elizabeth
 Smogard, Yvonne
 Connelly, Matthew
 Tonery, Kelsey
 Tineo, Christine
 Zega, Robert
 Gallagher, Cheryl
 Belo, Natalia
 Kaminsky, Pamela
 McCabe, Colleen
 Rapczynski, Kristine
 Braunsdorf, Edward
 Said, Claudine
 Small, Brielle
 Viningauz, Melanie
 Padalec, Amelia
 Martino, Judith
 Horvath, Jennifer
 Decker, Jennifer
 Hugelmeyer, Robert
 Turant, Caitlyn
 Sullivan, Susan
 Perry, Thomas
 Adams, Bernadette
 Armand, Carmel
 Osborne, Jill
 Disilvestro, Jodi
 Robson, Lori
 Leusen, Thomas
 Balog, Heather
 Geraci, Jessica
 Oliveira, Sherry
 Sisolak, Christine
 Short, Joseph
 Davison-Nau, Alisha
 Cacchione, Stacey
 Denenberg, Jennifer
 Mentzel, Amy
 Milewski, Barbara
 Obolsky, John
 Reilly, Terence
 Roemer, Danielle
 Tarabocchia, Greta
 Urciuoli, Angelina
 Murphy, Jennifer
 Brodniak, Kourtney
 Egan, Brittany
 Furrevig, Megan
 Ilaria, Jennifer
 Kwiatkowski, Lisa
 Cilento, Kelly
 Belly, Lisa
 Bicica, Janet
 Clark, Ashley
 Jackson, Cheryl
 Rogoff, Mary Alice
 Weber, Lauren
 Estenes, Michelle

October 16, 2024

School

Woodbridge Middle
Woodbridge Middle
Woodbridge Middle
Woodbridge Middle
Woodbridge Middle
Woodbridge Middle
Woodbridge Middle
Colonia High School
Colonia High School
Colonia High School
John F. Kennedy High School
John F. Kennedy High School
John F. Kennedy High School
John F. Kennedy High School
John F. Kennedy High School
John F. Kennedy High School
Woodbridge High School
Woodbridge High School
Woodbridge High School
Woodbridge High School
Woodbridge High School
Woodbridge High School
Woodbridge High School

Principal/Teacher

Kupcho, Susanne
Liaistro, Katharine
Musacchio, David
Torrella, Denise
Valente, Jessica
Panko, Jamison
Tulli, Lauren
DiChiara, Cynthia
Beebe, Joanne
Brennan, Linda
Parry, James
Kirk, Joseph
McFadden, Nicole
Nersita, Laura
Short, Beth
Buettel, Lauren
Gourdine-Broadway, Tamiko
Gralla, Sharon
Joao, Valerie
Matusz, Jessica
Mulhern, Thomas
Maldonado, Kelly (Spring)
Wauters, Jennifer (Fall)

I move for the adoption of the foregoing.

Motion by _____

Seconded by _____

The **Finance and Insurance Committee**, on recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, presents the following:

1. That the Board of Education approves payment of the bills in the amount of \$5,678,402.79, capital projects bills in the amount of \$1,830,136.16, and food service department bills in the amount of \$16,271.07.
2. That the Board of Education accept the attached Business Administrator/Board Secretary's Monthly Interest and Investment Report for the month of September 2024.
3. That the Board of Education accept the Report of the Treasurer for the month of September 2024 as it agrees with the previously submitted Report of the Secretary.
4. That the bookkeeping transfers pertaining to the 2024-2025 budgetary accounts be approved as per the attached list.
5. That the Board accepts that the LEA confirmed this as the final expenditure report and a final payment will be issued upon approval, additionally the LEA has not applied for late liquidation of ARP ESSER funds and any unspent funds will be returned to the NJDOE.
6. That the Board of Education readopt the 2024-2025 School Year Budget changing the total from \$394,719,047.98 to \$396,764,170.78 to reflect the following:

Colonial Pipeline Grant	\$10,000.00
School #24 K-Club	\$160.00
African American Studies Grant	\$10,305.00
ESSER III Roll - Over	\$2,762,653.09
Encumbrance Roll-Over Revised	-\$737,995.29

7. **WHEREAS**, the Woodbridge Township Board of Education has identified certain surplus property which is no longer needed for public use; and

WHEREAS, it is the Board's intention to sell the surplus property through an online auction as authorized by P.L. 2001, C30 and outlined in Local Finance Notice 2019-15 and will be conducted through Municibid.com pursuant to State Contract 19-GNSV1-00696 in accordance with the terms of that contract.

BE IT THEREFORE RESOLVED, that the Board of Education approve the sale of the identified surplus property held as an online auction through Municibid.com under State Contract 19-GNSV1-00696; and

BE IT FURTHER RESOLVED, that any identified surplus property shall be sold in an "as-is" condition without express or implied warranties with the successful bidder required to execute a Hold Harmless and Indemnification Agreement concerning use of said property; and

BE IT FURTHER RESOLVED, that the Board reserves the right to accept or reject any bid submitted.

October 16, 2024

8. That the members of the Board of Education certify that to the best of their knowledge no major account or fund has been over expended in violation of N.J.A.C. 6A:23A-16.10(b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
9. That the amount of district taxes needed to meet the obligations of this Board for the next thirty day period, beginning November 1, 2024 is:

Requisition for Taxes for the General Fund in the amount of \$16,887,294.25 and for the Debt Service in the amount of \$7,043.00 totaling \$16,894,337.25 and that the Township Council is hereby requested to place in the hands of the Treasurer of School Monies that amount by November 10, 2024.

I move for the adoption of the foregoing.

Motion by: _____

Seconded by: _____

MONTHLY INTEREST AND INVESTMENT REPORT
SEPTEMBER 2024

<u>INTEREST EARNED THIS MONTH</u>	<u>INTEREST EARNED</u>
Opening Balance	845,826.51
Interest Earned from Operating Funds	131,086.66
Interest Earned from Investments	131,848.34
Interest Earned on Reserve Funds	113,622.77
Ending Balance	<u><u>1,222,384.28</u></u>

<u>CURRENT INVESTMENT AND PROJECTED INTEREST FOR:</u>	<u>SEPTEMBER 2024</u>		
<u>FUND</u>	<u>AMOUNT</u>	<u>RATE</u>	<u>PROJECTED INTEREST</u>
Operating Funds	47,786,777.61	4.00%	159,289.26
Investments	52,980,592.22	4.25%	187,639.60
Reserve Funds	34,713,681.87	4.00%	115,712.27
	<u><u>135,481,051.70</u></u>		<u><u>462,641.13</u></u>

<u>CURRENT INVESTMENTS</u>	<u>TERM</u>	<u>AMOUNT</u>
BCB BANK		22,202,128.05
BCB BANK CERTIFICATE OF DEPOSIT	6/1/24 - 1/1/25	2,053,499.16
CHASE BANK		5,237,755.47
CHASE BANK CERTIFICATE OF DEPOSIT	7/18/24 - 10/18/24	5,000,000.00
CITIZENS BANK		5,345,318.41
COLUMBIA BANK		8,601,497.00
NORTHFIELD BANK		4,540,394.13
		<u><u>52,980,592.22</u></u>
		10-111

REPORT TO THE TREASURER TO THE BOARD OF EDUCATION

WOODBIDGE

All Funds

Sep-24

CASH REPORT					
FUNDS		1 Beginning Cash Balance	2 Cash Receipts This Month	3 Cash Disburse- ments This Month	4 Ending Cash Balances (1)+(2)-(3)
	GOVERNMENTAL FUNDS				
1A	General Fund - Fund 10	30,359,997.23	62,139,502.01	43,272,777.31	49,226,721.93
1B	Investment	52,848,743.88	131,848.34	-	52,980,592.22
1C	Reserve Accounts	34,600,059.10	113,622.77	-	34,713,681.87
2A	Special Revenue Fund - Fund 20	5,169,833.99	34,169.17	6,643,857.44	5,169,833.99
2B	Investment		922,713.02		
3	Total Governmental Funds (Lines 1 thru 4)	122,978,634.20	63,341,855.31	49,916,634.75	136,403,854.76
4					
5	Payroll	2,000.00	9,080,043.70	9,080,043.70	2,000.00
6	Payroll Agency	53,637.19	9,291,090.78	9,337,492.71	7,235.26
7	SUI	2,828,588.89	237,731.86	7,026.66	3,059,294.09
8	Flex	(16,447.46)	94,318.99	6,931.13	70,940.40
9	Total Trust & Agency Funds (Lines 7 thru 10)	2,867,778.62	18,703,185.33	18,431,494.20	3,139,469.75
10					
11	Total All Funds (Lines 5 and 11)	125,846,412.82	82,045,040.64	68,348,128.95	139,543,324.51

Prepared and Submitted By:



Treasurer of School Monies
Richard Lorentzen, CTC

October 10, 2024
Date

2024-2025
Agenda Transfers
October 16, 2024

	FROM:			TO:		
1)	11-000-223-320-75-T-CH-PD	Professional Development Speakers	50,000.00	11-190-100-320-75-S-PK-RS	Assembly Speakers	50,000.00
			50,000.00			50,000.00
1)	Transfer requested by Assistant Superintendent's office to cover assembly speaker fees.					

October 16, 2024

The **Buildings and Grounds Committee**, on recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, presents the following:

1. That the Board of Education approve the proposal for professional services related to the upgrading and installing walls and creating a separation from the adjacent church area from the school at the Oak Tree Road School #29.

I move for the adoption of the foregoing.

Motion by: _____

Seconded by: _____

October 16, 2024

The **Dining and Transportation Committee**, on recommendation of the Superintendent of Schools and the Business Administrator/Board Secretary, presents the following:

1. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

Angel Transit
91 Gordon St
Perth Amboy, NJ 08861

Rt. FMPP	Piscataway Magnet School From South Amboy 165 Days @ \$135.00 Effective 9/25/24-6/20/25	\$22,275.00
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2. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

BRB Trans
26 Cambridge Ave
Colonia, NJ 07067

Rt. FMPF	Fords Middle School From South Amboy 109 Days @ \$109.00 Effective 9/25/24-6/25/25	\$18,312.00
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3. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

Maytav Bus Company
2835 Crescent Blvd
Haddon Twp, NJ 08107

Rt. FMHH	Haddon Heights School From Haddon Heights 89 Days @ \$199.00 Aide @ \$50.00 Effective 9/26/24-2/24/25	\$22,161.00
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4. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

Smart School Vehicle
48 Ivins Dr
New Egypt, NJ 08533

Rt. FASN	AMS and School #23 From New Brunswick 126 Days @ \$177.00 Effective 10/2/24-4/30/25	\$22,302.00
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October 16, 2024

5. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

Mercy Trans
13 Major Rd
Monmouth Jct, NJ 08852

Rt. CH20 & E041	CHS & School 4&5	\$22,185.00
	51 Days @ \$435.00	
	Effective 10/14/24-1/15/25	

6. That the Board of Education approve the following temporary route for the 2024-2025 school year to the vendor with the lowest quote, whose quote also met specifications, as follows:

Villani Bus Co.
811 E Linden Ave
Linden, NJ 07036

Rt. AM2 & E232	AMS & School 23	\$21,952.00
	49 Days @ \$448.00	
	Effective 10/21/24-1/20/25	

I move for the adoption of the foregoing.

Motion by _____

Seconded by _____

WOODBIDGE TOWNSHIP BOARD OF EDUCATION

AGENDA

October 16, 2024

Personnel Committee Recommendations

The Personnel Committee, on recommendation of the Superintendent of Schools and the Assistant Superintendent for Human Resources, presents the following:

1. That the following resignation(s) be accepted with regret:

<u>Name</u>	<u>Assignment</u>	<u>Years/Service</u>	<u>Effective</u>
Garcia, Margaret	School Aide, #4/5	1 Year, 1 Month	10/1/24
Ospina, Janeth	Spanish, FMS	3 Years, 3 Months	11/30/24
Ross, Hailee	Theater Arts, FMS	3 Months	11/25/24

2. That the following resolutions of retirement be approved:

<u>Name</u>	<u>Assignment</u>	<u>Years / Service</u>
Tyrell, Mary Elizabeth	Social Studies, CMS	24 Years, 1 Month

“WHEREAS, the above employee retiring from active service in the public schools of Woodbridge Township after the number of years listed; and

WHEREAS, it is the desire of the members of the Board of Education of the Township of Woodbridge to express their appreciation for loyal and unselfish service during those years; therefore, be it

RESOLVED, that the gratitude and best wishes of the members of the Board of Education of the Township of Woodbridge are hereby tendered to the employees in acknowledgment of the service they so faithfully and conscientiously rendered; and be it further

RESOLVED, that a copy of this resolution be spread on the minutes of the Board of Education, and a copy be sent to the above employee.”

3. That the Board of Education approve the suspension with pay for Mohammed Elbanna effective retroactively from 10/11/24 and continue pending further investigation.
4. That a note be made in the minutes correcting the salary for Janet Coyle to \$94,516.00. (Personnel Agenda 9/26/24, item #14.)
5. That a note be made in the minutes changing the start date for Alexis Bruck to 10/1/24. (Personnel Agenda 9/26/24, item #14.)
6. That a note be made in the minutes changing the start date for Lidia Vieira to 10/1/24. (Personnel Agenda 9/26/24, item #14.)
7. That a note be made in the minutes changing the start date for Nitaben Patel to 10/1/24. (Personnel Agenda 9/26/24, item #14.)
8. That a note be made in the minutes changing the start date for Mark Risola to 10/14/24. (Personnel Agenda 9/26/24, item #9.)
9. That a note be made in the minutes changing the start date for John Obolsky to 10/14/24. (Personnel Agenda 5/16/24, item #9.)
10. That a note be made in the minutes changing the salary and step for Ana Iris Dela Rosa Luciano to step 2 @ \$36,659, retroactively to 9/1/24. (Personnel Agenda 7/18/24, item #9.)
11. That the following employees be approved at the salaries listed for the 2024-2025 school year for Certified Paraprofessionals as per the negotiated agreement.

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>	<u>Rate/Hr.</u>	<u>Annual Salary</u>
Garasia, Prachi	Paraprofessional, #9	11/1/24	24.51	31,397.00
Shah, Darshanika	Paraprofessional, #28	11/1/24	24.51	31,397.00

12. That the Board of Education approve the following *Intermittent Military leave of absence:

<u>Name</u>	<u>Assignment</u>	<u>Dates</u>	<u>Reason</u>
*Lee, Chun-Hang J.	Mathematics, WMS	*10/17/24 – 6/25/25	Military

13. That the following be granted an unpaid personal leave of absence and/or maternity leave of absence pursuant to the conditions of the negotiated agreement and/or family leave of absence pursuant to New Jersey Family Leave Act No. N.J.S.A. 34:11,B-1 et.seq. or Federal Family Leave Act No. 29 U.S.C., Section 2601 et.seq.:

<u>Name</u>	<u>Assignment</u>	<u>Effective</u>
&*Bandaryk, Eugenia	Speech, Special Services	*11/12/24 – 6/25/25
&Batelli, Joshua	BCBA, Special Services	12/4/24 – 3/5/25
&*Belly, Lisa	Social Studies, IMS	*1/2/25 – 4/1/25
^Bradley, Kristen	Mathematics, WHS	12/4/24 – 1/24/25
&Doyle, Jessica	Elementary, #27	11/18/24 – 2/14/25
&Pompeo, Lauren	Psychologist, Special Services	11/14/24 – 2/13/25
^Shirodkar, Namita	School Aide, #19	10/14/24 – 10/18/24
^Vyas, Rajeshwari	School Aide, #20	10/10/24 – 10/15/24
^Unpaid Personal		
&FMLA/NJFL		
*Intermittent		

14. That the following personnel be appointed for the 2024-2025 school year at the salary rates:

APPOINTMENTS CERTIFIED –

<u>Name</u>	<u>Effective</u>	<u>Degree</u>	<u>Step</u>	<u>Subject Area</u>	<u>Loc.</u>	<u>Prog. / Budget</u>	<u>Salary</u>
*Eugenio, Sofia Rose	11/12/24	M	1	Social Worker (L/R)	CST	Budget	77,086.00 = (67,031+10,055)
*Ferri, Adrienne	12/2/24	M	4	Social Worker	CST	Budget	80,937.00 = (70,380+10,557)
*Marchese, Megan	1/2/25	B	6	Special Ed. (Autism)	CMS	Budget	66,467.00
*Perez, Robert	1/2/25	M	1	LDT/C	CST	Budget	77,086.00 = (67,031+10,055)
*Sconzo, Christina	11/15/24	M	6	Special Ed.	WHS	Budget	73,467.00

APPOINTMENTS NON-CERTIFIED –

<u>Name</u>	<u>Effective</u>	<u>Assignment/Bldg.</u>	<u>Hourly/Rate</u>	<u>Salary</u>
Cruz, Lesia	10/21/24	Paraprofessional, #28	24.51	31,397.00
Diaz, Jordan	10/21/24	Paraprofessional, CMS	22.28	28,541.00
Gill, Joann	10/1/24	Executive Secretary, Curriculum Ins.	N/A	94,300.00 = (93,800+500)
Kaur, Nirmal	10/21/24	School Aide, #9	19.00	6,954.00
Leake, Katarzyna	10/21/24	School Aide, #22	19.00	6,954.00
Maglione, Fatima	10/22/24	Paraprofessional, #28	22.28	28,541.00
Nordstrom, Melissa	11/19/24	School Aide, #4/5	19.00	6,954.00
Richardson, Julie	10/21/24	School Aide, #4/5	19.00	6,954.00
Rodriguez, Ashley	10/22/24	School Aide, #4/5	19.00	6,954.00
Vernikov, Zhanna	10/21/24	Paraprofessional, #11	22.28	28,541.00
Whitney, Anna	10/21/24	School Aide, #21	19.00	6,954.00

*Subject to approval for employment from the New Jersey Department of Education. The employee shall be required to submit an authorization and certification form along with fingerprints for a criminal history background check as required by N.J.S.A. 18A:6-7.1 et seq.

15. That the following Home Instructors be appointed at the rate of \$50.00 per hour for the 2024-2025 school year.
(Payment will be upon voucher submitted.)

Batista, Sonia	9/13/2024
Bauer, Melissa	9/27/2024
Coleman, Nicole	9/27/2024
Dinicola, Nico	9/27/2024
Gaud-Moro, Yessenia	9/27/2024
Habyk, Tiffany	9/27/2024
Henriques, Marcella	9/27/2024
Higgins, Christopher M.	9/9/2024
Jakielaszek, Gabriella	9/27/2024
Jensen, Kelly	9/27/2024
Josko, Nicholas	9/27/2024
Schwerthoffer, Lauran	9/27/2024
Urciuoli, Angelina	9/27/2024

16. That the Board of Education approve the following staff members to serve as members of the I&RS Committee during the 2024-2025 school year at the designated salary noted below: (Payment will be upon voucher submitted from account #11-401-100-100-XX-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Salary</u>
Mawbey Street	Falcone, Kimberly	625.00
Mawbey Street	Gregory, Michelle	625.00
Mawbey Street	Ryan, Amy	625.00
Mawbey Street	Siswo, Barbara	625.00
Avenel Street	Martin, Kimberly	1250.00
Avenel Street	Rubinstein, Maxwell	1250.00
Port Reading	Cassano, Alyssa	625.00
Port Reading	Hamblin, Jordan	625.00
Port Reading	Tavares, Michelle	625.00
Port Reading	Weinstein(DelFattore), Candace	625.00
Ross Street	Harrell, Nicole	833.33
Ross Street	Jung, Amanda	833.33
Ross Street	Massimino, Cindy	833.33
Indiana Avenue	Lewkowicz, Gillian	833.33
Indiana Avenue	Zecchino, Laura	833.33
Indiana Avenue	Terrano, Megan	833.33
Menlo Park Terrace	Britt, Nancy	625.00
Menlo Park Terrace	D'Alessandro, Leigh Anne	625.00
Menlo Park Terrace	McGowan, Sydney	625.00
Menlo Park Terrace	Storer, Tara	625.00
Claremont Avenue	Liquori, Jessica	833.33
Claremont Avenue	Marrone, Jodi	833.33
Claremont Avenue	Suto-Ogden, Shannon	833.33
Oak Ridge Heights	Casoni, Brooke	625.00
Oak Ridge Heights	Connolly, Dawn	625.00
Oak Ridge Heights	Voicheck, Lauren	625.00
Oak Ridge Heights	Thomsen, Christine	625.00
Lynn Crest	Rios, Jenna (fmla)	833.33
Lynn Crest	Weitz, Amy	1666.67
Woodbine Avenue	Basil-Moore, Allyson	625.00
Woodbine Avenue	Carnemolla, Jessica	625.00
Woodbine Avenue	Schloeman, Gracemary	625.00
Woodbine Avenue	Lederman, Erin	625.00
Kennedy Park	Capone, Jessica	833.33
Kennedy Park	Coleman, Nicole	833.33
Kennedy Park	Schneider, Stephanie	833.33
Lafayette Estates	Arvanites, Stacey	416.66
Lafayette Estates	Esbrandt, Patricia	416.66
Lafayette Estates	Pimienta, Carla	416.66
Lafayette Estates	Simon, Katherine	416.66
Lafayette Estates	Thompson, Alexandra	416.66
Lafayette Estates	Whalen, Natalie	416.66
Robert Mascenik	Casey, Jaime	625.00
Robert Mascenik	Manente, Kristie	625.00
Robert Mascenik	Quesada, Gina	625.00
Robert Mascenik	Sautner, Sara	625.00
Pennsylvania Avenue	Samano, Sarahi	1250.00
Pennsylvania Avenue	Hofmann, Brooke	1250.00
Matthew Jago	Baltch, Amy	833.33
Matthew Jago	Finnegan, Kelly	833.33
Matthew Jago	Tagliareni, Kerri	833.33
Oak Tree Road	Barbato, Catherine	1250.00
Oak Tree Road	Desai, Kuntal	1250.00

17. That the Board approve the following Elementary Extra Curricular positions for the 2024-2025. (Payment will be upon voucher from account # 11-401-100-100-XX-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Mawbey Street	Pruitt, Ronald	Band Director	\$ 475.00
Mawbey Street	Burd, Jacqueline	Chorus Director	\$ 475.00
Mawbey Street	Puehlhorn, Kathleen	Yearbook Advisor	\$ 637.50
Mawbey Street	Ziegler, Carissa	Yearbook Advisor	\$ 637.50
Mawbey Street	Bost, Jennifer	Student Council Advisor	\$ 637.50
Mawbey Street	Spatola, Christine	Student Council Advisor	\$ 637.50
Mawbey Street	White, Allison	NHS Advisor	\$ 475.00
Mawbey Street	Puehlhorn, Kathleen	Safety Patrol Advisor	\$ 637.50
Mawbey Street	Ziegler, Carissa	Safety Patrol Advisor	\$ 637.50
Mawbey Street	Merlo, Brian	Track Meet Advisor	\$ 475.00
Avenel Street	Chesney, Brian	Band Director	\$ 475.00
Avenel Street	Wasco, Steven	Chorus Director	\$ 475.00
Avenel Street	Morris, Cheryl	Yearbook Advisor	\$ 637.50
Avenel Street	Perez, Karen	Yearbook Advisor	\$ 637.50
Avenel Street	Perez, Karen	Student Council Advisor	\$ 1,275.00
Avenel Street	Caterino, Tina	NHS Advisor	\$ 475.00
Avenel Street	Perez, Karen	Safety Patrol Advisor	\$ 1,275.00
Avenel Street	Andersen, Andrew	Track Meet Advisor	\$ 475.00
Port Reading	Pruitt, Ronald	Band Director	\$ 475.00
Port Reading	Ring, Melanie	Chorus Director	\$ 475.00
Port Reading	Kaelber, Elizabeth	Yearbook Advisor	\$ 637.50
Port Reading	Skros, Kristine	Yearbook Advisor	\$ 637.50
Port Reading	McCormick, Barbara	Student Council Advisor	\$ 637.50
Port Reading	Weil, Jennifer	Student Council Advisor	\$ 637.50
Port Reading	Carbone, Breanna	NHS Advisor	\$ 475.00
Port Reading	McKenzie, Jill	Safety Patrol Advisor	\$ 637.50
Port Reading	Sterlacci, Lauren	Safety Patrol Advisor	\$ 637.50
Port Reading	Evaristo, Michele	Track Meet Advisor	\$ 475.00
Ross Street	Barbato, Benjamin	Band Director	\$ 475.00
Ross Street	Filoramo, Mark	Chorus Director	\$ 475.00
Ross Street	Egan, Elizabeth	Yearbook Advisor	\$ 637.50
Ross Street	Orland, Katie	Yearbook Advisor	\$ 637.50
Ross Street	Diodato, Courtney	Student Council Advisor	\$ 637.50
Ross Street	Spino, Melissa	Student Council Advisor	\$ 637.50
Ross Street	Grossi Nolan, Antoinette	NHS Advisor	\$ 475.00
Ross Street	Creutz, Erica	Safety Patrol Advisor	\$ 637.50
Ross Street	Rawls, Kelly	Safety Patrol Advisor	\$ 637.50
Ross Street	Wagner, Colleen	Track Meet Advisor	\$ 475.00
Indiana Avenue	Pruitt, Ronald	Band Director	\$ 475.00
Indiana Avenue	Colon, Tracy	Chorus Director	\$ 475.00
Indiana Avenue	Chiarello-DeMarino, Paula	Yearbook Advisor	\$ 637.50
Indiana Avenue	Griffin, Eileen	Yearbook Advisor	\$ 637.50
Indiana Avenue	Lopes, Jamie	NHS Advisor	\$ 475.00
Indiana Avenue	Perez, Anthony	Safety Patrol Advisor	\$ 1,275.00
Indiana Avenue	Perez, Anthony	Track Meet Advisor	\$ 475.00
Menlo Park Terrace	Cracchiolo, Natalie	Band Director	\$ 475.00
Menlo Park Terrace	Dalen, Sara	Chorus Director	\$ 475.00
Menlo Park Terrace	Fruscella, Danielle	Student Council Advisor	\$ 637.50
Menlo Park Terrace	Matthews, Jennifer	Student Council Advisor	\$ 637.50
Menlo Park Terrace	Volpe, Amy	NHS Advisor	\$ 475.00
Menlo Park Terrace	Wubbenhorst, Frederick	Safety Patrol Advisor	\$ 637.50
Menlo Park Terrace	Woerner, Jaclyn	Safety Patrol Advisor	\$ 637.50
Claremont Avenue	Healy, Sean	Band Director	\$ 475.00
Claremont Avenue	Simone, Madeline	Chorus Director	\$ 475.00
Claremont Avenue	Habyk, Tiffany	Yearbook Advisor	\$ 1,275.00
Claremont Avenue	Wondzynski, Amanda	NHS Advisor	\$ 475.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Claremont Avenue	Terpanick, Christine	Track Meet Advisor	\$ 475.00
Oak Ridge Heights	Cracchiolo, Natalie	Band Director	\$ 475.00
Oak Ridge Heights	Wicklund, Alyssa	Chorus Director	\$ 475.00
Oak Ridge Heights	Moretti, Stephanie	Student Council Advisor	\$ 637.50
Oak Ridge Heights	Casoni, Brooke	Student Council Advisor	\$ 637.50
Oak Ridge Heights	Kaufmann, Elizabeth	NEHS Advisor	\$ 475.00
Oak Ridge Heights	Rienzo, Heather	Safety Patrol Advisor	\$ 637.50
Oak Ridge Heights	Sullivan, Pamela	Safety Patrol Advisor	\$ 637.50
Oak Ridge Heights	Capone, Gregory	Track Meet Advisor	\$ 475.00
Lynn Crest	Cracchiolo, Natalie	Band Director	\$ 475.00
Lynn Crest	Williams, Michelle	Chorus Director	\$ 475.00
Lynn Crest	Piccola, Stephanie	Yearbook Advisor	\$ 637.50
Lynn Crest	Rios, Jenna	Yearbook Advisor	\$ 637.50
Lynn Crest	Giordano, Antoinette	Student Council Advisor	\$ 637.50
Lynn Crest	Scaduto, Kimberly	Student Council Advisor	\$ 637.50
Lynn Crest	Tonery, Kelsey	NEHS Advisor	\$ 237.50
Lynn Crest	Williams, Michelle	NEHS Advisor	\$ 237.50
Lynn Crest	Williams, Michelle	Safety Patrol Advisor	\$ 1,275.00
Lynn Crest	Ceselka, Matus	Track Meet Advisor	\$ 475.00
Woodbine Ave	Barbato, Benjamin	Band Director	\$ 475.00
Woodbine Ave	Critelli, Lauren	Chorus Director	\$ 475.00
Woodbine Ave	Carlos, Judite	Yearbook Advisor	\$ 637.50
Woodbine Ave	Carnemolla, Jessica	Yearbook Advisor	\$ 637.50
Woodbine Ave	Carlos, Judite	Student Council Advisor	\$ 318.75
Woodbine Ave	Govil, Seema	Student Council Advisor	\$ 318.75
Woodbine Ave	Heagen, Beth	Student Council Advisor	\$ 318.75
Woodbine Ave	Hein, Dawn	Student Council Advisor	\$ 318.75
Woodbine Ave	Gallagher, Cheryl	NHS Advisor	\$ 475.00
Woodbine Ave	Demetor, Meghan	Safety Patrol Advisor	\$ 637.50
Woodbine Ave	Schmidt, Brandi	Safety Patrol Advisor	\$ 637.50
Woodbine Ave	Risola, Mark	Track Meet Advisor	\$ 475.00
Woodbine Ave	Barbato, Benjamin	Band Director	\$ 475.00
Lafayette Estates	Healy, Sean	Band Director	\$ 475.00
Lafayette Estates	Kirk, Rebecca	Chorus Director	\$ 475.00
Lafayette Estates	Carrieri Russo, Mariavincenza	Yearbook Advisor	\$ 637.50
Lafayette Estates	Yanavok, Kaitlin	Yearbook Advisor	\$ 637.50
Lafayette Estates	Borusewicz, Cheryl	Student Council Advisor	\$ 637.50
Lafayette Estates	Yanavok, Kaitlin	Student Council Advisor	\$ 637.50
Lafayette Estates	Napolitano, Jessica	NHS Advisor	\$ 237.50
Lafayette Estates	Parella, Shannon	NHS Advisor	\$ 237.50
Lafayette Estates	Carter, Suzana	Safety Patrol Advisor	\$ 637.50
Lafayette Estates	Imbert, Holly	Safety Patrol Advisor	\$ 637.50
Lafayette Estates	Mauri, Jennifer	Track Meet Advisor	\$ 158.33
Lafayette Estates	Said, Claudine	Track Meet Advisor	\$ 158.33
Lafayette Estates	Wedderburn, Keisha	Track Meet Advisor	\$ 158.33
Robert Mascenik	Chesney, Brian	Band Director	\$ 475.00
Robert Mascenik	Kohn, Jennifer	Chorus Director	\$ 475.00
Robert Mascenik	Boyd, Dolores	Student Council Advisor	\$ 637.50
Robert Mascenik	Ortiz, Melissa	Student Council Advisor	\$ 637.50
Robert Mascenik	Horvath, Jennnifer	NHS Advisor	\$ 237.50
Robert Mascenik	Angelo, Vanessa	NHS Advisor	\$ 237.50
Robert Mascenik	Chesney, Lisa	Safety Patrol Advisor	\$ 1,275.00
Robert Mascenik	Minarick, Jennifer	Track Meet Advisor	\$ 475.00
Pennsylvania Ave.	Barbato, Benjamin	Band Director	\$ 475.00
Pennsylvania Ave	Grossman, Linda	Chorus Director	\$ 475.00
Pennsylvania Ave	Hofmann, Brooke	Student Council Advisor	\$ 637.50
Pennsylvania Ave	Reckfort, Jenna	Student Council Advisor	\$ 637.50
Pennsylvania Ave	Turant, Caitlyn	NHS Advisor	\$ 475.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Pennsylvania Ave	Bazara, Susan	Safety Patrol Advisor	\$ 637.50
Pennsylvania Ave	Kokkinakos, Joanna	Safety Patrol Advisor	\$ 637.50
Pennsylvania Ave	Scalia, Anthony	Track Meet Advisor	\$ 475.00
Matthew Jago	Cracchiolo, Natalie	Band Director	\$ 475.00
Matthew Jago	Singh, Kathleen	Chorus Director	\$ 475.00
Matthew Jago	Haulenbeck, Denise	Yearbook Advisor	\$ 637.50
Matthew Jago	Furbush, Megan	Yearbook Advisor	\$ 637.50
Matthew Jago	Tagliareni, Kerri	Student Council Advisor	\$ 637.50
Matthew Jago	Roszkowski, Kristine	Student Council Advisor	\$ 637.50
Matthew Jago	Adams, Bernadette	NHS Advisor	\$ 475.00
Matthew Jago	Stephen, Nicole	Safety Patrol Advisor	\$ 1,275.00
Matthew Jago	Stephen, Nicole	Track Meet Advisor	\$ 475.00
Oak Tree Rd	Chesney, Brian	Band Director	\$ 475.00
Oak Tree Rd	Avner, Naomi	Chorus Director	\$ 475.00
Oak Tree Rd	Santamaria, Jaclyn	Yearbook Advisor	\$ 637.50
Oak Tree Rd	Ginfrida, Michelle	Yearbook Advisor	\$ 637.50
Oak Tree Rd	Ginfrida, Michelle	Student Council Advisor	\$ 637.50
Oak Tree Rd	Batista, Sonia	Student Council Advisor	\$ 318.75
Oak Tree Rd	Sepa-LaFemina, Monica	Student Council Advisor	\$ 318.75
Oak Tree Rd	DiSilvestro, Jodi	NHS Advisor	\$ 475.00
Oak Tree Rd	Tweedle, Caitlin	Safety Patrol Advisor	\$ 1,275.00
Oak Tree Rd	LaCorte, James	Track Meet Advisor	\$ 475.00

18. That the Board approve the following Secondary Extra Curricular positions for the 2024-2025. (Payment will be upon voucher from account # 11-401-100-100-XX-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Avenel Middle	Leidner, Jeffrey	Band Director	\$ 2,150.00
Avenel Middle	Competello, Anthony	Chorus Director	\$ 2,150.00
Avenel Middle	Weiman, Christina	Yearbook Advisor	\$ 1,075.00
Avenel Middle	Ragan, Charlene	Yearbook Advisor	\$ 1,075.00
Avenel Middle	Siswo, Jonathan	8th Grade Dance Co-Adv.	\$ 637.50
Avenel Middle	Weiman, Christina	8th Grade Dance Co-Adv.	\$ 637.50
Avenel Middle	Campbell, Erica	Student Council Co-Adv.	\$ 1,075.00
Avenel Middle	Weiman, Christina	Student Council Co-Adv.	\$ 1,075.00
Avenel Middle	O'Leary, Kate	Junior NHS Advisor	\$ 1,850.00
Avenel Middle	LoGatto, Katrina	Community Service Co-Advisor	\$ 1,075.00
Avenel Middle	Oliveira, Sherry	Community Service Co-Advisor	\$ 1,075.00
Avenel Middle	Madden, MaryEllen	Art Club	\$ 1,275.00
Avenel Middle	Veglia, Alexis	Dance Club	\$ 1,275.00
Avenel Middle	Petrucelli, Matthew	Theater Arts Club	\$ 425.00
Avenel Middle	LoMartire, Alessandro	Theater Arts Club	\$ 425.00
Avenel Middle	Owen, Tatyana	Theater Arts Club	\$ 425.00
Avenel Middle	Tenpenny, Joseph	Environmental Club	\$ 1,275.00
Avenel Middle	Winhold, Jillian	Fandom Club	\$ 1,275.00
Avenel Middle	Kost, Courtney	Fitness Club	\$ 1,275.00
Avenel Middle	Joe, Michele	Homework Club	\$ 425.00
Avenel Middle	Owen, Tatyana	Homework Club	\$ 425.00
Avenel Middle	Sisolak, Chistine	Homework Club	\$ 425.00
Avenel Middle	LoMartire, Alessandro	Multimedia Club	\$ 637.50
Avenel Middle	Competello, Anthony	Multimedia Club	\$ 637.50
Avenel Middle	Campbell, Erica	My Sister's Keeper	\$ 425.00
Avenel Middle	LoGatto, Katrina	My Sister's Keeper	\$ 425.00
Avenel Middle	Veglia, Alexis	My Sister's Keeper	\$ 425.00
Avenel Middle	Stuppiello, Triestine Steven	Robotics	\$ 1,275.00
Avenel Middle	Jackson, Everett	Songwriting Club	\$ 1,275.00
Avenel Middle	Contala, Michele	Photography Club	\$ 637.50
Avenel Middle	Campbell, Erica	Allyship Club	\$ 637.50
Avenel Middle	Madden, MaryEllen	Allyship Club	\$ 637.50

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Avenel Middle	LoMartire, Alessandro	Mentoring Club	\$ 637.50
Avenel Middle	Mazzeo, Sarah	Mentoring Club	\$ 637.50
Colonia Middle	Brooks, Spencer	Band Director	\$ 2,150.00
Colonia Middle	Plesniarski, John	Chorus Director	\$ 2,150.00
Colonia Middle	Bernstein, Jason	Yearbook Co-Adv.	\$ 1,075.00
Colonia Middle	Nunez, Edwin	Yearbook Co-Adv.	\$ 1,075.00
Colonia Middle	Skiba-Velez, Laura	Newspaper Co-Adv.	\$ 925.00
Colonia Middle	Terebetsky, Lauren	Newspaper Co-Adv.	\$ 925.00
Colonia Middle	Bhambri, Arun	8th Grade Dance Co-Adv.	\$ 637.50
Colonia Middle	Skiba-Velez, Laura	8th Grade Dance Co-Adv.	\$ 637.50
Colonia Middle	Mastroserio, Jessica	Student Council Co-Adv.	\$ 716.66
Colonia Middle	McDermid, Jenna	Student Council Co-Adv.	\$ 716.66
Colonia Middle	Santana, Sarah	Student Council Co-Adv.	\$ 716.66
Colonia Middle	Fluck, Julia	Junior NHS Co-Adv.	\$ 925.00
Colonia Middle	Glusky, Brittany	Junior NHS Co-Adv.	\$ 925.00
Colonia Middle	Miller, Jessica	Community Service Co-Adv.	\$ 1,075.00
Colonia Middle	Terebetsky, Lauren	Community Service Co-Adv.	\$ 1,075.00
Colonia Middle	Batorsky, Tanya	Art Club	\$ 1,275.00
Colonia Middle	Sankowski, Emily	Circle of Friends Club	\$ 637.50
Colonia Middle	Sulich, Amanda	Circle of Friends Club	\$ 637.50
Colonia Middle	Jackson, Nia	Dance Club	\$ 1,275.00
Colonia Middle	Shanker, Jeffrey	DJ Club	\$ 1,275.00
Colonia Middle	Delgandio, Donald	Drama Club	\$ 637.50
Colonia Middle	Santana, Sarah	Drama Club	\$ 637.50
Colonia Middle	Cameron, Caitlyn	Exceptionally Crafted Club	\$ 637.50
Colonia Middle	Gruskowski, Jeannette	Exceptionally Crafted Club	\$ 637.50
Colonia Middle	Batorsky, Tanya	Gardening Club	\$ 637.50
Colonia Middle	Skiba-Velez, Laura	Gardening Club	\$ 637.50
Colonia Middle	Miller, Jessica	Patriot Club	\$ 637.50
Colonia Middle	Miller, Lauren	Patriot Club	\$ 637.50
Colonia Middle	Mastroserio, Jessica	PBIS	\$ 425.00
Colonia Middle	McDermid, Jenna	PBIS	\$ 425.00
Colonia Middle	Santana, Sarah	PBIS	\$ 425.00
Colonia Middle	Mentzel, Amy	Social Media Club	\$ 1,275.00
Colonia Middle	Kenny, Sean	Sports Club	\$ 637.50
Colonia Middle	Mentzel, Mark	Sports Club	\$ 637.50
Colonia Middle	Markos, Peter	STEM	\$ 1,275.00
Colonia Middle	Jackson, Nia	Student Alliance Club	\$ 1,275.00
Colonia Middle	Bernstein, Jason	Video Game Club	\$ 425.00
Colonia Middle	Nunez, Edwin	Video Game Club	\$ 425.00
Colonia Middle	Shanker, Jeffrey	Video Game Club	\$ 425.00
Colonia Middle	Clifford, Patricia	World Culture Club	\$ 637.50
Colonia Middle	Liu, Wei-Hua	World Culture Club	\$ 637.50
Fords Middle	Boulton, Amanda	Band Director	\$ 2,150.00
Fords Middle	Bychkowski, Sherry	Chorus Director	\$ 2,150.00
Fords Middle	Valente, Melaina	Yearbook Co-Adv.	\$ 1,075.00
Fords Middle	Uchrin, Jessica	Yearbook Co-Adv.	\$ 1,075.00
Fords Middle	Blasena, Jennifer	Newspaper Advisor	\$ 1,850.00
Fords Middle	Evangelista, Carly	8th Grade Dance Co-Adv.	\$ 637.50
Fords Middle	Evangelista, Brian	8th Grade Dance Co-Adv.	\$ 637.50
Fords Middle	Arellano, Elizabeth	Student Council Co-Adv.	\$ 1,075.00
Fords Middle	Egan Brittany	Junior NHS Co-Adv.	\$ 925.00
Fords Middle	Egan, Brittany	Student Council Co-Adv.	\$ 1,075.00
Fords Middle	Sarris, Mihalía	Junior NHS Co-Adv.	\$ 925.00
Fords Middle	Warner-Richardson, Heidi	Art	\$ 1,275.00
Fords Middle	Huff-Acosta, Precious	Growing Into Real Leaders	\$ 1,275.00
Fords Middle	Blasena, Jennifer	Journalism	\$ 1,275.00
Fords Middle	Valente, Melaina	Landscaping	\$ 1,275.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Fords Middle	Gershen, Michael	Video Game	\$ 1,275.00
Fords Middle	Gallagher, Tina	World Cultures Club	\$ 425.00
Fords Middle	Arellano, Elizabeth	World Cultures Club	\$ 425.00
Fords Middle	Chen, Min	World Cultures Club	\$ 425.00
Fords Middle	Caruso, Franco	Morning Sports Club	\$ 637.50
Fords Middle	Brodniak, Kourtney	Morning Sports Club	\$ 637.50
Fords Middle	Martino, Juliana	Dance Company	\$ 1,275.00
Fords Middle	Marghany, Basma	Restore, Reflect, and Rest	\$ 1,275.00
Fords Middle	Valentin, Lisa	Academic Support ELA	\$ 1,275.00
Fords Middle	Gershen, Michael	Academic Support Sci/Math	\$ 1,275.00
Fords Middle	O'Callahan, Renee	Academic Support Reading/Sci	\$ 1,275.00
Fords Middle	Blasena, Jennifer	Production	\$ 1,275.00
Iselin Middle	Vazquez, Carlos	Band Director	\$ 2,150.00
Iselin Middle	Tamashausky, Jason	Chorus Director	\$ 2,150.00
Iselin Middle	McLaughlin, Kate	Yearbook Advisor	\$ 2,150.00
Iselin Middle	DeGraw, David	8th Grade Dance Advisor	\$ 1,275.00
Iselin Middle	Baldesweiler, Laura	Student Council Co-Adv.	\$ 1,075.00
Iselin Middle	Kosmowsky, Alysa	Student Council Co-Adv.	\$ 1,075.00
Iselin Middle	Esteves, Yvette	Junior NHS Co-Advisor	\$ 925.00
Iselin Middle	Herbeck, Andrea	Junior NHS Co-Advisor	\$ 925.00
Iselin Middle	Leone, Sofia	Art Club	\$ 1,275.00
Iselin Middle	Wanko, Jamie	Book Club	\$ 1,275.00
Iselin Middle	Zuber, Melissa	Chemistry Club	\$ 1,275.00
Iselin Middle	McGann, Patrick	Chess Club	\$ 1,275.00
Iselin Middle	Popino, Gillian	Dance Club	\$ 1,275.00
Iselin Middle	Andrews, Dale	Debate Club	\$ 1,275.00
Iselin Middle	Calicchio, Melissa	Drama	\$ 1,275.00
Iselin Middle	McDonough, Anthony	Esports	\$ 1,275.00
Iselin Middle	Perla, Karen	Gaming Club	\$ 1,275.00
Iselin Middle	Olart, Viviana	Garden Club	\$ 637.50
Iselin Middle	Weber, Lauren	Garden Club	\$ 637.50
Iselin Middle	DiNuzzo, Thomas	Geography Club	\$ 1,275.00
Iselin Middle	Ricci, Michael	Guitar	\$ 1,275.00
Iselin Middle	Perla, Karen	Math Challenge	\$ 1,275.00
Iselin Middle	DiNuzzo, Thomas	Math Club - 6th Grade	\$ 1,275.00
Iselin Middle	McLaughlin, Kate	Math Club - 7th Grade	\$ 1,275.00
Iselin Middle	Schwartz, Jennifer	Math Club - 8th Grade	\$ 1,275.00
Iselin Middle	DeGraw, David	Mock Trial	\$ 637.50
Iselin Middle	Joyce, John	Mock Trial	\$ 637.50
Iselin Middle	DiNuzzo, Thomas	Space Club	\$ 425.00
Iselin Middle	Rogoff, MaryAlice	Space Club	\$ 425.00
Iselin Middle	Senatore, Lisa	Space Club	\$ 425.00
Iselin Middle	DiLonardo, Nicole	Trivia Challenge	\$ 1,275.00
Woodbridge Middle	Maneri, Sarah	Band Director	\$ 2,150.00
Woodbridge Middle	McGuire, Devin	Chorus Director	\$ 2,150.00
Woodbridge Middle	Maneri, Sarah	Yearbook Co-Advisor	\$ 1,075.00
Woodbridge Middle	Kaschak, Patricia	Yearbook Co-Advisor	\$ 1,075.00
Woodbridge Middle	Malmstrom, Tyler	Newspaper Advisor	\$ 1,850.00
Woodbridge Middle	Donewitz, Stephanie	8th Grade Dance Advisor	\$ 637.50
Woodbridge Middle	Estenes, Michelle	Yearbook Advisor	\$ 637.50
Woodbridge Middle	Dinella, Nicole	Student Council Co-Adv.	\$ 1,075.00
Woodbridge Middle	Desch, Shannon	Student Council Co-Adv.	\$ 1,075.00
Woodbridge Middle	McHale, Noreen	Junior NHS Co-Advisor	\$ 925.00
Woodbridge Middle	Torrella, Denise	Junior NHS Co-Advisor	\$ 925.00
Woodbridge Middle	Donewitz, Stephanie	Art Club	\$ 1,275.00
Woodbridge Middle	Blasena, John	Audio-Visual Club	\$ 637.50
Woodbridge Middle	Cardoso, Miguel	Audio-Visual Club	\$ 637.50
Woodbridge Middle	Cianfano, Andrew	Chess	\$ 1,275.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Woodbridge Middle	Carelli, Jacqueline	Dance	\$ 1,275.00
Woodbridge Middle	Early, Sarah	Drama Club	\$ 637.50
Woodbridge Middle	Vasquez, Marcos	Drama Club	\$ 637.50
Woodbridge Middle	Dinella, Nicole	Gaming Unplugged	\$ 1,275.00
Woodbridge Middle	Salinas, Jeremias	Narrative 4	\$ 1,275.00
Woodbridge Middle	Washington, Michelle	Peer Leaders	\$ 1,275.00
Woodbridge Middle	Olvesen, Erik	STEM	\$ 1,275.00
Woodbridge Middle	Ahmed, Mohammad	Big Brother Bg Sister	\$ 1,275.00
Woodbridge Middle	Moore, Valerie	Crochet Club	\$ 1,275.00
Woodbridge Middle	Torrella, Denise	Girls Club	\$ 1,275.00
Woodbridge Middle	Malmstrom, Tyler	Guitar Club	\$ 1,275.00
Woodbridge Middle	Cavagnaro, Gabrielle	Multicultural Club	\$ 1,275.00
Woodbridge Middle	Salinas, Jeremias	Soccer Club	\$ 1,275.00
Woodbridge Middle	Maneri, Sarah	Tri-M	\$ 1,275.00
Woodbridge Middle	McGuire, Devin	Ukulele	\$ 1,275.00
Woodbridge Middle	Catalano, Chris	WRISE Club	\$ 637.50
Woodbridge Middle	Cioffi, Catherine	WRISE Club	\$ 637.50
Colonia High	Perdoni, Kevin	Band Director	\$ 8,225.00
Colonia High	Barbato, Ben	Band Director Assistant	\$ 4,225.00
Colonia High	Donoghue, Nicole	Color Guard Director	\$ 4,225.00
Colonia High	Leidner, Jeff	Percussion Advisor	\$ 4,225.00
Colonia High	Bolton, Alaine	Chorus Director	\$ 4,500.00
Colonia High	Aochoa, Gina	Yearbook Advisor	\$ 5,050.00
Colonia High	Christathakis, Peter	Yearbook Financial Advisor	\$ 2,150.00
Colonia High	Allen, Danielle	Newspaper Advisor	\$ 3,775.00
Colonia High	Platko, Stephanie	School Play - Director - Musical	\$ 5,675.00
Colonia High	Abrams, Melissa	School Play - Director - Drama	\$ 4,500.00
Colonia High	Leidner, Jeffrey	School Play - Orchestra Dir. - Musical	\$ 3,150.00
Colonia High	Williams, Michelle	School Play - Vocal Dir - Musical	\$ 3,150.00
Colonia High	Calicchio, Melissa	School Play - Choreographer - Musical	\$ 2,275.00
Colonia High	Smith, Morgan	School Play - Costume Director Co-Adv.	\$ 1,137.50
Colonia High	Santangelo, Samantha	School Play - Costume Director Co-Adv.	\$ 1,137.50
Colonia High	Gonzalez, Abigail	School Play-Set Design/Tech Director/Stage Crew/Production Manager	\$ 2,275.00
Colonia High	Carew, Stephen	School Play - Set Construction	\$ 2,275.00
Colonia High	Smith, Morgan (Fall Play)	School Play - Make-up Advisor	\$ 1,550.00
Colonia High	Miller, Michelina	Senior Prom Advisor co	\$ 1,137.50
Colonia High	Mercado, Crystal	Senior Prom Advisor co	\$ 1,137.50
Colonia High	Miller, Michelina	Senior Prom Advisor Assistant Co. Adv.	\$ 825.00
Colonia High	Mercado, Crystal	Senior Prom Advisor Assistant Co. Adv.	\$ 825.00
Colonia High	Cerchio, Salvatore	Junior Cotillion Advisor	\$ 1,850.00
Colonia High	Cena, Rachel	Student Council Advisor	\$ 4,500.00
Colonia High	D'Souza, Anita	NHS Advisor	\$ 3,150.00
Colonia High	D'Souza, Anita	Senior Class Advisor Co. Adv.	\$ 2,250.00
Colonia High	Greene, Cathleen	Senior Class Advisor Co. Adv.	\$ 2,250.00
Colonia High	Blash, Jennifer	Senior Class Treasurer	\$ 2,775.00
Colonia High	Rondeau, Jeanette	Junior Class Advisor	\$ 3,150.00
Colonia High	Economos, Danielle	Sophomore Class Advisor	\$ 2,775.00
Colonia High	Creighton, Briana	Freshman Class Advisor	\$ 2,525.00
Colonia High	Amalfe, Jamie	Art Services Advisor	\$ 3,150.00
Colonia High	Abrams, Melissa	Patriot Television Advisor	\$ 1,275.00
Colonia High	Abrams, Melissa	Thespian Society Co-Advisor	\$ 637.50
Colonia High	Biri, Drew	Soc Studies Honor Society Adv	\$ 1,275.00
Colonia High	Brennan, Linda	Hand in Hand Advisor	\$ 1,275.00
Colonia High	Brennan, Linda	Interact Advisor	\$ 1,275.00
Colonia High	Cena, Rachel	Safety Ambassador Advisor	\$ 1,275.00
Colonia High	Chen, Margaret	Math Honor Society Co-Advisor	\$ 637.50
Colonia High	Chester, Daniel	MiniThon Co-advisor	\$ 1,275.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Colonia High	Chester, Daniel	Science NHS Co-Advisor	\$ 637.50
Colonia High	Ferreiro, Begona	Homework Club Advisor	\$ 1,275.00
Colonia High	Ferris, Joel	Black Student Union Club Adv	\$ 1,275.00
Colonia High	Finis, Marina	Youth Empowerment Club Adv	\$ 1,275.00
Colonia High	Gardella, Maria	Spanish Honor Society Co-Adv	\$ 637.50
Colonia High	Goros, Christine	Spanish Honor Society Co-Adv	\$ 637.50
Colonia High	Gierut, Thomas	World Lang. Club Co-Adv.	\$ 637.50
Colonia High	Lugo, Denise	Medical Careers Advisor	\$ 1,275.00
Colonia High	McCoy, Danielle	Science NHS Co-Advisor	\$ 637.50
Colonia High	Pasko, Thomas	Girls Who Code Advisor	\$ 1,275.00
Colonia High	Perrino, Anthony	Guitar Club Advisor	\$ 1,275.00
Colonia High	Platko, Stephanie	Thespian Society Co-Advisor	\$ 637.50
Colonia High	Rakhit, Jennifer	World Lang Club Co. Adv.	\$ 637.50
Colonia High	Ruta, Kristin	Dance Club Advisor	\$ 1,275.00
Colonia High	Shetty, Pallavi	Asian Culture Advisor	\$ 1,275.00
Colonia High	Tufts, Andrew	Math Honor Society Co-Advisor	\$ 637.50
Colonia High	Tufts, Andrew	Math Tutoring Advisor	\$ 1,275.00
Colonia High	Kenney, Karen	FBLA co advisor	\$ 637.50
Colonia High	Nyers, Jacqueline	FBLA co advisor	\$ 637.50
Colonia High	Chen, Margaret	Juggernauts Trivia co-adv	\$ 637.50
Colonia High	Long, Brian	Juggernauts Trivia co-adv	\$ 637.50
John F. Kennedy	Cabrera, Joshua	Band Director	\$ 637.50
John F. Kennedy	Eberhardt, Brandon	Band Director Assistant	\$ 4,225.00
John F. Kennedy	Reisig, Alex	Color Guard Director	\$ 4,225.00
John F. Kennedy	Casem, Kyle	Chorus Director	\$ 4,500.00
John F. Kennedy	Rotella, Rachael	Yearbook Advisor	\$ 5,050.00
John F. Kennedy	Miller, Brittany	Yearbook Assistant	\$ 3,150.00
John F. Kennedy	Miller, Brittany	Yearbook Financial Adv.	\$ 2,150.00
John F. Kennedy	Prusicki, Lindsay	Newspaper Advisor	\$ 3,775.00
John F. Kennedy	Ebner, Lauren	School Play - Director - Musical	\$ 5,675.00
John F. Kennedy	Cracchiolo, Natalie	School Play - Orchestra Dir. - Musical	\$ 3,150.00
John F. Kennedy	Casem, Kyle	School Play - Vocal Dir - Musical	\$ 3,150.00
John F. Kennedy	McKeever, Maura	School Play - Choreographer - Musical	\$ 2,275.00
John F. Kennedy	Santana, Dawn	School Play - Costume Director	\$ 2,275.00
John F. Kennedy	Acuna-Francisco, Vivianna	School Play - Set Design /Tech Director/Stage Crew/Production Manager	\$ 2,775.00
John F. Kennedy	Santana, Dawn	School Play - Make-up Advisor	\$ 1,550.00
John F. Kennedy	Acuna-Francisco, Vivianna	School Play - Sales & Publicity	\$ 1,550.00
John F. Kennedy	Riverso, Nicole	Senior Prom Co-Advisor	\$ 1,137.50
John F. Kennedy	Della Serra, Lauren	Senior Prom Co-Advisor	\$ 1,137.50
John F. Kennedy	McFadden, Nicole	Junior Cotillion Advisor	\$ 1,850.00
John F. Kennedy	Herres, Jessica	Junior Cotillion Advisor Asst.	\$ 1,500.00
John F. Kennedy	Lyszyk, Christina	Student Council Advisor	\$ 4,500.00
John F. Kennedy	Timinski, Jennifer	Student Council Advisor Asst.	\$ 3,150.00
John F. Kennedy	Kurowsky, Colleen	National Honor Society Advisor	\$ 3,150.00
John F. Kennedy	Wilton, Christopher	Senior Class Advisor	\$ 2,250.00
John F. Kennedy	Della Serra, Lauren	Senior Class Advisor	\$ 2,250.00
John F. Kennedy	Schreck, Robert	Senior Class Treasurer	\$ 2,775.00
John F. Kennedy	Tolley, Tara	Junior Class Advisor	\$ 3,150.00
John F. Kennedy	Doran, Alanna	Sophomore Class Advisor	\$ 2,775.00
John F. Kennedy	Napolitano-Gonedes, Stacy	Freshman Class Advisor	\$ 2,525.00
John F. Kennedy	Acuna-Francisco, Vivianna	Art Services Advisor	\$ 1,575.00
John F. Kennedy	Rotella, Rachael	Art Services Advisor	\$ 1,575.00
John F. Kennedy	Murray, Brittany	Academic Team	\$ 637.50
John F. Kennedy	Toro, Stephen	Academic Team	\$ 637.50
John F. Kennedy	Lesniak, Nichole	American Cancer Society	\$ 1,275.00
John F. Kennedy	Doran, Alanna	Badminton	\$ 1,275.00
John F. Kennedy	Davis, Arthur	Black Student Union	\$ 1,275.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
John F. Kennedy	Cahill, Andrew	Chinese Honor Society	\$ 1,275.00
John F. Kennedy	Davis, Arthur	Computer Science	\$ 1,275.00
John F. Kennedy	Perosi, Michelle	Dance Exchange	\$ 1,275.00
John F. Kennedy	Viteri, Ricardo	Ecology	\$ 1,275.00
John F. Kennedy	Ebner, Lauren	English Honor Society	\$ 637.50
John F. Kennedy	Lesniak, Nichole	English Honor Society	\$ 637.50
John F. Kennedy	Acuna Francisco, Vivianna	Excuse the Interruption	\$ 1,275.00
John F. Kennedy	Rotella, Rachael	Excuse the Interruption	\$ 1,275.00
John F. Kennedy	Salsman, Danielle	FBLA	\$ 1,275.00
John F. Kennedy	Santana, Dawn	FCCLA Club Adv.	\$ 1,275.00
John F. Kennedy	Zeizel, Meni	French Honor Society	\$ 1,275.00
John F. Kennedy	Levine, Judith	Gaming Unplugged	\$ 1,275.00
John F. Kennedy	Viteri, Ricardo	Guitar Club	\$ 1,275.00
John F. Kennedy	Cabrera, Joshua	Jazz Band	\$ 1,275.00
John F. Kennedy	McNulla, Amy	K-Pop	\$ 1,275.00
John F. Kennedy	Timinski, Jennifer	Key Club	\$ 1,275.00
John F. Kennedy	Koppel, Jenna	Math Team	\$ 1,275.00
John F. Kennedy	Alvarez, Valeria	Muslim Student Alliance	\$ 1,275.00
John F. Kennedy	Balle, David	Peer Tutoring	\$ 1,275.00
John F. Kennedy	MaGinn, Thomas	Ping Pong	\$ 1,275.00
John F. Kennedy	Napoli, Brooke	Raise the Arts	\$ 1,275.00
John F. Kennedy	Montalvo, Candida	Safety Ambassador	\$ 637.50
John F. Kennedy	Jones, Allison	Safety Ambassador	\$ 637.50
John F. Kennedy	Novak, Edward	Science Honor Society	\$ 1,275.00
John F. Kennedy	Casem, Kyle	Show Choir	\$ 1,275.00
John F. Kennedy	Kadets, Maria	Spanish Honor Society Co-Adv.	\$ 637.50
John F. Kennedy	Kopko, Vera	Spanish Honor Society Co-Adv.	\$ 637.50
John F. Kennedy	Paloti, Ellen	STARS	\$ 1,275.00
John F. Kennedy	McFadden, Nicole	Step Team	\$ 1,275.00
John F. Kennedy	Paloti, Ellen	Wevolve	\$ 1,275.00
John F. Kennedy	Montalvo, Candida	ITS	\$ 637.50
John F. Kennedy	Alvarez, Valeria	ITS	\$ 637.50
Woodbridge HS	Kohn, Jason	Band Director	\$ 8,225.00
Woodbridge HS	Holmstrom, Karolina	Band Director Assistant	\$ 4,225.00
Woodbridge HS	Murtha, Lisa	Color Guard Director	\$ 4,225.00
Woodbridge HS	Patterson, David	Percussion Advisor	\$ 4,225.00
Woodbridge HS	Romero, Lisa	Chorus Director	\$ 4,500.00
Woodbridge HS	Deleo, Taylor	Yearbook Advisor	\$ 5,050.00
Woodbridge HS	Finis, Danielle	Yearbook Assistant	\$ 3,150.00
Woodbridge HS	Rotella, Joseph	Yearbook Financial Advisor	\$ 2,150.00
Woodbridge HS	Jago, Michael	Newspaper Advisor	\$ 3,775.00
Woodbridge HS	Gregory, Joseph	Literary Magazine Advisor	\$ 3,775.00
Woodbridge HS	Lynch, Thomas	School Play Musical Co-dir.	\$ 2,837.50
Woodbridge HS	Terrell, Kelly	School Play Musical Co-dir.	\$ 2,837.50
Woodbridge HS	Kohn, Jason	School Play - Orchestra Dir	\$ 3,150.00
Woodbridge HS	Competello, Anthony	School Play - Vocal Dir	\$ 3,150.00
Woodbridge HS	Holmstrom, Karolina	School Play - Choreographer	\$ 2,275.00
Woodbridge HS	Terrell, Kelly	School Play - Set Design	\$ 1,137.50
Woodbridge HS	Lynch, Thomas	School Play - Stage Crew	\$ 1,137.50
Woodbridge HS	Terrell, Kelly	School Play - Set Construction	\$ 2,275.00
Woodbridge HS	Lynch, Thomas	School Play - Sales & Publicity	\$ 1,550.00
Woodbridge HS	Wauters, Jennifer	Senior Prom Advisor	\$ 2,275.00
Woodbridge HS	Morrison, Peter	Senior Prom Advisor Assistant	\$ 1,650.00
Woodbridge HS	Panullo, Abigail	Junior Cotillion Advisor	\$ 1,850.00
Woodbridge HS	Kuziemska, Joselyn	Junior Cotillion Advisor Asst	\$ 1,500.00
Woodbridge HS	Moldenhauer, Kimberly	Student Council Advisor	\$ 4,500.00
Woodbridge HS	Balle, Gabriela	NHS Co-Advisor	\$ 1,575.00
Woodbridge HS	Kavaja, Christine	NHS Co-Advisor	\$ 1,575.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Woodbridge HS	Casey, Brian	Senior Class Co-Advisor	\$ 2,250.00
Woodbridge HS	Sacco, Dana	Senior Class Co-Advisor	\$ 2,250.00
Woodbridge HS	Casey, Brian	Senior Class Co-Treasurer	\$ 1,387.50
Woodbridge HS	Sacco, Dana	Senior Class Co-Treasurer	\$ 1,387.50
Woodbridge HS	Braine, Victoria	Junior Class Co-Advisor	\$ 1,575.00
Woodbridge HS	Yurnet, Celine	Junior Class Co-Advisor	\$ 1,575.00
Woodbridge HS	Kulminski, Heather	Sophomore Co/Class Advisor	\$ 1,387.50
Woodbridge HS	Nowicki, Ian	Sophomore Co/Class Advisor	\$ 1,387.50
Woodbridge HS	Balle, Gabriela	Freshman Class Advisor	\$ 2,525.00
Woodbridge HS	Angatia, Jesse	Art Services Co-Advisor	\$ 1,575.00
Woodbridge HS	Clapcich, Christina	Art Services Co-Advisor	\$ 1,575.00
Woodbridge HS	Peitz, Joshua	Academic Competition Advisor	\$ 1,275.00
Woodbridge HS	Garcia, Justine	Art Club Co-Advisor	\$ 637.50
Woodbridge HS	Casanova, Melissa	Art Club Co-Advisor	\$ 637.50
Woodbridge HS	Hein, Anthony	Asian Pacific Islanders Club	\$ 1,275.00
Woodbridge HS	Tan, Kimberly	ASL Honor Society	\$ 1,275.00
Woodbridge HS	Wanzer, Michelle	Barron Steppers	\$ 1,275.00
Woodbridge HS	Balle, Gabriela	Big Brothers/Big Sisters	\$ 1,275.00
Woodbridge HS	Cruz, Khalila	Black Student Union Advisor	\$ 1,275.00
Woodbridge HS	Romero, Lisa	Chamber Choir	\$ 1,275.00
Woodbridge HS	Chen, Tiffany	Chinese Honor Society	\$ 1,275.00
Woodbridge HS	Rivera, Yamely	Christian Club	\$ 1,275.00
Woodbridge HS	Radu, Sean	Comic Book Club	\$ 1,275.00
Woodbridge HS	Hein, Anthony	Crochet for A Cause	\$ 1,275.00
Woodbridge HS	Bechtold, Lisa	Dance Club	\$ 1,275.00
Woodbridge HS	Papageorgiou, Bob	Debate Club	\$ 1,275.00
Woodbridge HS	Choma, Alyssa	DEI Club	\$ 1,275.00
Woodbridge HS	Lynch, Thomas	Drama Club Co-Advisor	\$ 637.50
Woodbridge HS	Terrell, Kelly	Drama Club Co-Advisor	\$ 637.50
Woodbridge HS	Semmens, Scott	Ecology Club Co-Advisor	\$ 637.50
Woodbridge HS	Versuk, Natisha	Ecology Club Co-Advisor	\$ 637.50
Woodbridge HS	Kreisel, Judith	English Tutorial Club	\$ 1,275.00
Woodbridge HS	Gregory, Joseph	English NHS	\$ 1,275.00
Woodbridge HS	Kiefer, Mary	ESL Club Co-Advisor	\$ 637.50
Woodbridge HS	Morrison, Peter	ESL Club Co-Advisor	\$ 637.50
Woodbridge HS	Pankiv, Alina	French Honor Society	\$ 1,275.00
Woodbridge HS	Williams, Joseph	Future Problems Solvers Adv.	\$ 1,275.00
Woodbridge HS	Semmens, Scott	Garden Club Co-Advisor	\$ 637.50
Woodbridge HS	Versuk, Natisha	Garden Club Co-Advisor	\$ 637.50
Woodbridge HS	Garcia, Justine	GSA Club	\$ 1,275.00
Woodbridge HS	Modeszto, Christopher	Hispanic Heritage Club	\$ 1,275.00
Woodbridge HS	Versuk, Natisha	Host & Hostess Club Advisor	\$ 1,275.00
Woodbridge HS	Montes, Jessica	Interact Club Co-Advisor	\$ 637.50
Woodbridge HS	Semmens, Scott	Interact Club Co-Advisor	\$ 637.50
Woodbridge HS	Modeszto, Christopher	Letters to Rose	\$ 1,275.00
Woodbridge HS	Nowicki, Ian	Marketing Club	\$ 1,275.00
Woodbridge HS	Sampaio, Cristine	Math Tutorial	\$ 1,275.00
Woodbridge HS	Romero, Lisa	Music Honor Society Co-Adv.	\$ 637.50
Woodbridge HS	Kohn, Jason	Music Honor Society Co-Adv.	\$ 637.50
Woodbridge HS	Johal, Renuka	Muslim Club Co-Adv.	\$ 637.50
Woodbridge HS	Rasheed, Najma	Muslim Club Co-Adv.	\$ 637.50
Woodbridge HS		Phenomenal, Precious, Pearls Mentoring Co-Advisor (P3)	\$ 637.50
Woodbridge HS	Cruz, Khalila	Phenomenal, Precious, Pearls Mentoring Co-Advisor (P3)	\$ 637.50
Woodbridge HS	Forfa, Krysten	Saffron Alliance Co/Advisor	\$ 637.50
Woodbridge HS	Johal, Renuka	Saffron Alliance Co/Advisor	\$ 637.50
Woodbridge HS	Levine, Sheryl	Saffron Alliance Co/Advisor	\$ 637.50
Woodbridge HS	Switek, Michael	Save Our Strays	\$ 1,275.00

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Woodbridge HS	Clarke, Tina	Science Honor Society	\$ 637.50
Woodbridge HS	Sacco, Dana	Science Honor Society	\$ 637.50
Woodbridge HS	Tan, Kimberly	Sign Language Club	\$ 1,275.00
Woodbridge HS	Mizak, Danielle	Social Studies Honor Society	\$ 637.50
Woodbridge HS	Beck, Nicole	Social Studies Honor Society	\$ 637.50
Woodbridge HS	Balle, Gabriela	Spanish Honor Society	\$ 1,275.00
Woodbridge HS	Hoyer, Brett	Video Game Club	\$ 1,275.00
Woodbridge HS	Tolentino, Maria	Woodbridge Youth Enjoy Sci.	\$ 1,275.00

19. That the Board approve the following afterschool intramural activities for the 2024-2025 school year. (Payment will be upon voucher from account # 11-401-100-100-XX-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Activity</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
Avenel MS	Melo, Manuel	Flag Football	12	\$32	\$ 384.00
Avenel MS	Valenti, Justin	Flag Football	12	\$32	\$ 384.00
Colonia HS	Bachonski, Jill	Fall Strength & Conditioning	22	\$32	\$ 704.00
Colonia HS	Rodriguez, Jose	Fall Strength & Conditioning	28	\$32	\$ 896.00
Colonia HS	Scialfo, Michael	Fall Strength & Conditioning	28	\$32	\$ 896.00
Colonia HS	Carew, Stephen	Winter Strength & Conditioning	22	\$32	\$ 704.00
Colonia HS	Roarty, Jack	Winter Strength & Conditioning	22	\$32	\$ 704.00
Colonia HS	Dondiego, Ryan	Spring Strength & Conditioning	28	\$32	\$ 896.00
Colonia HS	Joraskie, Thomas	Spring Strength & Conditioning	22	\$32	\$ 704.00
Colonia HS	Grasso, Daniel	Spring Strength & Conditioning	28	\$32	\$ 896.00
JFKMHS	Casem, Kyle	Lights and Sound	40	\$32	\$1280.00
Woodbridge	Toczynski, Jonathan	Weight Room - Fall	40	\$32	\$1280.00
Woodbridge	Goerge, Joseph	Weight Room – Winter	40	\$32	\$1280.00
Woodbridge	Goerge, Joseph	Weight Room – Spring	40	\$32	\$1280.00

20. That the Board approve the following afterschool activities for the 2024-2025. (Payment will be upon voucher from account # 11-401-100-100-XX-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Activity</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
JFKMHS	Acuna, Vivianna	Excuse the Interruption	26	\$50	\$1300.00
JFKMHS	Rotella, Rachael	Excuse the Interruption	26	\$50	\$1300.00

21. That the Board approve the following District clubs for the 2024-2025. (Payment will be upon voucher from account # 11-401-100-100-75-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Salary</u>
Avenel Middle	Kroner, Joseph	Sidekicks	\$ 1,850.00
Colonia Middle	Bhambri, Arun	Sidekicks	\$ 925.00
Colonia Middle	Skiba-Velez, Laura	Sidekicks	\$ 925.00
Fords Middle	Ilaria, Jennifer	Sidekicks	\$ 925.00
Fords Middle	Ogonowski, Lauren	Sidekicks	\$ 925.00
Iselin Middle	Pafumi-Libitz, Gloria	Sidekicks	\$ 925.00
Iselin Middle	Pearce, Danielle	Sidekicks	\$ 925.00
Woodbridge Middle	Washington, Michelle	Sidekicks	\$ 1,850.00
Colonia HS	Ruta, Kristin	Heroes and Cool Kids	\$ 1,575.00
Colonia HS	Holmes, Jeffrey	Heroes and Cool Kids	\$ 1,575.00
Colonia HS	Cena, Rachel	Youth Council for Suicide Prevention	\$ 3,150.00
Colonia HS	Matulewicz, Christopher	Science Research	\$ 3,150.00
John F. Kennedy	Bergondo, Christopher	Heroes and Cool Kids	\$ 1,575.00
John F. Kennedy	Tolley, Tara	Heroes and Cool Kids	\$ 1,575.00
John F. Kennedy	Montalvo, Candida	Youth Council for Suicide Prevention	\$ 1,575.00
John F. Kennedy	Perosi, Michelle	Youth Council for Suicide Prevention	\$ 1,575.00
Woodbridge HS	Angatia, Jesse	Heroes and Cool Kids	\$ 1,575.00
Woodbridge HS	Kiefer, Mary	Heroes and Cool Kids	\$ 1,575.00
Woodbridge HS	Royce, Lindsey	Youth Council for Suicide Prevention	\$ 1,575.00
Woodbridge HS	Wauters, Jennifer	Youth Council for Suicide Prevention	\$ 1,575.00
Woodbridge HS	Clark, Tina	Science Research	\$ 3,150.00

22. That the Board approve the following Extra Curricular positions for the 2024-2025. (Payment will be upon voucher from account # 11-401-100-100-75-Z-AC-00.)

<u>School</u>	<u>Teacher</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
Gifted & Talented	Azar, Erica	G&T Photobook	15	\$50	\$ 750.00
Menlo Park Terrace	Colella, Jessica	Art Club	12	\$50	\$ 600.00
Oak Ridge Heights	Paribello, Kristin	Art Club	12	\$50	\$ 600.00
Oak Ridge Heights	Pitre, Juliet	Girls Who Code	12	\$50	\$ 600.00
Oak Ridge Heights	Kwan, Kaitlyn	Girls Who Code	12	\$50	\$ 600.00
Robert Mascenik	Angelo, Vanessa	Broadcast Club	10	\$50	\$ 500.00
Robert Mascenik	Boyd, Dolores	Drama Club Adv.	25	\$50	\$1250.00
Robert Mascenik	Kohn, Jennifer	Drama Club Asst.	17	\$50	\$ 850.00
Robert Mascenik	Pagano, Leslie	Drama Club Asst.	17	\$50	\$ 850.00
Oak Tree Rd	Paribello, Kristen	Art Club	12	\$50	\$ 600.00
Oak Tree Rd	Santamaria, Jaclyn	Girls Who Code	24	\$50	\$1200.00

23. That the following staff members be appointed to provide Family Program activities at the elementary schools noted below for the 2024-2025 school year. (Payment will be upon voucher submitted from account #11-000-221-104-60-A-AH-FP):

<u>School</u>	<u>Teacher</u>	<u>Program</u>	<u>Hours</u>	<u>Salary</u>
Mawbey Street	White, Allison	Math	13	\$ 650.00
Mawbey Street	Ziegler, Carissa	Math	13	\$ 650.00
Mawbey Street	Brooks, Lindsey	Science	13	\$ 650.00
Mawbey Street	Spataro, Stephanie	Science	13	\$ 650.00
Mawbey Street	White, Alison	Science	13	\$ 650.00
Mawbey Street	Falcone, Kimberly	ELA	13	\$ 650.00
Mawbey Street	Russo, Danielle	ELA	13	\$ 650.00
Avenel Street	Morris, Cheryl	Writing	20	\$ 1000.00
Avenel Street	Perez, Karen	Writing	20	\$ 1000.00
Avenel Street	Siswo, Ariel	Math & Science	20	\$ 1000.00
Avenel Street	Vladick, Eric	Math & Science	20	\$ 1000.00
Port Reading	Cinelli, Sandy	Writing	11	\$ 550.00
Port Reading	McCormick, Barbara	Writing	11	\$ 550.00
Port Reading	Rathore, Arti	STEAM	11	\$ 550.00
Port Reading	Skros, Kristine	STEAM	11	\$ 550.00
Port Reading	Weinstein, Candace	Math	11	\$ 550.00
Port Reading	McDonald, Megan	Math	11	\$ 550.00
Port Reading	Nagy, Deena	Science	11	\$ 550.00
Port Reading	Malaquias, Katilyn	Science	11	\$ 550.00
Menlo Park Terrace	D'Alessandro, Leighanne	Science	16	\$ 800.00
Menlo Park Terrace	Haumacher, Mary	Science	16	\$ 800.00
Menlo Park Terrace	Ammiano, Kelly	Math	16	\$ 800.00
Menlo Park Terrace	Mackey, Christina	Math	16	\$ 800.00
Menlo Park Terrace	Monticollo, Virginia	Writing	16	\$ 800.00
Menlo Park Terrace	Triebwasser, Linda	Writing	16	\$ 800.00
Oak Ridge Heights	Casoni, Brooke	Science	15	\$ 750.00
Oak Ridge Heights	Voicheck, Lauren	Science	15	\$ 750.00
Oak Ridge Heights	Rienzo, Heather	Math	15	\$ 750.00
Oak Ridge Heights	Thomsen, Christine	Math	15	\$ 750.00
Oak Ridge Heights	Casoni, Brooke	ELA	15	\$ 750.00
Oak Ridge Heights	Connolly, Dawn	ELA	15	\$ 750.00
Lynn Crest	Cuthbertson, Jennifer	ELA	16	\$ 800.00
Lynn Crest	Vitollo, Tiffany	ELA	16	\$ 800.00
Lynn Crest	Rios, Jenna	Math	16	\$ 800.00
Lynn Crest	Vazquez, Lori	Math	16	\$ 800.00
Lynn Crest	Piccola, Stephanie	STEM	32	\$ 1600.00
Woodbine Avenue	Lederman, Erin	Science	16	\$ 800.00
Woodbine Avenue	Lynch, Sarah	Science	16	\$ 800.00
Woodbine Avenue	Hillyer, Nicole	Writing	16	\$ 800.00
Woodbine Avenue	Rinato, Amy	Writing	16	\$ 800.00

<u>School</u>	<u>Teacher</u>	<u>Program</u>	<u>Hours</u>	<u>Salary</u>
Woodbine Avenue	Gaffney, Karen	Math	16	\$ 800.00
Woodbine Avenue	Hanley, Sharon	Math	16	\$ 800.00
Kennedy Park	Brown, Devon	ELA&Math	25	\$ 1250.00
Kennedy Park	Coleman, Nicole	ELA&Math	25	\$ 1250.00
Kennedy Park	McGeehan, Kaitlin	ELA&Math	25	\$ 1250.00
Kennedy Park	Reyes, Bridget	ELA&Math	25	\$ 1250.00
Robert Mascenik	Manente, Kristie Lee	Math	17	\$ 850.00
Robert Mascenik	Mellito, Jill	Math	17	\$ 850.00
Robert Mascenik	Bucior, Lora	Writing	17	\$ 850.00
Robert Mascenik	Ortiz, Melissa	Writing	17	\$ 850.00
Robert Mascenik	Troyano, Elizabeth	Science	17	\$ 850.00
Robert Mascenik	Boyd, Dolores	Science	17	\$ 850.00
Matthew Jago	Roszkowski, Kristine	Math	17	\$ 850.00
Matthew Jago	Tagliareni, Kerri	Math	17	\$ 850.00
Matthew Jago	Baltch, Amy	Science	17	\$ 850.00
Matthew Jago	Pfister, Marlaina	Science	17	\$ 850.00
Matthew Jago	Cosgrove, Darlene	Writing	17	\$ 850.00
Matthew Jago	Russo, Jennifer	Writing	17	\$ 850.00

24. That the Board approve the following Elementary Chess club advisor for the 2024-2025 school year. Payment will be from Budget account #11-402-100-100-30-Z-AF-00.

<u>School</u>	<u>Teacher</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
Mawbey Street	Ryan, Amy	25	\$32	\$800
Avenel Street	Egri, Francesca	25	\$32	\$800
Port Reading	Rathore, Arti	25	\$32	\$800
Ross Street	Franczak, David	25	\$32	\$800
Indiana Ave	Edwards, Andrea	8	\$32	\$256
Indiana Ave	Gangemi, Denise	8	\$32	\$256
Indiana Ave	Thompson, Gabriella	8	\$32	\$256
Menlo Park Ter	Bauer, Ingrid	12.5	\$32	\$400
Menlo Park Ter	Gamaro, Kelly	12.5	\$32	\$400
Claremont Ave	Bonilla, George	25	\$32	\$800
Oak Ridge Hts	Gomez, Helen	12.5	\$32	\$400
Oak Ridge Hts	Wicklund, Alyssa	12.5	\$32	\$400
Lynn Crest	Carter, Karen	25	\$32	\$800
Woodbine Ave	Carnemolla, Jessica	8	\$32	\$256
Woodbine Ave	Demetor, Meghan	9	\$32	\$288
Woodbine Ave	Trenery, Tracy	8	\$32	\$256
Lafayette Estates	Stalling, Dana	25	\$32	\$800
Robert Mascenik	Boyd, Dolores	12.5	\$32	\$400
Robert Mascenik	Manente, Kristie	12.5	\$32	\$400
Pennsylvania Ave	Scalia, Anthony	12.5	\$32	\$400
Pennsylvania Ave	Talari, Tanmai	12.5	\$32	\$400
Matthew Jago	Casaliggi, Tara	12.5	\$32	\$400
Matthew Jago	Dlugos, Michele	12.5	\$32	\$400
Oak Tree Road	Hila, Kathleen	25	\$32	\$800

25. That the Board of Education approve the following adjustment to the teachers to serve as members of the School Improvement Panel (ScIP) for the 2024-2025 school year at the designated salary noted below. (Payment will be upon voucher submitted from account # 11-401-100-100-60-Z-SC-IP.)

<u>School</u>	<u>Teacher</u>	<u>Salary</u>	<u>Adjustment</u>
Oak Tree Road	Coons-Wood, Amanda	\$0	remove
Oak Tree Road	Batista, Sonia	\$600	increase

26. That the Board of Education approve the following staff members who were appointed to their respective school's equity team for the 2024-2025 school year. (Payment will be from 11-401-100-100-XX-D-EQ-TY not to exceed \$4,500 per school.)

<u>School</u>	<u>Name</u>	<u>Position</u>	<u>Payment</u>
Mawbey Street	Bost, Jennifer	Chair	\$1,275.00
Mawbey Street	White, Allison	Vice-Chair	\$1,025.00
Mawbey Street	Klein, Donna	Member	\$ 800.00
Mawbey Street	Spataro, Stephanie	Member	\$ 800.00
Mawbey Street	Coponi, Dena	Member	\$ 600.00
Indiana Ave	Lopes, Jamie	Chair	\$1,500.00
Indiana Ave	Polo, Catherine	Vice-Chair	\$1,200.00
Indiana Ave	Ichinco, Denise	Member	\$ 900.00
Indiana Ave	Maslonka, Stephanie	Member	\$ 900.00
Lafayette Estates	Rivera, Bianca	Chair	\$1,125.00
Lafayette Estates	Whalen, Natalie	Vice-Chair	\$ 875.00
Lafayette Estates	Cruz, Maria	Member	\$ 500.00
Lafayette Estates	Peitz, Cathleen	Member	\$ 500.00
Lafayette Estates	Nemara, Michele	Member	\$ 500.00
Lafayette Estates	Wirt, Lisa	Member	\$ 500.00
Lafayette Estates	Caputo, Nancy	Member	\$ 250.00
Lafayette Estates	Thompson, Alexandra	Member	\$ 250.00
Colonia Middle	Henriques, Marcela	Chair	\$1,125.00
Colonia Middle	Mathurin, Stephani	Vice-Chair	\$ 875.00
Colonia Middle	Clifford, Patricia	Member	\$ 500.00
Colonia Middle	Reilly, Terence	Member	\$ 500.00
Colonia Middle	Jackson, Nia	Member	\$ 500.00
Colonia Middle	Mentzel, Amy	Member	\$ 500.00
Colonia Middle	Paiva, Melanie	Member	\$ 500.00
Fords Middle	Precious Huff-Acosta	Chair	\$2,000.00
Fords Middle	Gallagher, Tina	Vice-Chair	\$1,500.00
Fords Middle	Valentin, Lisa	Member	\$1,000.00

27. That the Board of Education approve the following staff members to be appointed as members of the Title III district family workshops. (Payment will be from account #20-241-200-100-00-F-00-00.)

<u>Name</u>	<u>Program</u>	<u>Hours</u>	<u>Rate/Hr.</u>	<u>Salary</u>
Bulman, Dana	Parent & Family Engagement	10	\$50	\$500.00
Cruz, Maria	Parent & Family Engagement	10	\$50	\$500.00
Gaud-Moro, Yessenia	Parent & Family Engagement	10	\$50	\$500.00
Kenny, Erin	Parent & Family Engagement	10	\$50	\$500.00
Kurowsky, Colleen	Parent & Family Engagement	10	\$50	\$500.00
Mazza, Regina	Parent & Family Engagement	10	\$50	\$500.00
Samano, Sarahi	Parent & Family Engagement	10	\$50	\$500.00
Yajnik, Nita	Parent & Family Engagement	10	\$50	\$500.00

28. That the Board of Education approve the following staff members who were appointed to provide extra help for CTE students for the 2024-2025 school year. (Payment will be upon voucher submitted from Perkins account #20-362-100-100-00-F-00-00.)

<u>Teacher</u>	<u>School</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u> <u>"Not to Exceed"</u>
Christathakis, Peter	CHS	80	\$50	\$4000.00
Kavaja, Christina	WHS	80	\$50	\$4000.00
Kenney, Karen	CHS	80	\$50	\$4000.00
Lagowski, Thomas	CHS	80	\$50	\$4000.00
Miller, Brittany	JFK	80	\$50	\$4000.00
Murray, Elaine	JFK	80	\$50	\$4000.00
Napolitano-Gonedes, Stacy	JFK	80	\$50	\$4000.00
Nyers, Jacqueline	CHS	80	\$50	\$4000.00

29. That the Board of Education approve the following staff member as Business Honor Society Advisor during the 2024-2025 school year. (Payment will be upon voucher submitted from Perkins account #20-362-100-100-00-F-00-00.)

<u>School</u>	<u>Teacher</u>	<u>Salary</u>
John. F. Kennedy	Stacy Napolitano-Gonedes	\$1,275.00

30. That the Board of Education approve the following staff members as DECA Advisors during the 2024-2025 school year. (Payment will be upon voucher submitted from Perkins account #20-362-200-100-00-F-00-00.)

<u>High School</u>	<u>Teacher</u>	<u>Salary</u>
John. F. Kennedy	Balle, David	\$ 1275.00
Colonia High	Gobbo, Joann	\$ 637.50
Colonia High	Lagowski, Thomas	\$ 637.50
Woodbridge	LoPresti, Patricia	\$ 1275.00

31. That the Board of Education approve Christopher Callahan to serve as the Perkins Grant facilitator for the 2024-2025 school year at a fee not to exceed \$4013.00 (Payment will be upon voucher submitted from the Perkins account #20-362-200-500-00-F-00-00.)

32. That the Board of Education approve the following staff members who were appointed to the Colonia Middle School Mentoring and Tutoring Program for the 2024-2025 school year. (Payment will be upon voucher submitted from the George Link Grant account #20-022-100-600-41-L-00-00.)

<u>Teacher</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
Jackson, Nia Imani	30	\$50	\$1,500.00
Kenny, Sean	40	\$50	\$2,000.00
McLaughlin, Melissa	50	\$50	\$2,500.00
Mentzel, Mark	40	\$50	\$2,000.00

33. That the Board of Education approve the following staff members who were appointed to the STEM Program at the Title 1 School listed below for the 2024-2025 school year. (Payment will be a voucher from Title 1 funded account #20-231-200-100-19-F-00-00.)

<u>School</u>	<u>Staff</u>	<u>Hours</u>	<u>Rate</u>	<u>Salary</u>
Menlo Park Terrace	McGowan, Sydney	18	\$50	\$900
Menlo Park Terrace	Mata, Alyssa	18	\$50	\$900

34. That the Board of Education approve the following staff members who were appointed to the ELA/Math extended day at Title 1 School listed below for the 2024-2025 school year. (Payment will be from Title 1 funded account #20-231-100-101-25-F-00-00, not to exceed the amounts below.)

<u>School</u>	<u>Staff</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Lafayette Estates	Cruz, Maria	16	\$50	\$800
Lafayette Estates	Margolin, Alyssa	16	\$50	\$800
Lafayette Estates	Monticollo, Alexa	16	\$50	\$800
Lafayette Estates	Parella, Shannon	16	\$50	\$800
Lafayette Estates	Peitz, Cathleen	16	\$50	\$800
Lafayette Estates	Pimienta, Carla	8	\$50	\$400
Lafayette Estates	Rivera, Bianca	16	\$50	\$800
Lafayette Estates	Rodriguez, Aaron	16	\$50	\$800
Lafayette Estates	Simon, Katherine	16	\$50	\$800
Lafayette Estates	Whalen, Natalie	16	\$50	\$800
Lafayette Estates	Wirt, Lisa	16	\$50	\$800

35. That the Board of Education approve the following staff members who were appointed to the position at Title 1 School listed below for the 2024-2025 school year. (Payment will be from Title 1 funded account #20-231-200-100-25-F-00-00, not to exceed the amounts below.)

<u>School</u>	<u>Staff</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Lafayette Estates	Gibbs, Marie	Book Club	24	\$50	\$1200
Lafayette Estates	Simon, Katherine	Book Club	24	\$50	\$1200

36. That the Board of Education approve the following staff members who were appointed to the position at Title 1 SIA School listed below for the 2024-2025 school year. (Payment will be from Title 1 funded account #20-235-200-100-11-F-00-00, not to exceed the amounts below.)

<u>School</u>	<u>Staff Member</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Ross Street	Cook, Nicole	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Dubay, Thomas	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Finnegan, Nicole	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Harding, Jessica	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Harrell, Nicole	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Ivan, Kimberly	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Jung, Amanda	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Paulikas, Ashley	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Power, Katlyn	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Wehrle, Morgan	ELA Reading Enrichment	15	\$50	\$750
Ross Street	Egan, Elizabeth	Rising Readers	9	\$50	\$450
Ross Street	Massimino, Cindy	Rising Readers	9	\$50	\$450
Ross Street	Crilley, Ken	Coding Club	18	\$50	\$900
Ross Street	Roe, Danielle	SEL Social Skills Enrichment	9	\$50	\$450
Ross Street	Vallaro, Rebecca	SEL Social Skills Enrichment	9	\$50	\$450
Ross Street	Epstein, Allison	Math Yoga	18	\$50	\$900
Ross Street	Castellucci, Alexandra	Book Club	10	\$50	\$500
Ross Street	Circelli, Melanie	Book Club	10	\$50	\$500
Ross Street	Carlson, Richard	Interpreter/Translation	15	\$50	\$750
Ross Street	Epstein, Allison	Interpreter/Translation	15	\$50	\$750

37. That the Board of Education approve the following staff members who were appointed to the PBSIS Committee at Title 1 SIA School listed below for the 2024-2025 school year. (Payment will be from Title 1 funded account #20-235-200-100-11-F-00-00, not to exceed the amounts below.)

<u>School</u>	<u>Staff Member</u>	<u>Position</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Ross Street	Grossi-Nolan, Antoinette	Chair	30	\$50	\$1,500
Ross Street	Burke, Rebecca	Co-chair	15	\$50	\$ 750
Ross Street	Finnegan, Nicole	Co-chair	15	\$50	\$ 750
Ross Street	Pires, Michelle	Co-chair	15	\$50	\$ 750
Ross Street	Spino, Melissa	Co-chair	15	\$50	\$ 750

38. That the Board of Education approve the following staff members who were appointed to the positions at Woodbridge Middle School during the 2024-25 school year. (Payment will be from Title 1 SIA funded account #20-235-200-100-44-F-00-00 at the hourly rate of \$50.00.)

<u>Staff Member</u>	<u>Committee</u>	<u>Hours</u>	<u>Rate</u>	<u>Total</u>
Keuscher, Ted	Climate & Culture	30	\$50	\$1500
Washington, Michelle	Climate & Culture	30	\$50	\$1500
Ahmed, Mohammad	Climate & Culture	15	\$50	\$ 750
Douglas, Sarah	Climate & Culture	15	\$50	\$ 750
McGuire, Devin	Climate & Culture	15	\$50	\$ 750
Torrella, Denise	Climate & Culture	15	\$50	\$ 750
Valente, Jessica	Social & Emotional Learning	30	\$50	\$1500
Acheson, Amanda	Social & Emotional Learning	15	\$50	\$ 750
Thomsen, Russell	Social & Emotional Learning	15	\$50	\$ 750
Tulli, Lauren	Social & Emotional Learning	15	\$50	\$ 750
Pastor, Marissa	Reflection & Restorative Practice	60	\$50	\$3000

39. An Amendment be made in the minutes to the list of staff members for ASI, Title 1 projects along with their assignments and that portion of their salaries paid from Federal, Local and State funds for the 2024-2025 school year to include:

ASI-Title I, Title I SIA Salary Breakdown 2024-25	
ASI Teachers	Title I
Rodriguez, Aaron 25	100%
Academic Coaches 2024-2025	
Local Funds	
Literacy/Academic Coaches	Local
Johnson, Catherine 25	100%
Triola, Rebecca 25	100%

40. That a note be made in the minutes that Lea Caroscio resigned as Asst. Coach of Boys' Volleyball at Colonia High School for the 2024-2025 school year, and will not be paid for same. (Personnel Agenda, 6/13/24, Item #51.)
41. That a note be made in the minutes that Danielle Sica resigned as Asst. Coach of Boys' Volleyball at Colonia High School for the 2024-2025 school year, and will not be paid for same. (Personnel Agenda, 6/13/24, Item #51.)
42. That a note be made in the minutes that Alexandra Murphy resigned as Asst. Coach of Girls' Volleyball at Woodbridge High School for the 2024-2025 school year, and will not be paid for same. (Personnel Agenda, 6/13/24, Item #51.)
43. That the Board of Education approve Danielle Pearce as Cheerleading Coach at Iselin Middle School for the 2024-2025 school year, at a salary rate of \$2,750.
44. That the Board of Education adopt the following revised job descriptions:
- Executive Secretary for Human Resources
 - Executive Secretary to the Superintendent of Schools
45. That the following temporary employees be approved for the 2024-2025 school year:

Sub Paraprofessional

Leake, Katarzyna
Notra, Kulwant
Pahuja, Renuka

Sub School Aide

Nina-Tamarez, Yamina

Sub Event Manager

Chick, Jamie
Sarao, Joseph

I move for the adoption of the foregoing.

Motion by _____

Seconded by _____

Job Description

Board of Education Woodbridge Township

Title: **Executive Secretary for Human Resources**

Function: To perform all duties required in the Office of Human Resources as requested by the Administrator.

Reports to: Assistant Superintendent for Human Resources

Supervises: Assigned office staff

Duties, responsibilities, and authorities:

A. Duties:

1. Assist the Assistant Superintendent for Human Resources in the efficient performance of the duties of the office, and plan and supervise the work to be performed by office staff.
 2. Plan, initiate and carry to completion all secretarial/clerical duties in the Office of Human Resources. (Maintaining records and personnel files, handling inquiries, greeting visitors, preparation of forms and documents dictation, review of incoming mail, screening of telephone calls, and performing/supervising special assignments, as required).
 3. Efficiently perform a variety of important, frequently urgent, confidential and complex tasks with changing priorities. Understand and follow complex oral and written instructions.
 4. Assist the administration in maintaining effective relationships with parents, staff members, citizens, and related business and community partners, of the Woodbridge Township School District and Board of Education. Interpret and effectively communicate district policies and regulations, and employee agreements to these situations.
 5. Compose and/or prepare correspondence for the Assistant Superintendent for Human Resources, and follow through on all correspondence.
 6. Assist the Assistant Superintendent for Human Resources in various student and employee matters and maintain strict confidential files.
 7. Collect and prepare all necessary information and create agendas for the Personnel and Negotiations agendas for Board of Education meetings.
 8. Follow through on all matters requiring the Assistant Superintendent for Human Resources' attention after Board meetings.
 9. Keep computerized employee lists current including salary records, attendance records, employee assignment records, leaves of absences records, and the position control roster.
 10. Prepare and assemble all materials for reappointments of all contract personnel, transfers, staff members returning from leaves of absences, non-renewals, and New Teacher Summer Academy.
-

Job Description

Board of Education Woodbridge Township

11. Work with the Office of the Business Administrator/Board Secretary, for budget purposes, on salary projections for contracted personnel.
12. Maintain the district's Job Description manuals. Prepare necessary updates for Board review and approval, and arrange for distribution of updates to manual holders.

B. Professional preparation:

1. A high school diploma is required.
2. A certificate from an accredited secretarial school, a one-year graduate course in an accredited secretarial school, or a secretarial training course in high school is desired.
3. Five (5) years experience in secretarial/office assistant work is required.

C. Experience/Background:

1. Extensive experience in the successful performance of all secretarial duties in public schools and/or business
2. Considerable knowledge of standard secretarial practices and of business English, spelling, vocabulary, and the ability to compose a variety of letter/memorandums using clearly organized thoughts, proper sentence construction, punctuation and grammar.
3. Successful experience in human relations.

D. Personal qualifications:

1. Must be mature and possess integrity
2. Must be punctual and dependable.
3. Must be a discerning individual who presents a neat and appropriate appearance at all times.
4. Must have the ability to keep information strictly confidential.

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Job Description

Board of Education

Woodbridge Township

Title: **Executive Secretary to the Superintendent of Schools**

Function: Serve as an administrative assistant to the Superintendent of Schools.

Reports to: Superintendent of Schools

Supervises: Assigned office staff

Duties, responsibilities, and authorities:

A. Duties:

1. Assist the Superintendent in the efficient performance of the duties of the office, and plan and supervise the work to be performed by office staff.
 2. Plan, initiate and carry to completion all secretarial/clerical duties in the Superintendent's Office. (Maintaining records, handling inquiries, greeting visitors, scheduling of and preparation of documents for the Superintendent's meetings, dictation, transcription of meeting minutes, review of incoming mail, screening of telephone calls, and performing/supervising special assignments, as required.)
 3. Efficiently perform a variety of important, frequently urgent, confidential and complex tasks with changing priorities. Understand and follow complex oral and written instructions.
 4. Work cooperatively with the Central Office Leadership Team, Board of Education, School Board Attorney, Principals, and outside agencies such as the County/State offices, Police Departments, DYFS, etc., to perform required assignments for the Superintendent.
 5. Assist the administration in maintaining effective relationships with parents, staff members, citizens, and related business and community partners, of the Woodbridge Township School District and Board of Education. Interpret and effectively communicate district policies and regulations to these situations.
 6. Resolve some issues of a non-technical nature, and refer questionable issues to alternative administrators in the Superintendent's absence. Make secondary administrative decisions applying a thorough knowledge of the district's organization, policies and practices, often functioning as liaison for the Superintendent.
 7. Compose and/or prepare correspondence for the Superintendent, and follow through on all correspondence.
 8. Assist the Superintendent in various student and employee matters and maintain strict confidential files.
-

Job Description

Board of Education

Woodbridge Township

9. Review all reports of Harassment, Intimidation/Bullying (HIBs) received from all schools. Enter data to produce monthly, bi-annual, and annual reports for Board review and approval. Work closely with the principals, Anti-Bullying Specialists, and Supervisor to ensure accurate reporting, and coordinate records with the Administrative Secretary responsible for State reporting. On a monthly basis, prepare corresponding letters to parents of all students involved in each incident, as prescribed by Board Policy #5131.1.
 10. Collect and prepare all necessary information for the Policy and Planning, Security and School Safety, and Superintendent's agendas for Board of Education meetings, and oversee the preparation of desired Board resolutions for said agendas. Gather all essential information to complete Board agendas and supervise the preparation of all materials to be appropriately reproduced for Board meetings.
 11. Follow through on all matters requiring the Superintendent's attention after Board meetings.
 12. Maintain accurate files of agreements between the Board and outside parties, as listed on the Superintendent's and/or Policy and Planning agendas. Ensure that proper signatures are obtained and originals filed in the Board Secretary's office.
 13. Maintain the district's Policy and Regulation manuals. Prepare necessary updates for Board review and approval, and arrange for distribution of updates to manual holders.
 14. Collect items for and produce various district communications for the Superintendent. Arrange for printing and distribution of said communications to district students, parents/guardians, parent organizations, staff and/or residents of Woodbridge Township. Communications include, but are not limited to:
 - a. Inside Our Schools newsletter, when required.
 - b. Budget-related documents, such as the annual budget presentation/portfolio, flyers, and, if required, the special budget edition of Inside Our Schools;
 - c. Bond Referendum or other special project documents, such as presentations, flyers and newsletters;
 15. Prepare annual student and employee calendars and make all revisions as needed. Coordinate distribution of calendars to parents and employees.
 16. Monitor emails addressed to superintendent@woodbridge.k12.nj.us and prepare and/or compose (for the Superintendent's review/approval) responses to various questions by the public at large.
 17. Prepare and activate alerts for parents and staff via the Honeywell Instant Alert System, as required by the Superintendent.
 18. Prepare and/or supervise reports and documents required by the State, County and local offices.
 19. Conduct and/or supervise research on various matters as required by the Superintendent and/or members of the Board of Education.
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Job Description

Board of Education

Woodbridge Township

20. Facilitate correspondence and other communications as requested by members of the Board of Education.
21. Maintain advanced levels of computer literacy and skills.
22. Demonstrate a continuous effort to improve general office procedures, and streamline work processes.
23. Complete all other tasks as assigned by the Superintendent of Schools and the Board of Education.

B. Professional preparation:

1. A high school diploma is required.
2. A certificate from an accredited secretarial school, a one-year graduate course in an accredited secretarial school, or a secretarial training course in high school is desired.
3. Five (5) years experience in secretarial/office assistant work is required.

C. Experience/Background:

1. Extensive experience in the successful performance of all secretarial duties in public schools and/or business.
2. Considerable knowledge of standard secretarial practices and of business English, spelling, vocabulary, and the ability to compose a variety of letters/memorandums using clearly organized thoughts, proper sentence construction, punctuation and grammar.
3. Successful experience in human relations.

D. Personal qualifications:

1. Must be mature and possess integrity.
2. Must be punctual and dependable.
3. Must be a discerning individual who presents a neat and appropriate appearance at all times.
4. Must have the ability to keep information strictly confidential.

October 2024
