

**DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
AUGUST 31, 2020
REGULAR MEETING AGENDA**

**HYBRID - BOTH VIRTUAL
AND HELD AT
ROXBURY HIGH SCHOOL
1 Bryant Drive, Succasunna, New Jersey**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

ADDENDUM

I. ACTION ITEMS

A. Finances (Resolutions 1-14)

- *14. RESOLVED, upon the recommendation of the Superintendent of Schools and Board Attorney, that the Settlement Agreement for PERC Docket No.CO – 2019-264 be approved and implemented.

D. Personnel (Resolutions 1-24)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

(NOTE: Approval of these resolutions authorizes the Superintendent to submit to the County Superintendent applications for emergent hiring and the candidate's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those candidates listed below. All appointments are pending verification of employment history pursuant to New Jersey P.L. 2018, c. 5 (N.J.S.A. 18A:6-7.6, et. seq.); contingent upon receipt of proper certification; and all salary placements are pending receipt of college transcripts verifying degree status.)

APPOINTMENTS - LEAVE REPLACEMENTS

- 8. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Salary	Start Date	End Date	Discussion
2	Monaghan, Mark	EMS	Leave-repl Music Teacher	\$54,000 prorated ^	9/1/20	11/13/20	Non-tenure track. Replacement in position TCH.EMS.MUS.IN.02 Appt supersedes appt as TST app'd 7/20/20.
^ 20/21 Leave Replacement Teacher Rate Bd. aprvd 5/11/20							

MENTORING

22. RESOLVED, that the Roxbury Township Board of Education approve the mentoring assignments indicated below. The number of weeks shown encompasses weeks when school is in session; and when the novice teacher and mentor are present at school to collaborate:

		<i>Novice Teacher</i>				<i>Mentoring Term in Roxbury</i>				
	<i>Name</i>	<i>Loc</i>	<i>Instr. Cert.</i>	<i>No. of weeks of mentoring completed to date</i>	<i>Mentor</i>	<i>Start Date</i>	<i>End Date</i>	<i>No. of Wks</i>	<i>Fee</i>	
*	3 Monaghan, Mark	EMS	CEAS	n/a	Sweer, Ryan (RHS)	9/1/20	11/13/20	10	\$183	

**DISTRICT OF ROXBURY TOWNSHIP
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AUGUST 31, 2020
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-updated 8/28/20-
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ROXBURY HIGH SCHOOL
1 Bryant Drive, Succasunna, New Jersey**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS

*Anyone wishing to speak about agenda or non-agenda items at a meeting of the Roxbury Township Board of Education must follow these procedures. Located on the front table will be forms entitled, **Speaker Request Form**. Please fill one out indicating your name and address and the agenda item or topic you wish to discuss. After completing the form, return it to the Assistant Business Administrator. Thank you for your cooperation.*

**ACCESS AGENDA & EXHIBITS
ONLINE:**



I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in Regular Session for discussion on business before the Board tonight.

The New Jersey Open Public Meetings Law was enacted to insure the public's right to have advance notice of and to attend meetings of public bodies at which business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Board has caused written notice of this meeting and copies of its agenda to be transmitted to:

Roxbury Register – Newspaper

Daily Record – Newspaper

Roxbury Website – <http://www.roxbury.org/domain/43>

Municipal Clerk

Roxbury Public Library

The notice of tonight's meeting and a copy of tonight's agenda have been posted in the Board's Business office.

II. ROLL CALL

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on August 31, 2020 regarding personnel matters, student matters, negotiations and attorney client privilege.

IV. PUBLIC SESSION

V. PLEDGE OF ALLEGIANCE

August 31, 2020

VI. PRESENTATIONS

1. Roxbury Public Schools' Self-Assessments for Determining Grades under the Anti-Bullying Bill of Rights Act for the 2019/2020 School Year - Mrs. Maryann Gibbs

VII. CORRESPONDENCE

VIII. STUDENT REPRESENTATIVE'S COMMENTS

IX. BOARD PRESIDENT'S COMMENTS

X. SUPERINTENDENT'S REPORT

XI. BUSINESS ADMINISTRATOR'S REPORT

XII. MINUTES

1. Minutes of the Executive Session of August 17, 2020
2. Minutes of the Regular Meeting of August 17, 2020

XIII. COMMITTEE REPORTS

Each Committee Chair will advise the full board of the last committee meeting, and the next committee meeting, and any other comments you believe are important for the full board to know.

- A. COMMUNITY RELATIONS/SHARED SERVICES
- B. EDUCATION
- C. FACILITIES
- D. FINANCE
- E. PERSONNEL
- F. POLICIES/GOVERNANCE
- G. NEGOTIATIONS
- H. SUSTAINABILITY

XIV. PUBLIC COMMENTS – Action Items – There is a three-minute time limit, per Board Policy.

XV. ACTION ITEMS

A. Finances (Resolutions 1-13)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

BILLS LIST

- *1. RESOLVED, that the Roxbury Township Board of Education approve the August 2020 bills list totaling \$2,948,328.24 as presented.

STUDENT ACTIVITY ACCOUNTS

- *2. RESOLVED, that the Roxbury Township Board of Education approve the Student Activity Accounts monthly bill lists for the month of July 2020 as follows:

Roxbury High School	\$0.00	Franklin School	\$0.00
Athletics	\$0.00	Kennedy School	\$0.00
Eisenhower Middle School	\$0.00	Jefferson School	\$0.00
Lincoln Roosevelt School	\$0.00	Nixon School	\$0.00

TRAVEL REQUESTS

- *3. RESOLVED, that the Roxbury Township Board of Education approve unavoidable travel costs as presented which are educationally necessary and fiscally prudent and are related to and within the scope of the employee’s current responsibilities and promotes the delivery of instruction or furthers the efficient operation of the school district. The reimbursements are in compliance with the state travel reimbursement guidelines as established by the Department of Treasury and Board of Education policy in accordance with N.J.A.C. 6A-23B-1.1 et seq.

	<i>Name</i>	<i>Workshop Title</i>		<i>Place</i>	<i>Date of Workshop</i>	<i>Registration Fee</i>	<i>Total Estimated Expenses</i>
1	Perez, Jennifer	Autism NJ Annual Conference	4	Virtual	10/15/2020 10/16/2020	\$99.00	\$99.00

Notes: 1-State/Federal policy requirements, 2-State curricular requirements, 3-State Initiatives, 4-Individual job requirements, T2-paid for by Title II funding, T3 paid for by Title III funding. Substitute coverage is indicated by “S” followed by the number of days for which a substitute is needed.

CONTRACTS

- *4. RESOLVED, that the Roxbury Township Board of Education approve a contract with Trane U.S. Inc., 19 Chapin Road, Bldg. B, Suite 200, Pine Brook, NJ to provide building automation system services. This contract is per Trane proposal #2693548 and will commence August 1, 2020 for a one year period at a cost of \$62,684.00.
- *5. RESOLVED, that the Roxbury Township Board of Education approve a contract with Sage Thrive, 295 Rochelle Avenue, Rochelle Park, NJ to provide counseling services for the 2020-2021 school year. This contract is through the competitive quote process in the amount of \$543,070.00.

APPROVAL OF PURCHASES

- *6. RESOLVED, that the Roxbury Township Board of Education approve the purchase of air purifiers from H.A. DeHart & Son, 311 Crown Point Road, Thorofare, NJ in the amount of \$71,880.00. This purchase is being made through Hunterdon County Educational Services Commission Co-Op contract #Trans-20-04 and is being funded from the Maintenance Reserve.

- *7. RESOLVED, the Roxbury Township Board of Education approve purchases from the following vendors in the amounts listed for COVID19 related sanitation supplies and materials which are being funded from the Maintenance Reserve:

Atra Janitorial Supplies (Educational Data Bid Nos. 9769 and 8847)	\$1,716.60
American Paper Towel Company (Quotes Q0046927 and Q0047075)	\$11,549.00
Municipal Emergency Services (Quote QT1396378)	\$4,285.00

MAINTENANCE RESERVE

- *8. RESOLVED, that the Roxbury Township Board of Education authorizes the Business Administrator to utilize Maintenance Reserve funds for COVID19 related sanitation supplies and materials in an amount not to exceed \$150,000.00.

PAYMENT APPLICATION

9. RESOLVED, that the Roxbury Township Board of Education approve the following payment to the following contractor:

Contractor	Project	Payment No.	Amount
Billy Contracting and Restoration, Inc.	Jefferson Elementary School and Eisenhower Middle School Roof Replacement	3	\$123,774.00

APPROVAL OF BUS ROUTES FOR THE 2020/2021 SCHOOL YEAR

- *10. RESOLVED, that the Roxbury Township Board of Education approve the "Route Summary Report" for the transportation of students for the 2020/2021 school year.

APPROVAL OF NONPUBLIC NURSING SERVICE AID ENTITLEMENT PROGRAM

- *11. RESOLVED, that the Roxbury Township Board of Education approve the 2020/2021 Nonpublic Nursing Service Aid for nonpublic schools in the district in the amounts listed below for the purchase of nursing services for the nonpublic school.

American Christian School	\$8,730.00
Morris County Educare & Enrichment Center	\$679.00
Saint Therese School	\$14,356.00

DONATION

12. RESOLVED, that the Roxbury Township Board of Education accepts a donation for a new sign in front of the Jefferson Elementary School from the Jefferson PTA. This donation is valued at \$3,920.00; and

BE IT FURTHER RESOLVED, that Roxbury High School Senior, Max Annis, furnish landscaping for the front of the sign as his Eagle Scout project.

COMMUNITY SCHOOL

- *13. RESOLVED, that the instructors listed below be appointed for the 2020/2021 Roxbury Community School Course Offerings. All expenses will be paid out of collected tuitions and employment is dependent upon sufficient enrollment. Instructors receive a percentage of tuition based on enrollment and agreement with the Community School.

Instructor	Tuition	Program / Location / Dates
Annette Buzzelli	\$99/Participant	Aerobics / Kennedy School / September-December 2020
Annette Buzzelli	\$99/Participant	Aerobics / Kennedy School / January-March 2021
Annette Buzzelli	\$99/Participant	Aerobics / Kennedy School / March-June 2021
Margaret Sugrue	\$100/Participant	Yoga for All / Franklin School / September-December 2020
Margaret Sugrue	\$100/Participant	Yoga for All / Franklin School / January-March 2021
Margaret Sugrue	\$100/Participant	Yoga for All / Franklin School / March-June 2021

B. Education (Resolutions 1-7)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

HIB REPORT

- *1. RESOLVED, that the Roxbury Township Board of Education affirms the Superintendent's decisions provided in the Harassment, Intimidation, and Bullying Report for the 2020/2021 school year, ending as of August 13, 2020.
- *2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2020/2021 school year, beginning August 14, 2020 and ending August 27, 2020.

OUT-OF-DISTRICT PLACEMENTS/SERVICES - 2020/2021

- *3. RESOLVED, that the Roxbury Township Board of Education approve the 2020/2021 Extended School Year and 2020/20201 School Year Out-of-District Placements/Services listed below:

File Number	School or Provider	Total Cost	Dates
207216	Windsor School	\$86,100.00	7/6/20-6/30/21
202275	Shepard Preparatory High School	\$54,850.59	9/2/20-6/30/21
203970	Shepard Preparatory High School	\$81,486.24	9/2/20-6/30/21
204522	Somerset County Educational Services Commission	\$75,600.00	7/1/20-6/30/21
210835	Celebrate the Children	\$100,260.00	9/8/20-6/30/21

TUITION STUDENTS

- *4. RESOLVED, that the Roxbury Township Board of Education approve the following tuition contract agreements for the 2020/2021 school year.

<i>State ID</i>	<i>Sending District</i>	<i>Program</i>	<i>Total</i>
5768481309	Sparta Township	BD	\$64,719.00

APPROVAL OF SENIOR OPTION AND COLLEGE OPTION PROJECTS - RHS

- *5. RESOLVED, that the Roxbury Township Board of Education accepts the Senior Option Projects for the classes at Roxbury High School listed below to be completed in the 2020/2021 school year.

Student	Research Focus	Credits
207751	Psychology and Catching Criminals	5
204663	Music	5
204188	Women in Law Enforcement	5
209458	Comic Book Production	5
204418	Concert Choir Intern	5
209067	Advanced Comic Design	5
204204	Choir Intern	5
205697	Choir Intern	5
206860	Choir Intern	5
208361	Dance	5
204070	The New Jersey Flag Project	2.5
204275	Assisting the Teacher	5
204287	Rox-Thon	5
204084	Teaching with 1st Graders	5
208309	Study in Jazz Improvisation	5
204170	Jazz Improvisational Studies	5
205057	Early Childhood Education	5
207249	Rox-Thon	5
204313	Student Teaching	5
203925	Roxbury Media Conference	5
204335	Elementary Classroom Study	5
204208	Elementary School Study	5
204129	Health Sciences	5
204099	Health Sciences	5
209076	What's Popping Podcast	5
209435	Production of a Children's Book	5
208235	Production of a Children's Book	5
204157	Music Proposal	5
208255	Baking and Decorating	5
204243	Novel Writing	5
208432	3D Printing Tech	5
204303	A Deep Dive into the Tuba	5

- *6. RESOLVED, that the Roxbury Township Board of Education accepts the College Option Program for the classes at Roxbury High School listed below to be completed in the 2020/2021 school year.

Student	Research Focus	Credits
210824	Elementary Japanese I	5
207751	Principles of Sociology	5
204377	Modern Europe	5

ALIGNMENT OF DISTRICT CURRICULA

- *7. RESOLVED, that the Roxbury Township Board of Education approve the on-going alignment of newly written and revised district curricula with the State Board adopted standards for implementation effective September 1, 2020 for the 2020/2021 school year in the following content areas:

	Subject	Grade Level
1	21st Century Life & Careers	K-12
2	Comprehensive Health & Physical Education	K-12
3	Language Arts - ELA	K-12
4	Library/Media	K-12
5	Mathematics	K-12
6	School Counseling	K-12
7	Science	K-12
8	Social Studies	K-12
9	Technology	K-12
10	Vocal & Performing Arts	K-12
11	World Languages	K-12
12	ESL	K-12

C. Policies (Resolutions 1-2)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

- *1. RESOLVED, that the Roxbury Township Board of Education approve the following for second reading:

	Policy/Regulation Number	Policy/Regulation Title	Exhibit Number
a	Regulation 5600 (Revised)	Student Discipline/Code of Conduct	P1
b	Policy 5610 (Revised)	Suspension (M)	P2
c	Regulation 5610 (Revised)	Suspension Procedures (M)	P3

- *2. RESOLVED, that the Roxbury Township Board of Education approve the following for first reading:

	Policy/Regulation Number	Policy/Regulation Title	Exhibit Number
a	Policy 2361 (Revised)	Acceptable Use of Computer Networks/Computers and Resources (M)	P4

D. Personnel (Resolutions 1-24)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

(NOTE: Approval of these resolutions authorizes the Superintendent to submit to the County Superintendent applications for emergent hiring and the candidate's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those candidates listed below. All appointments are pending verification of employment history pursuant to New Jersey P.L. 2018, c. 5 (N.J.S.A. 18A:6-7.6, et. seq.); contingent upon receipt of proper certification; and all salary placements are pending receipt of college transcripts verifying degree status.)

RESIGNATIONS, RETIREMENTS, TERMINATIONS

1. RESOLVED, that the Roxbury Township Board of Education approve the following:

Organized by Name

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Action</i>	<i>Final day of employment</i>	<i>Discussion</i>
1	Anderson, Christine	JES	Special Education Paraprofessional	Resignation for personal reasons	6/30/20	
2	Bain-Herbison, Diana	NES	Title 1 Paraprofessional	Resignation for personal reasons	6/30/20	
3	Brown, Molly	JES	Special Education Paraprofessional	Resignation for personal reasons	6/30/20	
* 4	D'Amico, Karen	RHS	Special Education Teacher	Resignation for retirement	10/31/20	
5	Derendal, Lyndsay	FES	Title 1 Paraprofessional	Resignation for personal reasons	6/30/20	
6	Giammarino, Kara	NES	Special Education Paraprofessional	Resignation for personal reasons	8/31/20	To accept position as a secretary
* 7	Pitzer, Curtis Wade	DIST	Network Administrator	Resignation for personal reasons	8/31/20	To accept position as Technology Coordinator
8	Randel, Barbara	NES	Permanent Substitute Teacher	Rescind appointment	-	Rescind appointment on 7/27/20 C.2.1; accepting position as paraprofessional
9	Reid-Gersten, Lauren	KES	Permanent Substitute Teacher	Resignation for personal reasons	9/25/20	
10	Sabella, Keri	FES	Special Education Paraprofessional	Resignation for personal reasons	8/31/20	To accept position as Permanent Substitute Teacher
* 11	Shannon, Jeannette	RHS	Special Education Paraprofessional	Resignation for retirement	8/31/20	
* 12	Tencza, Andrew	RHS	Special Education Paraprofessional	Resignation for personal reasons	8/31/20	To accept position as a Leave Repl Teacher
13	Wade, Jessica	JES	Special Education Paraprofessional	Resignation for personal reasons	6/30/20	
14	Welsch, Danielle	KES	Special Education Paraprofessional	Resignation for personal reasons	6/30/20	

- *2. RESOLVED, that the Roxbury Township Board of Education approve the following:

Stipend Positions						
	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Action</i>	<i>Effective</i>	<i>Discussion</i>
1	Erickson, Nolan	RHS	Asst Girls' Tennis Coach	Resignation for personal reasons	8/24/20	Season was to begin 9/14/20.

LEAVES OF ABSENCE

3. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc.</i>	<i>Position</i>	<i>Leave Start Date</i>	<i>Paid Leave</i>	<i>Unpaid FMLA/NJFLA^</i>	<i>Return Date</i>	<i>Discussion</i>
* 1	James, Hope	TR	Bus Driver	9/8/20	Using available sick & personal	FMLA	12/7/20	
* 2	Lovi, Marjorie	RHS	Special Education Paraprof	9/1/20	N/A	FMLA/NJFLA	12/1/20	

^Leave becomes unpaid when sick/personal days depleted or released by physician, whichever occurs first.

4. RESOLVED, that the Roxbury Township Board of Education approve the following leaves under the Families First Coronavirus Response Act (FFCRA):

	<i>Name</i>	<i>Leave Start Date</i>	<i>Emergency Paid Sick Leave</i>	<i>Paid Expanded Family & Medical Leave</i>	<i>Other Paid Leave</i>	<i>Return Date</i>	<i>Discussion</i>
* 1	17-208	9/1/20	2 wks	10 wks		11/23/20	
2	15-948	9/1/20	2 wks	10 wks		11/23/20	
* 3	20-604	9/8/20	2 wks	10 wks		11/30/20	

REASSIGNMENTS / TRANSFERS

5. RESOLVED, that the certificated staff listed below be transferred to a new location and/or assignment as indicated:

	<i>Name</i>	<i>Former Assignment & Loc.</i>		<i>New Assignment & Loc.</i>		<i>Effective Date</i>	<i>Discussion</i>
1	Billeci, Jennifer	Special Education Teacher (RC) TCH.SPE.RES.NA.32	EMS	Gr. 7 & 8 English Teacher TCH.EMS.LA.NA.07	EMS	9/1/20	
2	Evans, Danielle	SLS TCH.DS.SLS.NA.03	NES	SLS TCH.DS.SLS.NA.03	JES, KES	9/1/20	
* 3	Franco, Kevin	OT SPS.DS.OT.NA.01	KES, LRS, RHS	OT SPS.DS.OT.NA.01	KES, LRS, EMS, RHS	9/1/20	
* 4	Freeborn, Rebecca	Special Education Teacher (VISTA)	RHS	Special Education Teacher (RC)	NES	9/1/20	

		TCH.SPE.VIS.MD.02		TCH.SPE.RES.NA.41			
5	Giordano, Tessa	OT SPS.DS.OT.NA.02	JES, EMS	OT SPS.DS.OT.NA.02	JES	9/1/20	
6	Kasliner, Janet	SLS TCH.DS.SLS.NA.04	LRS, EMS	SLS TCH.DS.SLS.NA.04	LRS	9/1/20	
* 7	London, Frances	Special Education Teacher (LLD) TCH.SPE.LLD.NA.11	RHS	Special Education Teacher (RC) TCH.SPE.RES.NA.35	JES	9/1/20	
8	Murray, Alexandra	SLS TCH.DS.SLS.NA.02	JES, KES	SLS TCH.DS.SLS.NA.02	NES	9/1/20	
* 9	Peck, Katerina	Special Education Teacher (RC), and Teacher of Deaf TCH.DS.TOD.NA.01	LRS, DIST	Special Education Teacher (RC) TCH.SPE.RES.NA.40	JES	9/1/20	
10	Pojedinec, Daniel	Special Education Teacher (RC, 0.50 FTE); Civics Teacher (0.50 FTE) TCH.SPE.RES.NA.31	EMS	Special Education Teacher (RC, 0.60 FTE); Civics Teacher (0.40 FTE) TCH.SPE.RES.NA.31	EMS	9/1/20	
11	Riggins, Dawn	Special Education Teacher (RC) TCH.SPE.RES.NA.08	FES	Special Education Teacher (RC) TCH.SPE.RES.NA.08	JES	9/1/20	
* 12	Rose, Denise	Special Education Teacher (AUT) TCH.SPE.AUT.NA.04	RHS	Special Education Teacher (MD) TCH.SPE.VIS.MD.02	RHS	9/1/20	
13	Tavares, Diane	PT SPS.DS.PT.NA.01	FES, JES, KES, NES	PT SPS.DS.PT.NA.01	FES, JES, KES, NES, LRS	9/1/20	
14	Wenarsky, Courtney	Special Education Teacher (RC) TCH.SPE.RES.NA.37	NES	Special Education Teacher (RC) TCH.SPE.RES.NA.37	LRS	9/1/20	

6. RESOLVED, that the REA paraprofessionals listed below be transferred to a new location and/or assignment as indicated:

	Name	Former Assignment & Loc.		New Assignment & Loc.		Effective Date	Discussion
* 1	Ask, Melissa	One-to-one	RHS	MD Program	RHS	9/1/20	
2	Bacilo, Jacqueline	One-to-one	JES	LLD Program	LRS	9/1/20	
3	Baez Bertrand, Amanda	One-to-one	NES	Autism Program	NES	9/1/20	
4	Balogh, Beth	One-to-one	EMS	MD Program	EMS	9/1/20	
5	Beede, Agnes	Resource Center	KES	Resource Center	JES	9/1/20	
6	Bonnefond, Kristin	One-to-one	NES	Autism Program	NES	9/1/20	
7	Bottona, Nancy	One-to-one	JES	Resource Center	JES	9/1/20	
8	Busby, Erin	One-to-one	NES	Resource Center	NES	9/1/20	
* 9	Clevenger, Tracy	One-to-one	RHS	Resource Center	RHS	9/1/20	

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10	Cuff, Donna	One-to-one	NES	Resource Center	NES	9/1/20	
11	D'Agosta, Joanna	Autism Program	NES	Resource Center	FES	9/1/20	
12	Dagostino, Gina	PK Half Day	JES	PK Full Day	JES	9/1/20	
13	D'Agostino, Laura	One-to-one	JES	PK Full Day	JES	9/1/20	
14	Dawson, Jodi	One-to-one	NES	LLD Program	NES	9/1/20	
15	Decker, Sonia	One-to-one	KES	Autism Program	NES	9/1/20	
* 16	Delgado, Cristian	MD Program	RHS	Resource Center	RHS	9/1/20	
17	Dexter, Carla	One-to-one	JES	Resource Center	JES	9/1/20	
18	Fichter, Heather	BD Program (Part-time)	RHS	BD Program (Full-time)	RHS	9/1/20	Replacement in position AID.SPE.FT.NA.27
19	Friedella, Tracy	One-to-one	KES	BD Program	KES	9/1/20	
20	Gaydos, Jennifer	One-to-one	NES	One-to-one	LRS	9/1/20	
21	Gede, Stephanie	One-to-one	JES	PK Full Day	JES	9/1/20	
* 22	Gibney, Lisa	One-to-one	RHS	MD Program	RHS	9/1/20	
23	Gulla, Carmel	One-to-one	KES	Resource Center	KES	9/1/20	
24	Haucke, Theresa	One-to-one	FES	LLD Program	LRS	9/1/20	
25	Hawco, Barbara	One-to-one	EMS	MD Program	EMS	9/1/20	
26	Hegarty, Kenneth	Resource Center	JES	Resource Center	NES	9/1/20	
* 27	Hemmer, Cynthia	Autism Program	RHS	MD Program	RHS	9/1/20	
* 28	Henricksen, Lisa	One-to-one	RHS	MD Program	RHS	9/1/20	
29	Iturralde, Kaytel	Resource Center	LRS	Resource Center	EMS	9/1/20	
* 30	Koval, Margaret	MD Program	RHS	BD Program	RHS	9/1/20	
31	LaManna, Susan	One-to-one	EMS	Resource Center	EMS	9/1/20	
32	Lavelle, Erin	LLD Program	FES	Resource Center	LRS	9/1/20	
* 33	Lazzara, Erinn	BD Program	RHS	Resource Center	RHS	9/1/20	
34	Leavy, Jennifer	One-to-one	JES	PK Full Day	JES	9/1/20	
35	Marabondo, Josephine	One-to-one	NES	Autism Program	NES	9/1/20	
* 36	Marantz, Anne	One-to-one	RHS	BD Program	RHS	9/1/20	
37	Moschella, Christine	Resource Center	NES	One-to-one	LRS	9/1/20	
38	Murphy, Regina	One-to-one	FES	LLD Program	FES	9/1/20	
39	Murray, Megan	One-to-one	JES	PK Full Day	JES	9/1/20	
40	O'Connor, Christine	One-to-One (Part-time)	NES	Autism Program (Full-time)	NES	9/1/20	Replacement in position AID.SPE.FT.NA.19
41	Paolicelli, Margarete	PK Full Day	JES	Autism Program	NES	9/1/20	
42	Parenti, Renee	Resource Center	FES	LLD Program	FES	9/1/20	
43	Pennimpede, Rosa	Resource Center	LRS	LLD Program	LRS	9/1/20	

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44	Pink, Kenisha	Resource Center	JES	LLD Program	FES	9/1/20	
45	Ratigan, Laura	One-to-one	FES	LLD Program	FES	9/1/20	
46	Reinknecht, Cindy	One-to-one	NES	LLD Program	LRS	9/1/20	
47	Reyad, Salma	Resource Center	JES / KES	Resource Center	KES	9/1/20	
48	Rice, Kathleen	Resource Center	NES	Resource Center	LRS	9/1/20	
49	Roe, Tammie	LLD Program	FES	Resource Center	LRS	9/1/20	
50	Ruiz, Idalis	Resource Center	LRS	BD Program	LRS	9/1/20	
* 51	Ryall, Mary	One-to-one	RHS	MD Program	RHS	9/1/20	
52	Simon, Melody	One-to-one	JES	PK Full Day	JES	9/1/20	
53	Skawska, Marta	One-to-one	NES	LLD Program	NES	9/1/20	
54	Sorbino, Jasmine	Resource Center	LRS	Autism Program	NES	9/1/20	
55	Stone, Michele	One-to-one	NES	Autism Program	NES	9/1/20	
* 56	Thomas, Cheryl	One-to-one	RHS	MD Program	RHS	9/1/20	
* 57	Turrisi, Patricia	One-to-one	RHS	MD Program	RHS	9/1/20	
58	Urban, Tara	BD Program	JES	BD Program	LRS	9/1/20	
59	Valenzuela, Tiffany	Autism Program	JES	PK Full Day	JES	9/1/20	
60	Waldron, Stacey	One-to-one	NES	Resource Center	NES	9/1/20	
61	West, Mary	Special Education Paraprofessional	FES	Title 1 Paraprofessional	FES	9/1/20	Replacement in position AID.REG.FRA.T1.03
62	Zamorski, Lisa	LLD Program	FES	LLD Program	LRS	9/1/20	
63	Zelman, Laurie	One-to-one	EMS	MD Program	EMS	9/1/20	

APPOINTMENTS

7. RESOLVED, that the Roxbury Township Board of Education approve the following:

Organized by Name

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary Guide / Step</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Del Rosario, Monica	LRS, EMS	ESL Teacher	20/21 BA Step 1 of 1-3	\$54,705	9/1/20^	6/30/21	Replacement in position TCH.DS.ESL.NA.03 Appt ^pending receipt/review of MD's VOPC of the NJDOE's 50-Hour Pre-professional Experience req; and will supersede appt as TST app'd 7/20/20.
* 2	Giammarino, Kara	Spec Serv	Secretary - CST (10 mo)	REA Secretary Grade III Step 1	\$38,950	9/1/20	6/30/21	Replacement in position SEC.SPS.CST.GR3.04
* 3	Maeso, Michael	RHS	French Teacher	20/21 BA Step 17	\$71,140	9/1/20	6/30/21	Replacement in position TCH.RHS.WL.FR.02.

* 4	Mann, Monica	DIST	Director of Guidance	n/a	\$110,000	11/2/20 or sooner upon release from current employer #	6/30/21	Replacement in position ADM.RHS.APR.NA.04. Appt related to placeholder app'd 8/17/20; and #pending receipt of MM's NJ Standard cert for <i>Dir of School Counseling Services</i> (End. Code 0602).
5	Pilrun, Amy	EMS	Gr. 7 Science Teacher	20/21 BA Step 1 of 1-3	\$54,705	9/1/20	6/30/21	Replacement in position TCH.EMS.SCI.NA.03 Appt supersedes appt as TST app'd 7/20/20.
* 6	Pitzer, Curtis	DIST	Interim Technology Coordinator	n/a	\$100.00 per diem	8/24/20	8/31/20	Amend end date app'd 8/17/20 C.6.3 replacing position TEC.DS.DIR.NA.01
* 7	Pitzer, Curtis Wade	DIST	Technology Coordinator	N/A	\$120,000 prorated	9/1/20	6/30/21	New position replacing position TEC.DS.DIR.NA.01
8	Sabella, Keri	FES	Permanent Substitute Teacher	N/A	\$125.00 per diem	9/1/20	6/30/21	Tenure-track replacement in position TCH.SUB.PERM.FES.01; not to exceed 4 days per week
9	Young, Jamie	FES, JES	PE Teacher (FTE 0.70)	20/21 BA Step 5 of 4-5	\$38,640	9/1/20	6/30/21	Replacement in position TCH.DS.PEH.PT.01

APPOINTMENTS - LEAVE REPLACEMENTS

*8. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Salary	Start Date	End Date	Discussion
1	Tencza, Andrew	RHS	Leave-repl Art Teacher	\$54,000 prorated ^	9/1/20	11/20/20	Non-tenure track. Replacement in position TCH.RHS.ART.NA.02

^ 20/21 Leave Replacement Teacher Rate Bd. aprvd 5/11/20

APPOINTMENTS - HOURLY EMPLOYEES

9. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Guide / Step	Hourly Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Start Date	End Date	Discussion
* 1	Coppinger, Francis	TR	Bus Driver	Teamster Step 1	\$22.85*	5.5	5	184	\$23,124*	9/1/20	6/30/21	Replacement in position BUS.TR.DRI.RE.05
* 2	Emmons, Allen	TR	Bus Driver	Teamster Step 1	\$22.85*	3 on M; 5.5 on T-F	5	184	\$21,353*	9/1/20	6/30/21	Replacement in position BUS.TR.DRI.RE.10
3	Gonzalez, Christine	KES	Special Education	REA Paraprof	\$22.53	6	5	187	\$25,279	9/1/20	6/30/21	BD Program; Replacement

			Paraprof	Step 13								in position AID.SPE.FT. NA.15
* 4	LaGrassa, Richard	TR	Bus Driver	Teamster Step 6	\$30.85*	3 on M; 5.5 on T-F	5	184	\$28,829*	9/1/20	6/30/21	Replacement in position BUS.TR.DRI. RE.30
* 5	Ramirez, Marisol	TR	Bus Driver	Teamster Step 1	\$22.85*	5.5	5	184	\$23,124*	9/1/20	6/30/21	Replacement in position BUS.TR.DRI. RE.24
6	Randel, Barbara	NES	Title 1 Paraprof	REA Paraprof Step 12	\$21.86	4.5	5	187	\$18,395	9/1/20	6/30/21	Title 1 funded replacement in position AID.REG.NI X.T1.04
* 7	Turner - Willis, Lisa	TR	Bus Driver	Teamster Step 3	\$24.85*	3 on M; 5.5 on T-F	5	184	\$23,222*	9/1/20	6/30/21	Replacement in position BUS.TR.DRI. RE.42
<p>^ Employment start date is pending completion of documentation in accordance with the law or district policy. * Salary and hourly rate pending completion of negotiations.</p>												

APPOINTMENTS - SUBSTITUTES

10. RESOLVED, that the Roxbury Township Board of Education approve the following on an as needed basis:

	Name	Loc.	Position	Salary	Start Date	End Date	Discussion
1	Clevenger, Tracy	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20	6/30/21	Reappointment
2	Press, Nancy	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20	6/30/21	Reappointment
3	Feind, Lisa	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20	6/30/21	Reappointment
4	Bacinsky, Jill	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20	6/30/21	
5	Boutrs, Margi	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20 [^]	6/30/21	
6	McKiernan, Christopher	District	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	9/1/20 [^]	6/30/21	
<p>^ Employment start date is pending completion of documentation in accordance with the law or district policy.</p>							

APPOINTMENTS - EXTRACURRICULARS

- *11. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2020/2021 school year:

20/21 Specialized Athletic Consultants							
	<i>Name</i>	<i>Position</i>	<i>Sport</i>	<i>Season</i>	<i>Loc. of Sport</i>	<i>Stipend</i>	<i>Discussion</i>
1	Darling, Samantha	Specialized Consultant	Field Hockey	Fall	RHS	Volunteer -basis	Appt pending receipt of Certification for Extracurricular/Athletic Vol. form

SUMMER 2020 EMPLOYMENT FOR MANDATED SPECIAL EDUCATION

12. RESOLVED, that the staff listed below be approved during the summer of 2020 at the rate indicated to conduct mandated meetings with parents and staff to determine evaluative status, IEPs, and other appropriate activities required under the New Jersey law governing Special Education.

	<i>Name</i>	<i>20/21 Loc</i>	<i>20/21 Position</i>	<i>20/21 Hourly Rate</i>	<i>Discussion</i>
1	O'Malley, Shannon	JES	Teacher	\$45.11	

APPROVAL OF GRADUATE STUDY INCENTIVE INCREMENT

13. RESOLVED, that the personnel listed below be granted an increase in their salary level as indicated effective September 1, 2020 for the 2020/2021 school year:

	<i>Last Name</i>	<i>First Name</i>	<i>Loc</i>	<i>20/21 Salary Level</i>	<i>20/21 Step</i>	<i>20/21 Salary</i>
1	Arms	Victoria	NES	BA+15	12-13	\$65,562
2	Babetski	David	EMS	MA+30	6	\$64,602
3	Bellardino	Alyssa	NES	MA	4-5	\$60,200
4	Brennan	Lauren	EMS	BA+30	8	\$62,516
* 5	Christiansen	Emily	RHS	MA	4-5	\$60,200
* 6	Conklin	Lauren	RHS	BA+30	6	\$60,075
7	Curley	Kelsey	EMS	MA+30	7	\$65,587
8	Doyle	Robert	EMS	BA+30	4-5	\$59,375
9	Friscia	Stephanie	JES	MA+15	4-5	\$61,700
10	Gervasio	Thomas	EMS	BA+15	1-3	\$57,480
11	Gutkind	Melissa	EMS	MA+30	7	\$65,587
12	Hallet	Jennifer	LRS	MA+30	19	\$88,205
* 13	Hughes	Danielle	RHS	BA+15	12-13	\$65,562
14	Iuvone	Erica	JES	BA+15	9-11	\$63,147
* 15	Lima	Marcie	RHS	BA+30	18	\$79,274
16	Manney	Lynn	FES	BA+30	6	\$60,075
17	Martino	Tiffany	EMS	BA+15	4-5	\$57,975
18	Ng	Ellen	LRS	MA+30	23	\$101,031
* 19	Oster	Kaitlyn	RHS	BA+15	4-5	\$57,975
20	Perrone	Shannon	EMS	MA+15	12-13	\$69,755
* 21	Popowycz	Becky	RHS	MA+30	20	\$91,885

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22	Reilly	Sean	EMS	MA	6	\$60,900
23	Richman	Margery	EMS	MA+30	14-15	\$72,725
24	Siegel	David	FES	MA	7	\$61,965
* 25	Sweer	Ryan	RHS	MA+15	9-11	\$67,180
* 26	Terranova	Laurie	RHS	MA+30	14-15	\$72,725
27	Trotter	Jonathan	EMS	BA+15	6	\$58,675

SALARY ADJUSTMENTS - CERTIFICATED STAFF

14. RESOLVED, that the Roxbury Township Board of Education approve the following teaching assignments for the staff indicated below for the 2020/2021 school year:

	Name	Loc	Program/ Class	Extra Blocks assigned:	Salary Guide / Step	Addl. Salary	Start Date	End Date
* 1	McGinley, Birsen	RHS	SUCCESS, Block 3B and Block 5	0.5 block on A days and 1 block on B days w/in A/B day schedule @ RHS	20/21 BA+15 Step 8	\$13,712	9/1/20	6/30/21

SALARY ADJUSTMENTS - INSTRUCTIONAL PARAPROFESSIONALS

15. RESOLVED, that the Roxbury Township Board of Education approve salary adjustments effective September 1, 2020 for instructional paraprofessionals listed in Exhibit HR1.
- *16. RESOLVED, that the Roxbury Township Board of Education approve Special Education paraprofessionals to extra work hours outside their regular workday at their contractual hourly rate of pay on an as needed basis as assigned by Special Services administration during the 2020-21 school year for training sessions, meetings, field trips and extracurricular activities. Part-time paraprofessionals will be limited to an average not to exceed 29 hours per week over the course of the school year.
- *17. RESOLVED, that the Roxbury Township Board of Education approve Special Education staff members with ABA training/experience to provide ABA based parent training during the 2020-21 school year at their contractual hourly rate of pay when necessary and appropriate based on a child's IEP as assigned by Special Services administration. Part-time staff members will be limited to an average not to exceed 29 hours per week over the course of the school year.

SALARY ADJUSTMENTS - BUS DRIVERS

- *18. RESOLVED, that the Roxbury Township Board of Education approve salary adjustments effective September 1, 2020 for bus drivers listed in Exhibit HR2.

SALARY ADJUSTMENTS - BUS AIDES & CAFETERIA AIDES

19. RESOLVED, that the Roxbury Township Board of Education approve salary adjustments effective September 1, 2020 the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Guide / Step</i>	<i>Hourly Rate</i>	<i>Hrs / Day</i>	<i>Days / Wk</i>	<i>Annual Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	Acuna, Paola	TR	Bus Aide	N/A	\$16.70	6.25	T,W, Th,F	\$15,552	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 2	Bastos, Marilda	TR	Bus Aide	N/A	\$16.90	6.25	T,W, Th,F	\$15,738	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 3	Catanzariti, Patricia	TR	Bus Aide	N/A	\$16.90	6.25	T,W, Th,F	\$15,738	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 4	Goni, Darlene	TR	Bus Aide	N/A	\$17.15	6.25	T,W, Th,F	\$15,971	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 5	Lavin, Evelyn	TR	Bus Aide	N/A	\$16.50	6.25	T,W, Th,F	\$15,366	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 6	LeBoeuf, Stephanie	TR	Bus Aide	N/A	\$16.90	6.25	T,W, Th,F	\$15,738	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 7	Perrelli, Jaime	TR	Bus Aide	N/A	\$16.90	6.25	T,W, Th,F	\$15,738	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 8	Qorri, Shkendije	TR	Bus Aide	N/A	\$16.50	6.25	T,W, Th,F	\$15,366	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk
* 9	Ruano, Francised	TR	Bus Aide	N/A	\$16.50	3 on M; 5.5 on T-F	5	\$15,057	9/1/20	6/30/21	Adjust from 5 hrs/day, 5 days/wk

ASSISTANT SUPERINTENDENT MERIT GOALS FOR 2020/2021

*20. Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include on its contract with the Assistant Superintendent of Schools quantitative and qualitative criteria and associated merit salary bonus in Recognition of their achievement during the school year, and

Whereas, the Board of Education has now developed a set of annual goals for the 2020/2021 school year that it wishes to include in its contract with the Assistant Superintendent now, therefore, be it

RESOLVED, that the Board of Education establishes qualitative and quantitative criteria and merit salary bonuses for their achievement and directs that these criteria and related bonuses be submitted to the Executive County Superintendent of Schools for approval before adding them to the contract with the Assistant Superintendent of Schools. (Goals are on file in the Board of Education Business Office).

BUSINESS ADMINISTRATOR MERIT GOALS FOR 2020/2021

*21. Whereas, NJAC 6A:23A-3.1 permits a Board of Education to include on its contract with the School Business Administrator quantitative and qualitative criteria and associated merit

salary bonus in Recognition of their achievement during the school year, and

Whereas, the Board of Education has now developed a set of annual goals for the 2020/2021 school year that it wishes to include in its contract with the School Business Administrator now, therefore, be it

RESOLVED, that the Board of Education establishes qualitative and quantitative criteria and merit salary bonuses for their achievement and directs that these criteria and related bonuses be submitted to the Executive County Superintendent of Schools for approval before adding them to the contract with the School Business Administrator. (Goals are on file in the Board of Education Business Office).

MENTORING

22. RESOLVED, that the Roxbury Township Board of Education approve the mentoring assignments indicated below. The number of weeks shown encompasses weeks when school is in session; and when the novice teacher and mentor are present at school to collaborate:

	Novice Teacher				Mentoring Term in Roxbury				
	Name	Loc	Instr. Cert.	No. of weeks of mentoring completed to date	Mentor	Start Date	End Date	No. of Wks	Fee
1	Del Rosario, Monica	EMS	CE	n/a	Curley, Kelsey	9/1/20 [^]	4/1/21 [^]	30	\$1,000
2	Pilrun, Amy	EMS	CEAS	n/a	Meola, Lou	9/1/20	4/1/21	30	\$550

[^]Start date & End Date pending receipt of MD's 50-hr VOPC.

STUDENT TEACHERS/INTERNS

23. RESOLVED, that the following student teacher/intern assignment be approved as per the placement requirements in Policy 9541- Student Teachers/Interns:

	Student-Teacher/Intern				Roxbury Cooperating Teacher		
	Name	College/Univ	Placement Sought	Term	Name	Position	Loc
1	Culleney, Kaitlyn	Ramapo	Clinical Int-Gr. 5 - 6, ELA	9/4/20 thru 12/23/20 for 2 days/week for 180 hrs	Ferrentino, Margaret	Gr. 5 Teacher	LRS
2	Culleney, Kaitlyn	Ramapo	Clinical Int-Gr. 5 - 6, ELA	1/4/21 thru 5/7/21 for f/t, 550 hrs	Ferrentino, Margaret	Gr. 5 Teacher	LRS
* 3	Orr, Hannah	Rutgers	Clinical Int-General Music	9/1/20 thru 12/23/20 for 2 days/week	Salyerds, Robert	Music Teacher	EMS, RHS
* 4	Orr, Hannah	Rutgers	Clinical Int-Choir Gr. 9 - 12	1/4/21 thru 5/7/21 for f/t	Hachey, Patrick	Music Teacher	RHS
5	Scripko, Kaitlyn	Centenary Univ	Clinical Exp- Elem Gen Ed K - 6	9/1/20 [^] thru 12/18/20 for 2 days/week	Graba, Kristina	Gr. 2 Teacher	JES
6	Scripko, Kaitlyn	Centenary Univ	Clinical Int- Elem Special Ed K - 6	1/13/21 [^] thru 4/30/21 for f/t	Ehrich, Tracy	Special Education Teacher, Gr. 4 ICR	JES

[^]Start date is pending completion of documentation in accordance with the law or district policy.

COMMUNITY SCHOOL

*24. RESOLVED, that the staff listed below be appointed for the 2020/2021 Roxbury Community School Course Offerings. All expenses will be paid out of collected tuitions and employment is dependent upon sufficient enrollment. Teachers/Instructors receive a percentage of tuition based on enrollment and agreement with the Community School.

Instructor	Fees		Program / Location / Dates
	Compensation	Tuition	
Biczak, Lee	\$15.25/Hour, Aide	Preschool Program* \$715/month	RCS Preschool Program Kennedy School July 2020 - June 2021
Eskay, Gina	\$15.25/Hour, Sub Aide		
Mazza, Lorna	\$25.25/Hour, Teacher	Extended Care* (7-9 a.m. / 2-5 p.m.) Option 1: \$400/month Option 2: \$277.50/month Option 3: \$12/hour	
Salerno, Phoebe	\$25.25/Hour, Sub Teacher		
Spicka, Stacy	\$14/Hour, Sub Aide*	* Tuition rates prorated for September/October due to hybrid schedules	
Stanton, Kristy*	\$20/Hour, Sub Teacher*		
PLACEHOLDER	TBD		

E. Executive Session

*1. WHEREAS, Chapter 231, P.L. 1975, also known as the Sunshine Law, authorizes a public body to meet in Executive Session under certain limited circumstances; and

WHEREAS, said law requires the Board of Education to adopt a resolution at a public meeting before it can meet in such an Executive Session; and

WHEREAS, the Board of Education is anticipating to hold a Regular Meeting on September 21, 2020 at 6:30 p.m. remotely; and

WHEREAS, the Board of Education intends to discuss matters in Executive Session at this meeting;

NOW THEREFORE, BE IT RESOLVED, that the Roxbury Township Board of Education expects to discuss personnel, student matters, negotiations and matters covered by attorney client privilege during the aforementioned Executive Session; and

BE IT FURTHER RESOLVED, that the public portion of the aforementioned Roxbury Township Board of Education Regular Meeting will commence at 7:30 p.m.

- XVI. PUBLIC COMMENTS – There is a three-minute time limit, per Board Policy.
- XVII. BOARD MEMBER COMMENTS
- XVIII. EXECUTIVE SESSION - (IF NECESSARY)
- XIX. PUBLIC SESSION – (IF NECESSARY)
- XX. ADJOURNMENT

A. FULL-TIME PARAPROFESSIONALS

Last Name	First Name	Loc.	Job Title	Status	Step	Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Discussion	
1	BALOGH	BETH	EMS Special Education Paraprofessional	Full-time	10	\$20.61	6.00	5	187	\$23,124	Reduced from 6.25 hrs/day	
*	2	FICHTER	HEATHER	RHS Special Education Paraprofessional	Full-time	13	\$22.53	6.00	5	187	\$25,279	Part-time 5.75 hrs to Full-time 6 hrs/day
3	GULLA	CARMEL	KES Special Education Paraprofessional	Full-time	13	\$22.53	6.00	5	187	\$25,279	Reduced from 6.33 hrs/day	
*	4	HENRICKSEN	LISA	RHS Special Education Paraprofessional	Full-time	13	\$22.53	6.00	5	187	\$25,279	Reduced from 6.25 hrs/day
*	5	KOVAL	MARGARET	RHS Special Education Paraprofessional	Full-time	13	\$22.53	6.00	5	187	\$25,279	Reduced from 6.25 hrs/day
*	6	MATERA	LISA	RHS Special Education Paraprofessional	Full-time	7	\$18.81	6.00	5	187	\$21,105	Reduced from 6.25 hrs/day
7	MURDOCH	JAMES	KES Special Education Paraprofessional	Full-time	7	\$18.81	6.00	5	187	\$21,105	Reduced from 6.33 hrs/day	
8	O'CONNOR	CHRISTINE	NES Special Education Paraprofessional	Full-time	9	\$20.01	6.00	5	187	\$22,451	Part-time 5.75 hrs to Full-time 6 hrs/day	
*	9	PEREZ	ROBYN	RHS Special Education Paraprofessional	Full-time	10	\$20.61	6.00	5	187	\$23,124	Reduced from 6.25 hrs/day
*	10	RYALL	MARY	RHS Special Education Paraprofessional	Full-time	13	\$22.53	6.00	5	187	\$25,279	Reduced from 7 hrs/day
*	11	SOTELO	VIRGINIA	RHS Special Education Paraprofessional	Full-time	8	\$19.41	6.00	5	187	\$21,778	Reduced from 6.25 hrs/day
*	12	TURRISI	PATRICIA	RHS Special Education Paraprofessional	Full-time	9	\$20.01	6.00	5	187	\$22,451	Reduced from 6.25 hrs/day
*	13	WASEK	JENNIFER	RHS Special Education Paraprofessional	Full-time	12	\$21.86	6.00	5	187	\$24,527	Reduced from 6.25 hrs/day
*	14	WEHMEYER	MARY ELLEN	RHS Special Education Paraprofessional	Full-time	12	\$21.86	6.00	5	187	\$24,527	Reduced from 6.75 hrs/day
*	15	WILLIAMS	MICHAEL	RHS Special Education Paraprofessional	Full-time	7	\$18.81	6.00	5	187	\$21,105	Reduced from 7 hrs/day

Days per year includes 4 Professional Development Days and 3 paid holidays in accordance with the REA bargaining agreement.

B. PART-TIME PARAPROFESSIONALS

Last Name	First Name	Job Title	Step	Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Discussion			
*	1	ASK	MELISSA	RHS Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day
2	BACILO	JACQUELINE	LRS Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
3	BAEZ BERTRAND	AMANDA	NES Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day	
4	BEEDE	AGNES	JES Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
5	BILOTTA	STACEY	JES Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
6	BISCHOFF	TAMMY	EMS Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T-F	5	187	\$23,881	Adjusted from 5.9 hrs/day	
7	CARNEVALE	MICHELE	JES Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day	
8	CHAPMAN	WEUSI	FES Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
9	CINTRON	KELLY	EMS Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.9 hrs/day	
*	10	CLEVINGER	TRACY	RHS Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-Th	M,T,Th	115	\$12,567	Adjusted from 6.25 hrs/day on A Days
11	COLDITZ	DAWN MARIE	NES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
12	CUFF	DONNA	NES Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T-F	5	187	\$23,881	Adjusted from 5.75 hrs/day	
13	D'AGOSTA	JOANNA	FES Special Education Paraprofessional	Part-time	11	\$21.21	4 on M, 6 on W,F	M,W,F	110	\$12,684	Adjusted from 6 hrs/day on M,W,F	
14	DAGOSTINO	GINA	JES Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
15	D'AGOSTINO	LAURA	JES Special Education Paraprofessional	Part-time	12	\$21.86	4 on M, 6 on T-F	5	187	\$23,171	Adjusted from 5.75 hrs/day	
16	DAWSON	JODI	NES Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 5.75 hrs/day	
17	DECKER	SONIA	NES Special Education Paraprofessional	Part-time	8	\$19.41	6.00	W,Th	84	\$9,783	Adjusted from 6.33 hrs/day on W,Th	
*	18	DELGADO	CRISTIAN	RHS Special Education Paraprofessional	Part-time	5	\$17.64	4 on M, 6 on T-F	5	187	\$18,699	Adjusted from 5.75 hrs/day
19	DORAN	ROBERTA	JES Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T-F	5	187	\$23,881	Adjusted from 5.75 hrs/day	
20	FRIEDELLA	TRACY	KES Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T-F	5	187	\$23,881	Adjusted from 5.75 hrs/day	
21	GAYDOS	JENNIFER	LRS Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
22	GEDE	STEPHANIE	JES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
*	23	GIBNEY	LISA	RHS Special Education Paraprofessional	Part-time	13	\$22.53	6.00	T-F	156	\$21,087	Adjusted from 6.25 hrs/day on T-F
24	GNANASAKTHY	SILVAMAGAL	KES Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 5.75 hrs/day	
25	GONZALEZ	ADALGISA	JES Special Education Paraprofessional	Part-time	11	\$21.21	4 on M, 6 on T-F	5	187	\$22,482	Adjusted from 5.75 hrs/day	
26	GWINNETT	COURTNEY	EMS Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.9 hrs/day	
27	HAWCO	BARBARA	EMS Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T-F	5	187	\$23,881	Adjusted from 5.9 hrs/day	
28	HEGARTY	KENNETH	NES Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day	
*	29	HEMMER	CYNTHIA	RHS Special Education Paraprofessional	Part-time	12	\$21.86	4 on M, 6 on T-F	5	187	\$23,171	Adjusted from 5.75 hrs/day
30	HUSEIN	AMANI	FES Special Education Paraprofessional	Part-time	11	\$21.21	4 on M, 6 on T-F	5	187	\$22,482	Adjusted from 5.75 hrs/day	
31	ITURRALDE	KAYTEL	EMS Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
32	JOHNSTON	MICHELE	FES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
33	KACMARCIK	ASHLEY	LRS Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
34	LA MANNA	SUSAN	EMS Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 5.9 hrs/day	
*	35	LAZZARA	ERINN	RHS Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day
36	LEAVY	JENNIFER	JES Special Education Paraprofessional	Part-time	11	\$21.21	4 on M, 6 on T-F	5	187	\$22,482	Adjusted from 5.75 hrs/day	
37	LUPPNOW	ROSEMARY	LRS Special Education Paraprofessional	Part-time	12	\$21.86	4 on M, 6 on T-F	5	187	\$23,171	Adjusted from 5.75 hrs/day	
*	38	MARANTZ	ANNE	RHS Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T,W,F	T,W,F	150	\$17,272	Adjusted from 5.75 hrs/day, 5 days/wk
39	MELE	ANNMARIE	LRS Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
40	MICHAELS	RYAN	LRS Special Education Paraprofessional	Part-time	4	\$17.32	4 on M, 6 on T-F	5	187	\$18,359	Adjusted from 5.75 hrs/day	
41	MOSCHELLA	CHRISTINE	LRS Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
42	MURPHY	REGINA	FES Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day	
43	MURRAY	MEGAN	JES Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5 hrs/day	
44	PAOLICELLI	MARGARETE	NES Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5 hrs/day	
45	PARENTI	RENEE	FES Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
46	PENNINGPEDE	ROSA	LRS Special Education Paraprofessional	Part-time	11	\$21.21	4 on M, 6 on T-F	5	187	\$22,482	Adjusted from 5.75 hrs/day	
47	PESIC	MILJANA	KES Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
48	PINK	KENISHA	FES Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 5.75 hrs/day on T-F	
49	PISANI	KERRIE	LRS Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.75 hrs/day	
50	RATIGAN	LAURA	FES Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
51	REYAD	SALMA	KES Special Education Paraprofessional	Part-time	5	\$17.64	4 on M, 6 on T-F	5	187	\$18,699	Adjusted from 6 hrs/day on M,W,F	
52	RICE	KATHLEEN	LRS Special Education Paraprofessional	Part-time	12	\$21.86	4 on M, 6 on T-F	5	187	\$23,171	Adjusted from 6 hrs/day on M,T,Th,F	
53	ROE	TAMMIE	LRS Special Education Paraprofessional	Part-time	13	\$22.53	4 on M, 6 on T,Th	M,T,Th	115	\$14,149	Adjusted from 6 hrs/day on M,T,F	
54	ROSE	ANDREW	JES Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day	
55	RUIZ	IDALIS	LRS Special Education Paraprofessional	Part-time	5	\$17.64	4 on M, 6 on T-F	5	187	\$18,699	Adjusted from 5.2 hrs/day	
56	SIMMERANO	SUSANNE	JES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
57	SIMON	MELODY	JES Special Education Paraprofessional	Part-time	4	\$17.32	4 on M, 6 on T-F	5	187	\$18,359	Adjusted from 5.75 hrs/day	
58	SINGH	MRIGAYA	LRS Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
59	SKAWSKA	MARTA	NES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	
60	SORBINO	JASMINE	NES Special Education Paraprofessional	Part-time	9	\$20.01	4 on M, 6 on T-F	5	187	\$21,211	Adjusted from 5.75 hrs/day	

Last Name	First Name	Loc.	Job Title	Status	Step	Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Discussion
61 SPERLING	BRITTANY	FES	Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day
62 STARK	MARNIE	KES	Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T,Th	M,T,Th	115	\$12,943	Adjusted from 6 hrs/day on M,T,Th
* 63 STEWART BARLETTO	MARGARET	RHS	Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 4 hrs/day
* 64 THOMAS	CHERYL	RHS	Special Education Paraprofessional	Part-time	10	\$20.61	4 on M, 6 on T-F	5	187	\$21,846	Adjusted from 5 hrs/day on M,T,Th,F
65 URBAN	TARA	LRS	Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 6.08 hrs/day on M,Th,F
66 VALENZUELA	TIFFANY	JES	Special Education Paraprofessional	Part-time	7	\$18.81	4 on M, 6 on T-F	5	187	\$19,939	Adjusted from 5.75 hrs/day
67 WALDRON	STACEY	NES	Special Education Paraprofessional	Part-time	6	\$18.21	4 on M, 6 on T-F	5	187	\$19,302	Adjusted from 5.75 hrs/day
68 ZAMORSKI	LISA	LRS	Special Education Paraprofessional	Part-time	13	\$22.53	6.00	T-F	156	\$21,087	Adjusted from 6 hrs/day on M,T,W,Th
69 ZELMAN	LAURIE	EMS	Special Education Paraprofessional	Part-time	8	\$19.41	4 on M, 6 on T-F	5	187	\$20,574	Adjusted from 5.9 hrs/day

Days per year includes 4 Professional Development Days and 3 paid holidays in accordance with the REA bargaining agreement.

C. TITLE 1 PARAPROFESSIONALS

Last Name	First Name	Job Title	Step	Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Discussion	
1 MATARAZZO	MICHELLE	NES Title I Paraprofessional	Part-time	8	\$19.41	4.50	5	187	\$16,334	Reduce from 5.5 hrs/day (Title 1 funded)
2 WEST	MARY	FES Title I Paraprofessional	Part-time	8	\$19.41	4.00	5	187	\$14,519	Reduce from 5.75 to 4 hrs/day (Title 1 funded)

Days per year includes 4 Professional Development Days and 3 paid holidays in accordance with the REA bargaining agreement.

Last Name	First Name	Job Title	Hours / Day	Workdays	Step	Hourly Rate	Annual Salary	Start Date	End Date	Discussion	
1	AMUKER	PEGGY	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
2	ARLUNA-SELVA	NICOLE	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	1	22.85	\$21,353	9/1/2020	6/30/2021	Hourly rate and salary pending completion of negotiations
3	BALLO	NATHANIEL	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	1	22.85	\$21,353	9/1/2020	6/30/2021	Hourly rate and salary pending completion of negotiations
4	BARTEK	HELEN	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
5	BEDDEL	DIANE	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
6	BENEDUCE	PHILIP	Bus Driver	6.25	M,T,Th,F	7	34.35	\$30,915	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
7	BLAIR	VICKI	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
8	BRANA	GEORGE	Bus Driver	6.25	Tue-Fri	2	23.85	\$22,806	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
9	BUIS	GABRIELA	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	4	26.85	\$25,091	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
10	CALVEY	MICHELE	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	7	34.35	\$32,100	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
11	COLE	MELANIE	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
12	DAMONTE	JOANNE	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
13	DANZA	VINCENT	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	3	24.85	\$23,222	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
14	DEXTER	CYNTHIA	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
15	DIAZ	GEORGE	Bus Driver	5.75	Mon-Fri	5	28.85	\$30,523	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
16	DOOLING	LINDA	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
17	ELLIOTT	JAYNE	Bus Driver	6	Mon-Fri	7	34.35	\$37,922	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
18	EWTON	DIANNA	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
19	FAIRCHILD	ALLAN	Bus Driver	5.75	Mon-Fri	7	34.35	\$36,342	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
20	FAIRCHILD	CHRISTY	Bus Driver	5	Mon-Fri	7	34.35	\$31,602	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
21	FARAJ	DANIEL	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
22	FERREIRA	VANDA	Bus Driver	6.25	Tue-Fri	4	26.85	\$25,675	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
23	FRY	TONIE	Bus Driver	6.25	Tue-Fri	6	30.85	\$29,500	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
24	GASIOROWSKI	CYNTHIA	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
25	HERNON	MICHAEL	Bus Driver	5.5	Mon-Fri	3	24.85	\$25,148	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
26	HOWELL	COLLEEN	Bus Driver	6.25	Tue-Fri	6	30.85	\$29,500	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
27	JAMES	HOPE	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
28	KETCH	MICHELLE	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
29	LUGO	ISRAEL	Bus Driver	5.5	Mon-Fri	7	34.35	\$34,762	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
30	MEOLA	JULIE	Bus Driver	5.75	Mon-Fri	7	34.35	\$36,342	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
31	MILDE	MARYBETH	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
32	OAKES	GWENDOLYN	Bus Driver	5.75	Mon-Fri	7	34.35	\$36,342	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
33	PERFETTI	ANTHONY	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
34	PICKEL	BETTINA	Bus Driver	5.25 on T,Th; 5.75 on W,F; 3 on M	Mon-Fri	1	22.85	\$21,336	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
35	REINHART	ANGELA	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
36	RIVERA	MARIBEL	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	7	34.35	\$32,100	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
37	RIVERA	MARY A.	Bus Driver	3 on M; 5.5 on T-F	Mon-Fri	7	34.35	\$32,100	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
38	RIVERA	MARY P	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
39	RUANO	ERIC	Bus Driver	6.25	Tue-Fri	1	22.85	\$21,850	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
40	RUDALF	SANDRA	Bus Driver	6.25	Tue-Fri	5	28.85	\$27,587	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
41	RUSSO	ELVIA	Bus Driver	6.25	Tue-Fri	5	28.85	\$27,587	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
42	SCHUBERTH	MICHAEL	Bus Driver	6.25	M,T,Th,F	7	34.35	\$30,915	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
43	SINK	CURTIS	Bus Driver	5.5	Mon-Fri	1	22.85	\$23,124	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
44	SNYDER	BETSY	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
45	SPRAGUE	JAMIE	Bus Driver	6.25	Tue-Fri	6	30.85	\$29,500	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
46	SZYPIOTKO	THOMAS	Bus Driver	6.25	Tue-Fri	3	24.85	\$23,763	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
47	TOLA	GARRY	Bus Driver	6.25	Tue-Fri	7	34.35	\$32,846	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
48	VARGA	ILONA	Bus Driver	6.25	Tue-Fri	3	24.85	\$23,762	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
49	VARVAR	GLORIANA	Bus Driver	5.5	Mon-Fri	6	30.85	\$31,220	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
50	VENTRE	SHERRY	Bus Driver	5	Mon-Fri	6	30.85	\$28,382	9/1/2020	6/30/2021	Hourly rate and salary pending completion of negotiations
51	VOLKER-LOGUIDICE	AMANDA	Bus Driver	6.25	Tue-Fri	2	23.85	\$22,806	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
52	VONDER HAAR	WILLIAM	Bus Driver	6.25	Tue-Fri	4	26.85	\$25,675	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
53	WHITTAKER	MARGUERITE	Bus Driver	6.25	Tue-Fri	6	30.85	\$29,500	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations
54	ZABITA	CYNTHIA	Bus Driver	5.75	Mon-Fri	7	34.35	\$36,342	9/1/2020	6/30/2021	Step, hourly rate and salary pending completion of negotiations

HOURLY RATE / SALARY BASED ON 2019-2020 TEAMSTERS SALARY GUIDE

REGULATION

EXHIBIT #1 - SECOND READING

STUDENTS
R 5600/Page 1 of 22
STUDENT DISCIPLINE/CODE OF CONDUCT (M)

R 5600 STUDENT DISCIPLINE/CODE OF CONDUCT (M)

M

A. Core Beliefs (Mission Statement of Equity)

1. We believe in preparing the students of today, for tomorrow. As such, we as a school community, in pursuit of an inclusive, safe learning environment for all students, do not tolerate discrimination or disparity of anyone, based on perceived or actual characteristics. Through proactive discipline and remediation, should a student violate the subsequent Code of Conduct, including the mistreatment of another based on any personal characteristic, the behavior will be addressed through education, remediation and appropriate discipline. To promote our accepted core values of mutual respect, open-mindedness, and inclusivity, we positively reward mentorship and encourage leadership, citizenship and support emotionally intelligent students to demonstrate and practice empathy, reflectiveness and open-mindedness.
2. We believe that all students should participate in a:
 - i. Culture of learning
 - ii. Culture of equity
 1. Justness, fairness, inclusiveness
 2. Consideration of others
 3. Respectfulness to self and others
 4. Accountability for self
 - iii. Challenging and rigorous course load
 - iv. Safe and secure learning environment
 1. All members of the RSD community have the right to bring their interests, viewpoints and perspectives to light
 2. Students are the largest members of our school community and are the groundwork in establishing a nurturing and supportive school environment

BA. Purpose



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

EXHIBIT #1 - SECOND READING

STUDENTS
R 5600/Page 2 of 22
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The purpose of these regulations is to achieve the following purposes:

1. Foster the health, safety, social, and emotional well-being of students; on school grounds and at any school sponsored activity
2. Support the establishment and maintenance of civil, safe, secure, supportive, and disciplined school environments conducive to learning;
3. Promote achievement of high academic standards in educating students, parents and staff in measures to proactively address issues of hate, injustice, harassment, intimidation and/or the bullying of students.
4. Prevent the occurrence of problem behaviors;
5. Establish parameters for the intervention and remediation of student problem behaviors at all stages of identification; and use of remediation, restoration, role play/guided discussion, restorative justice in conflict resolution
6. Establish parameters for school responses to violations of the student discipline/code of conduct that take into account, at a minimum, the severity of the offenses, the developmental ages of the student offenders, and students' histories of inappropriate behaviors.

B. Expectations for Academic Achievement, Behavior, and Attendance

1. All students have a responsibility to comply with State statutes and administrative codes for academic achievement, behavior, and attendance pursuant to N.J.A.C. 6A:32-8 and 12.1 and the policies of the Board of Education, and the administrative regulations of this school district.
2. In addition, students shall not:
 - a. Be insubordinate to teachers or other school staff members or disregard their instructions or demonstrate lack of respect for their authority;
 - b. Create disorder or disruptions on school premises, at school sponsored events, or online in virtual learning spaces;
 - c. Use, threaten, or incite the use of physical force against other students, staff members, or visitors to the school;



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- d. Steal, damage, or deface the property of other students, staff members, or the district;
- e. Engage in the sexual and/or other harassment of students or staff members;
- f. Violate codes of conduct adopted for organizations of students;
- g. Possess or use weapons or any implement intended to harm others;
- h. Use foul, abusive, derogatory or demeaning language, or openly have icons, symbols or pictures on any personal property of the student which is derogatory or demeaning based on race, ethnicity, religion, gender, gender identity or special needs. Examples include, but are not limited to: the Battle Flag of the Army of Northern Virginia, a swastika or any other recognizable symbol of discrimination or hate. ~~Use foul, abusive, derogatory, or demeaning language, or displays of any sort which are offensive in regards to any group (including the Battle Flag of the Army of Northern Virginia) of community members on a basis of race, ethnicity, religion, gender, gender identity, or special need~~ including racial and ethnic remarks;
- i. Convey information about other students or staff members known to be false;
- j. Act so recklessly as to endanger the safety of others;
- k. Procure the property of others by threat or intimidation;
- l. Enter school premises or any specific portion of the premises without permission and without authority;
- m. Vandalize school property, real or personal;
- n. Create litter on school property;
- o. Be truant from school or class;
- p. Cheat or otherwise engage in academic dishonesty;
- q. Persistently refuse to complete homework and other assignments;
- r. Engage in illegal gambling;
- s. Smoke on school property;
- t. Falsify an excuse or any school document;
- u. Set fire to or cause a fire in any way on school premises;



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- v. Possess or explode a firecracker or other explosive device on school premises;
 - w. Sound or cause to be sounded a false alarm for fire, bomb, or other condition or circumstance hazardous to others;
 - x. Possess, use, or distribute a substance in violation of Policy No. 5530;
 - y. Join a secret society prohibited by law;
 - z. Commit an act of harassment, intimidation, or bullying, **bias, or hatred**; or
 - aa. Engage in any other activity expressly prohibited by a school staff member in authority.
3. Students assigned to a school bus must obey all school rules, and
- a. Show respect for the driver at all times;
 - b. Enter and leave the bus in an orderly manner;
 - c. Ride only the bus to which they have been assigned;
 - d. Be and remain seated while the bus is in motion;
 - e. Avoid reckless and boisterous activity at all times, including during waits at pickup points;
 - f. Talk in a reasonable tone of voice and avoid loud noises;
 - g. Extend no portion of the body or other object out a bus window;
 - h. Keep aisles clear at all times;
 - i. Refrain from bringing animals or bulky, unmanageable projects onto the school bus;
 - j. Refrain from smoking, eating, and drinking on the bus; and
 - k. Possess, use, or distribute no substance in violation of Policy No. 5530; and
 - l. Must wear seat belts while on the bus.
4. The Building Principal or designee has the right to impose a consequence on a student for conduct away from school grounds pursuant to 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 or when the conduct which is the subject of the proposed



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consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.5.

C. Behaviors That May Result in Suspension or Expulsion

In accordance with the provisions of N.J.S.A. 18A:37-2, any student who is guilty of continued and willful disobedience, open defiance of the authority of any teacher or person having authority over the student, the habitual use of profanity or of obscene language, or who shall cut, deface or otherwise injure any school property, shall be liable to punishment and to suspension or expulsion from school. Conduct which shall constitute good cause for suspension or expulsion of a student guilty of such conduct shall include, but not be limited to, any of the following:

1. Continued and willful disobedience;
2. Open defiance of the authority of any teacher or person, having authority over the student;
3. Conduct of such character as to constitute a continuing danger to the physical well-being of other students;
4. Physical assault upon another student;
5. Taking, or attempting to take, personal property or money from another student, or from the student's presence, by means of force or fear;
6. Willfully causing, or attempting to cause, substantial damage to school property;
7. Participation in an unauthorized occupancy by any group of students or others of any part of any school or other building owned by any school district, and failure to leave such school or other facility promptly after having been directed to do so by the Principal or other person then in charge of such building or facility;



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8. Incitement which is intended to and does result in unauthorized occupation by any group of students or others of any part of a school or other facility owned by any school district;
9. Incitement which is intended to and does result in truancy by other students;
10. Knowing possession or knowing consumption without legal authority of alcoholic beverages or controlled dangerous substances on school premises, or being under the influence of intoxicating liquor or controlled dangerous substances while on school premises; and
11. Harassment, intimidation, or bullying.

Students shall also be suspended from school for assault upon a school staff member in accordance with the provisions of N.J.S.A. 18A:37-2.1 and 2.2.

Intervention and remediation protocols based upon developmental age are considered relative to the suspension or expulsion of a student. This is particularly relevant as it pertains to students in grades PK – 2 as per P.L. 2016, c.145; N.J.A.C. 18A:37-26.

D. Student Rights

Students subject to the consequences of the Student Discipline/Code of Conduct Policy and Regulation shall be informed of their rights, pursuant to N.J.A.C. 6A:16-7.1(c)3.i. through vii., that include:

1. Advance notice of behaviors that will result in suspensions and expulsions that have been identified under authority of N.J.S.A. 18A:37-2;
2. Education that supports students' development into productive citizens as described by the District's Portrait of a Graduate;
3. Attendance in safe and secure school environments;
4. Attendance at school irrespective of students' marriage, pregnancy, or parenthood;



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5. Due process and appeal procedures, pursuant to N.J.A.C. 6A:3-1.3 through 1.17, N.J.A.C. 6A:4 and, where applicable, N.J.A.C. 6A:14-2.7 and 2.8, and N.J.A.C. 6A:16-7.2 through 7.5;
6. Parent notification consistent with the policies and procedures established pursuant to N.J.A.C. 6A:16-6.2(b)3, and N.J.A.C. 6A:16-7.1 through 7.9;
7. Protections pursuant to 20 U.S.C. § 1232g and 34 CFR Part 99, Family Educational Rights and Privacy Act; 20 U.S.C. § 1232h, Protection of Pupil Rights; and 34 CFR Part 98, Student Rights in Research, Experimental Programs and Testing; P.L. 104-191, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7165 Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, Confidentiality of certain information provided by students, exception; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Pupil records, creation; maintenance and retention, security and access; regulations; non-Liability; N.J.S.A. 2A:4A-60, Disclosure of juvenile information, penalties for disclosure; N.J.A.C. 6A:32-7, Student Records; N.J.A.C. 6A:14-2.9, Student Records; as well as other existing Federal and State laws and rules pertaining to student protections.

E. Comprehensive Behavioral Supports

Below are behavioral supports that promote positive student development and the students' abilities to fulfill the behavioral expectations established by the Board. These behavioral supports may include, but are not limited to, the following:

1. Positive Reinforcement for Good Conduct and Academic Success

A student will be provided positive reinforcement for good conduct and academic success which may include, but are not limited to:

- a. Honor Roll recognition (5-12)



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- b. Student of the Month recognition
 - c. Class-wide and individual reward structures at K – 4 level
2. Supportive Interventions and Referral Services

A student may be referred to the school’s Intervention and Referral Services Team in accordance with the provisions of N.J.A.C. 6A:16-8.1 and 8.2 and Policy and Regulation 2417.

3. Remediation of Problem Behavior

The following actions may be taken to remediate problem behavior. These actions will take into account the behavior’s nature, the students’ developmental ages, and the students’ histories of problem behaviors and performance.

- a. Restitution and Restoration

- (1) A student may be required to make restitution for any loss resulting from the student’s conduct; or
- (2) A student may be required, at the discretion of the school district and when appropriate, to restore to its former condition any damaged or defaced property resulting from the student’s conduct.
- (3) Educational supports for the purposes of equity and justice inclusive of peer remediation, restoration, role play/guided discussion, restorative justice in conflict resolution and responsive classroom in grades 5-8

- b. Counseling

- (1) A student may be required to consult with school guidance counselors or Child Study Team members.
- (2) The counselor will explain why the student’s conduct is unacceptable to the school and damaging to the student, what the consequences of continued



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misconduct are likely to be, and appropriate alternative behaviors.

- (3) The counselor may refer the student, as appropriate, for additional counseling, evaluation, intervention, treatment, or therapy. Referrals may be made to the Child Study Team, the school's Intervention and Referral Services Team, a public or private social agency, a legal agency, or any other referral service that may assist the student.

c. Parent Conferences

- (1) Student may be required to attend a meeting with their parent and appropriate staff members to discuss the causes of the student's behavior, possible remediation, potential disciplinary measures, and alternative conduct.

4. Students with Disabilities

For students with disabilities, the remedial measures and behavioral interventions and supports shall be determined and provided pursuant to N.J.A.C. 6A:14.

F. School Responses to Violations of Behavioral Expectations

1. In accordance with the provisions of N.J.A.C. 6A:16-7.1(c)5, the Student Code of Conduct shall include a description of school responses to violations of behavioral expectations established by the Board of Education that, at a minimum are implemented according to the severity of the offenses, and consider the developmental ages of the student offenders and their histories of inappropriate behavior that shall:
 - a. Include a continuum of actions designed to remediate and, where necessary or required by law, to impose sanctions;



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- b. Be consistent with other responses, pursuant to N.J.A.C. 6A:16-5.5;
- c. Provide for equitable application of the Code of Student Conduct without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical, or sensory disability; or any other distinguishing characteristic, pursuant to N.J.S.A. 10:5-1 et seq. and
- d. Be consistent with provisions of N.J.S.A. 18A:6-1, Corporal Punishment of Students.

G. Description of School Responses

School responses to violations of behavioral expectations are listed below:

- 1. Admonishment/Reprimand
 - a. A school staff member in authority may admonish or reprimand a student's unacceptable conduct and warn the student that additional misconduct may warrant a more severe penalty.
- 2. Temporary Removal from Classroom
 - a. The classroom teacher may direct the student report to the office of the administrator in charge of student discipline.
 - b. The teacher will complete a form that indicates the student's name and the conduct that has caused the student's removal from the teacher's room.
 - c. The administrator in charge of discipline will interview the student and determine which, if any, additional consequences shall be imposed.
- 3. Meeting with School Administration and Parent



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- a. The student's parent may be required to attend a meeting with the Principal or designee and the student to discuss the student's conduct and to ensure the parent and the student understand school rules and expectations.
4. Deprivation of Privileges
 - a. Students may be deprived privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment. These privileges may include, but are not limited to:
 - (1) Moving freely about the school building;
 - (2) Participation in co-curricular or inter/intrascholastic activities;
 - (3) Attendance at a school-related social or sports activity;
 - (4) Removal from any school privilege including but not limited to participation in a graduation ceremony;
 - (5) Transportation to and from school on a school bus; or
 - (6) Any other privilege the Building Principal or designee determines may be appropriate and consistent with Policy and Regulation 5600 and N.J.A.C. 6A:16-7.1 et seq.
 5. Detention
 - a. A student may be required to report before or after the school day or at lunch for ~~to~~ detention. This detention may be assigned by the teacher or the Principal or designee.
 - b. Depending on the severity of the infraction and in an attempt to avoid removal from class, a student in grades 9-12 may be assigned detention on a Saturday.



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- c. Transportation to detention before school or from detention after school will be the responsibility of the parent.
 - d. A student may be excused from detention only for an unavoidable commitment previously made only as approved by principal or designee; any such excused detention must be made up on another day.
- 6. Grade Adjustment
 - a. A student who has cheated on a test or assignment, plagiarized material, falsified sources, refused to submit assignments, or otherwise indulged in academic dishonesty or negligence may suffer a reduced grade by virtue of the disqualified work. In no other instance may a student's grade be lowered as a direct penalty for misconduct. The use of grade adjustment will also accompany other measures that permit student to demonstrate mastery of learning.
- 7. In-school Suspension
 - a. If the school operates an in-school suspension program, a student may be removed from his/her regular classes and required to report to the in-school suspension program.
 - b. In-school suspension will not be imposed without the due process procedures set forth in Policy and Regulation 5610.
- 8. Out-of-School Suspension from School
 - a. A student may be denied the right to attend school for a period of time pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.2 and 6A:16-7.3, and Policy 5610.
 - b. Suspension from school will not be imposed without the due process procedures set forth in Policy and Regulation 5610.
- 9. Expulsion



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- a. The Board may expel a general education student from school, pursuant to N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.4, and Policy 5620.
- b. Expulsion is an extremely serious disciplinary measure and will not be imposed without the due process set forth in Policy and Regulation 5610 and Policy 5620.

H. Progressive Discipline

Progressive Discipline – Disciplinary actions include:

Restorative Justice Practices in addition to Administrative warning – verbal or written

Lunch Detention – 35 minutes assigned during lunch period

Counseling Services

Saturday Detention – 3 hours on assigned Saturday morning

In-School Suspension – 2 days of social exclusion

Out-of-School Suspension – mandatory parent conference

Other actions as deemed appropriate by the administration

Penalty noted is minimum discipline to be implemented. Infractions not noted will be left to the discretion of the administration.

Infractions PK–6 may be subject to any response as identified in G, but it is understood the primary role of discipline in PK-6 is remediation, learning about acceptable social conduct and positive decision-making. Grades PK-4 support students in this way through procedures such as restorative practices and the Promoting Social Success Rubric while Grades 5-6 do so with restorative practices and reflective exercises. These strategies are used in conjunction with consequences as described in G when it fits the progressive discipline model and when appropriate.

Below is a listing of Progressive Student Discipline identifying responses to violations of the behavioral expectations. Progressive discipline identified below



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specifically pertains to grades 7–12. The behaviors include, but are not limited to:

Student Attendance Infractions

1. Excessive Tardiness to school
 - 1st Offense – Warning
 - 2nd Offense – Written Warning
 - 3rd Offense – Saturday Detention

 - 4th Offense – Warning
 - 5th Offense – Written Warning
 - 6th Offense – Saturday Detention

 - 7th Offense – Warning
 - 8th Offense – Written Warning
 - 9th Offense – In-School Suspension

 - 10th Offense – Warning
 - 11th Offense – Written Warning
 - 12th Offense – In-School Suspension
 - 13th Offense – Warning
 - 14th Offense – Written Warning
 - 15th Offense – Out-of-School Suspension

2. Excessive Tardiness to class
 - 1st Referral by Teacher – Warning
 - 2nd Referral by Teacher – Saturday Detention
 - 3rd Referral by Teacher – In-School Suspension

Note: 2 Tardies = 1 Cumulative Absence

3. Cutting class
 - 1st Cut – Saturday detention
 - 2nd Cut – In-School Suspension
 - 3rd Cut – Out-of-School Suspension. Loss of credit in class that was cut

4. Unauthorized Departure from School
 - 1st Offense – 2 Saturday Detentions



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2nd Offense – In-School Suspension
3rd Offense – Out-of-School Suspension

Note: Seniors lose parking privilege on 1st Offense

Juniors put at end of parking waiting list

5. Truancy
1st Offense – 2 Saturday detentions
2nd Offense – In-School Suspension
3rd Offense – Out-of-School Suspension

Student Management Infractions

1. Disruptive behavior in class or bus/creating a disturbance

1st Offense – Administrative Warning
2nd Offense – Saturday Detention
3rd Offense – In School Suspension
4th Offense – Out-of-School Suspension

Note: Continued disruptions in the same class will result in removal from the class and loss of credit. A 4th offense for disruptive behavior on the bus will result in removal from bus.

2. Smoking, using or possessing tobacco products in school or on school grounds. Students in possession of E-cigarettes will also be subject to the District's drug and alcohol policy #5530.

1st Offense – Saturday detention (remedial packet)
2nd Offense – In-School Suspension
3rd Offense – Out-of-School suspension

On all offenses, smokers will be reported to the Roxbury Township Board of Health who will issue a summons for appearance in municipal court where a penalty will be assessed in accordance with applicable statutes and ordinances.

3. Insubordination (refusal to follow directions of any school personnel)



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- 1st Offense – Administrative warning
 - 2nd Offense – Saturday detention
 - 3rd Offense – In-School Suspension
 - 4th Offense – Out-of-School Suspension
4. Verbal confrontation with a staff member, Intimidation/Threat Students/Staff
- 1st Offense – Saturday detention
 - 2nd Offense - In School Suspension
 - 3rd Offense – Out of School Suspension
5. Use of vulgar language (including bias/racial epithets)
- 1st Offense – Saturday detention
 - 2nd Offense – In-School Suspension
 - 3rd Offense – Out-of-School Suspension
6. Dress Code Violation
- 1st Offense – Administrative Warning/change clothes
 - 2nd Offense – Saturday detention/change clothes
 - 3rd Offense – In-School Suspension/change clothes
7. Radio, CD Player, MP3 Player, Portable Devices, Cell Phone, Pagers, other non-approved electronic devices or AUP violations unless otherwise authorized by administration .
- 1st Offense – Administrative warning/confiscation day
 - 2nd Offense – Saturday detention/confiscation week; return to parent/guardian only
 - 3rd Offense – In-School Suspension/confiscation year; return to parent/guardian only.
8. Forgery/Cheating/Plagiarism
- 1st Offense – Saturday detention
 - 2nd Offense – In-School Suspension
 - 3rd Offense – Out-of-School Suspension



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Note: Students **may** ~~will~~ be ineligible for Honor Roll in the marking period they are found cheating/plagiarizing

9. Theft/Gambling/Extortion
 - 1st Offense – In-School Suspension
 - 2nd Offense – Out-of-School Suspension
 - 3rd Offense – Principal Referral
10. Verbal abuse of a staff member
 - 1st Offense - Out-of-School Suspension up to 10 days
11. Physical Scuffle
 - 1st Offense – In-School Suspension
 - 2nd Offense – Out-of-School Suspension
12. Fighting in school or on school property
 - 1st Offense - Out-of-School suspension, 1 to 3 days
 - 2nd Offense - Out-of-School suspension, 3 to 5 days
 - 3rd Offense - Out-of-School suspension, 10 days

In all instances of fighting, a report will be filed with the Roxbury Police Department.

13. Physical Assault Staff/Student
 - 1st Offense - Out-of-School suspension, 5 days minimum
Police contact, charges filed.
14. Bias Incident/Harassment/Bullying/Hazing/Cyber Bullying
 - 1st Offense – Saturday Detention, parental/police notification
 - 2nd Offense – In-School Suspension, parental/police notification
 - 3rd Offense – Out-of-School Suspension, parental/police notification

Administrative action will be determined by the severity of the incident



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15. Sexual Harassment/Sexual Contact Student/Staff
1st Offense - Out-of-School Suspension, 10 days,
Principal referral, Board of Education hearing,
Police contact, charges filed
16. Failure to attend assigned (reassigned) detention or improper
conduct at the assigned discipline will result in original discipline
being served plus
1st Offense – In-School suspension
2nd Offense – Out-of-School suspension
3rd Offense – Out-of-School suspension
17. Drug and/or alcohol possession, use, sale, or under the influence
on school premises or at any school function – Out-of-School
Suspension: 10 days. It is the administration’s policy to file
charges with the police in all cases involving drugs or alcohol.
18. False Alarm/Bomb Threat
1st Offense - Out-of-School Suspension, 10 days,
Principal hearing, Board of Education hearing,
Police contact, charges filed
19. Destruction of School Property, willful, malicious vandalism –
Out-of-School Suspension: Up to ten days, restitution, report
filed with police.
20. A violation of the weapons policy - up to 10 days out-of-school
suspension. Notification of police.
21. Continued willful violations of school rules and regulations. Out-
of-School Suspension: ten days.
22. Any actions not listed above as determined by the administration
are justifiable causes for assigning detention, Saturday detention,
in-school suspension or out-of-school suspension.
23. Administration reserves the right to handle situations accordingly.

When an out-of-school suspension is assigned, a mandatory parent conference
must occur before a student is readmitted to school.



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The school responses to violations of behavioral expectations that are subject to student discipline including suspension or expulsion pursuant to N.J.S.A. 18A:37-2 outlined above shall be consistent with the Board's policies and regulations/procedures on attendance, pursuant to N.J.A.C. 6A:16-7.6 and harassment, intimidation, and bullying, pursuant to N.J.A.C. 6A:16-7.7.

The Principal or designee will maintain a list of community-based health and social service provider agencies available to support a student and a student's family, as appropriate, and a list of legal resources available to serve the community.

The Board of Education may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment.

Nothing in Policy and Regulation 5600 shall prevent the school administration from imposing a consequence for unacceptable student conduct not listed or included in G or H.

I. Student Conduct Away from School Grounds

1. The Building Principal or designee has the right to impose a consequence on a student for conduct away from school grounds that is consistent with the Board's Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1.
 - a. 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.
 - b. This authority shall be exercised only when the conduct that is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school.



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- c. Consequences for conduct away from school grounds shall be handled in accordance with the Board approved Code of Student Conduct, pursuant to N.J.A.C. 6A:16-7.1, Policy and Regulation 5600, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 7.3, or 7.4.
2. School authorities shall respond to harassment, intimidation, or bullying that occurs off school grounds, pursuant to N.J.S.A. 18A:37-14 and 15.3 and N.J.A.C. 6A:16-1.3, 7.1, and 7.7.

J. School Bus Conduct

Violations of the rules regarding student conduct on school buses will be handled as follows.

1. The driver will report the unacceptable conduct to the Principal of the school in which the student is enrolled by submission of a completed written form that includes the name of the student, the school, and the student's conduct.
2. The Principal or designee will investigate the matter, which may include meeting with the bus driver, bus aide, other students on the school bus, and the student who was reported by the bus driver.
3. The parent will be notified of the student's reported conduct.
4. The Principal or designee will make a determination if the student violated behavioral expectations and the discipline to be administered in accordance with the Code of Student Conduct.
5. If it is determined the misconduct is severe, the student may be suspended from the bus pending a conference with the parent

J. Students with Disabilities



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For students with disabilities, subject to Individualized Education Programs in accordance with 20 U.S.C. § 1400 et seq., the Individuals with Disabilities Educational Improvement Act, N.J.A.C 6A:14, and accommodation plans under 29 U.S.C. §§ 794 and 705(20), student discipline and the Code of Student Conduct shall be implemented in accordance with the components of the applicable plans.

K. Records

1. Instances of student discipline will be recorded in the student's file in strict compliance with N.J.A.C. 6A:32-7.1 et seq. and Policy and Regulation 8330.
2. When a student transfers to a public school district from another public school district, all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information; Penalties for Disclosure, shall be provided to the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a), N.J.A.C. 6A:32-7.5.
 - a. The record shall be provided within two weeks of the date that the student enrolls in the receiving district.
 - b. Written consent of the parent or adult student shall not be required as a condition of the transfer of this information, however, written notice of the transfer shall be provided to the parent or the adult student.

L. Annual Review

The Superintendent will designate a school staff member to coordinate an annual review and update of Policy and Regulation 5600. The Superintendent's designee will:

1. Compile an annual summary report of violations of the student behavioral expectations and the associated school responses to the



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violations in the Student Discipline/Code of Conduct Policy and Regulation.

2. Convene a Student Discipline/Code of Conduct Committee comprised of parents, students, and community members that represent the composition of the district's schools and community to review the annual summary report and to develop recommendations, if any, to improve and update the Student Discipline/Code of Conduct Policy and Regulation.
3. The Superintendent's designee shall submit the Committee's recommendations, if any, to improve or update the Student Discipline/Code of Conduct Policy and Regulation.
4. The Superintendent will review the Committee's report with school administrators and will determine if the Student Discipline/Code of Conduct Policy and Regulation should be updated.
5. The Superintendent will recommend to the Board revisions to the Student Discipline/Code of Conduct Policy, if needed.

M. Policy and Regulation Publication and Distribution

The Student Discipline/Code of Conduct Policy and Regulation 5600, including the Chart of Student Discipline shall be disseminated annually to all school staff, students, and parents. These documents may be disseminated in handbooks, electronically, or in hard copy form. Principals will ensure these documents are made available to all students on or before the first day of each school year and to transferring students on the first day of their enrollment in this district.

Adopted: 14 October 2013

Revised: 15 August 2016

Revised: 6 May 2019

Revised: 31 August 2020



5610 SUSPENSION

The Board of Education recognizes that even the temporary exclusion of a student from the educational program of this district is a severe sanction and one that cannot be imposed without due process.

Any student who is guilty of continued and willful disobedience, or of open defiance of the authority of any teacher or person having authority over him, or of the habitual use of profanity or of obscene language, or who shall cut, deface or otherwise injure any school property, shall be liable to punishment and to suspension or expulsion from school. Conduct which shall constitute good cause for suspension or expulsion of a student guilty of such conduct shall include, but not be limited to, the conduct as defined in N.J.S.A. 18A:37-2 and the school district's Student Discipline/Code of Conduct Policy and Regulation in accordance with the N.J.A.C. 6A:16-7.1. et seq.

For the purposes of this Policy, "suspension" means the temporary removal of a student from the regular instructional program.

For the purposes of this Policy, "short term suspension" means a suspension for a term of ten consecutive school days or less and "long term suspension" means a suspension for more than ten consecutive school days.

In accordance with the provisions of N.J.S.A. 18A:37-4, a student may be suspended only by the Principal, who shall report any suspension to the Superintendent as soon as possible. The Superintendent shall report the suspension to the Board at its next regular meeting. The suspended student may be reinstated by the Principal or by the Superintendent prior to the second regular meeting of the Board following the suspension, unless the Board reinstates the student at the first regular meeting. No student suspended for reasons of assault upon a person in authority may be reinstated before the Board has held a hearing, within thirty calendar days of the suspension, to consider that student's expulsion from school. At its second regular meeting after the suspension and thereafter, the Board alone may reinstate the student or continue the suspension

In accordance with the provisions of N.J.S.A. 18A:37-2a, a student in Kindergarten through grade two shall not receive an out-of-school suspension, except when the suspension is based on conduct that is of a violent or sexual nature that endangers others. Students in preschool shall not receive an out-of-school suspension except as provided pursuant to the "Zero Tolerance for Guns Act," N.J.S.A. 18A:37-7 et seq.



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The district shall implement an early detection and prevention program to identify students in preschool through grade two who are experiencing behavioral or disciplinary problems and provide behavioral supports for these students which may include, but not be limited to, remediation of problem behaviors, positive reinforcements, supportive interventions, and referral services. An early detection program may be incorporated into the intervention and referral services required to be established in each school pursuant to State Board of Education regulations.

~~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 on any school property, on a school bus, or at a school sponsored function shall be immediately removed from the school's regular educational program pending a hearing before the Board of Education to remove the student in accordance with N.J.S.A. 18A:37-8 and Policy No. 5611.~~

~~Any student who commits an assault, as defined pursuant to N.J.S.A. 2C:12-1, upon a student, teacher, administrator, Board member, or other school district employee, with a weapon other than a firearm, on any school property, on a school bus, or at a school sponsored function must be immediately removed from the school's regular education program and placed in an alternative education school or program, pending a hearing before the Board of Education in accordance with N.J.S.A. 18A:37-2.2. and Policy 5612.~~

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~~Any student who commits an assault, as defined pursuant to N.J.S.A. 2C:12-1, upon a teacher, administrator, Board member, or other school district employee, acting in the performance of his duties in a situation where his authority to so act is apparent, or as a result of the victim's relationship to an institution of public education in New Jersey, not involving the use of a weapon or firearm, shall be immediately suspended from school consistent with procedural due process pending suspension or expulsion proceedings before the Board in accordance with N.J.S.A. 18A:37-2.1.a.~~

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~~Pursuant to N.J.S.A. 18A:37-2.1.b., whenever a teacher, administrator, Board member, school district employee or a labor representative on behalf of an employee makes an allegation in writing that the Board member or employee has been assaulted by a student, the Principal shall file a written report with the Superintendent. The Superintendent, upon receiving such report shall report the alleged assault to the Board at the next regular Board meeting; provided the name of the student who allegedly committed the assault; although it may be disclosed to the Board members, shall be kept confidential to the public at the Board~~



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~~meeting. A person failing to file a report of an alleged assault may be liable to disciplinary action.~~

~~-~~

~~A student may be suspended only by the Building Principal, who shall report any suspension to the Superintendent as soon as possible. The Superintendent shall report the suspension to the Board at its next regular meeting.~~

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~~The suspended student may be reinstated by the Principal or designee within ten days of the suspension, or by the Superintendent at any time before the second meeting of the Board following the suspension, or by the Board of Education at the first meeting following the suspension, except that no student suspended for reasons of assault upon a person in authority may be reinstated before the Board has held a hearing, within thirty calendar days of the suspension, to consider that student's expulsion from school. At its second regular meeting after the suspension and thereafter, the Board alone may reinstate the student or continue the suspension.~~

In each instance of a short-term suspension, the student and their parent(s) or legal guardian(s) will be provided oral or written notice of the charges and an informal hearing conducted by the Building Principal or designee in accordance with the procedures outlined in N.J.A.C. 6A:16-7.2. To the extent the student's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the educational process, the student may be immediately removed from the student's educational program and the informal hearing shall be held as soon as practical after the suspension.

In each instance of a long-term suspension, the district shall assure the rights of the student pursuant to N.J.A.C. 6A:16-7.3.

The district will comply with the requirements of N.J.A.C. 6A:16-7.2 and 7.3, in addition to all the procedural protections set forth in N.J.A.C. 6A:14, for each student with a disability who is subject to a short-term or long-term suspension.

In each instance of a short- or long-term suspension, the district shall provide academic instruction, either in school or out of school, that addresses the Core Curriculum Content Standards pursuant to N.J.A.C. 6A:8-3.1, which may include a public education program provided in accordance with the provisions of N.J.A.C. 6A:16-9 or 10. These services shall be provided within five school days of the suspension. Educational services provided to a student with a disability shall be provided consistent with the student's Individualized Education Program,



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in accordance with N.J.A.C. 6A:14. ~~At the completion of a short-term suspension, the general education student shall be returned to the general education program.~~

In the event a student has experienced multiple suspensions or may be subject to a proposed expulsion from school, the Principal shall convene a meeting, as soon as practicable, between the student, his/her parent(s), and a school psychologist, a school counselor, a school social worker, a student assistance coordinator, or a member of the school's intervention and referral services team in accordance with the provisions of N.J.S.A. 18A:37-2c.

Student records are subject to challenge by parents and adult students in accordance with N.J.A.C. 6A:32-7.7 and Policy and Regulation 8330. ~~The records of a student disciplined by suspension will be expunged in accordance with Policy and Regulation No. 8330. All record of a suspension will be immediately expunged if the student is found innocent of the charges levied.~~ The name of a disciplined student will not appear in the agenda or minutes of a public meeting or in any public record of this district; any such student will be designated by code.

N.J.S.A. 18A:37-1; 18A:37-2 et seq.; 18A:37-4; 18A:37-5
N.J.A.C. 6A:16-7.2; 6A:16-7.3; 6A:32-7.7; 6A:14-2.8 et seq.
~~20 U.S.C. 1415~~

Adopted: 14 October 2013
Revised: 26 June 2017
Revised: 31 August 2020



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

EXHIBIT #P3 - SECOND READING

STUDENTS
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SUSPENSION PROCEDURES

R 5610 SUSPENSION PROCEDURES

A. Short-Term Suspensions

1. In each instance of a short-term suspension, the Building Principal or designee, shall assure the rights of a student suspended for ten or fewer consecutive school days by providing for the following:
 - a. As soon as practicable, oral or written notice of charges to the student.
 - (1) When charges are denied, an explanation of the evidence forming the basis of the charges shall also be provided.
 - b. An informal hearing prior to the suspension in which the student is given the opportunity to present the student's side of the story regarding the actions leading to the short-term suspension and the school district's actions taken pursuant to N.J.A.C. 6A:16-7.1(c)2. and 5.
 - (1) The informal hearing shall be conducted by the Building Principal or designee;
 - (2) To the extent that a student's presence poses a continuing danger to persons or property or an ongoing threat of disrupting the educational process, the student may be immediately removed from the student's educational program and the informal hearing shall be held as soon as practical after the suspension;
 - (3) The informal hearing should take place even when a school staff member has witnessed the conduct forming the basis of the charge; and
 - (4) The informal hearing and the notice given may take place at the same time.
 - c. Oral or written notification to the student's parent(s) or legal guardian(s) of the removal from the student's educational program prior to the end of the school day on which the Building Principal



or designee makes the decision to suspend the student, which shall include an explanation of:

- (1) The specific charges;
 - (2) The facts on which the charges are based;
 - (3) The provision(s) of the student code of conduct the student is accused of violating;
 - (4) The student's due process rights, pursuant to N.J.A.C. 6A:16-7.2 through 7.6; and
 - (5) The terms and conditions of the suspension.
- d. Appropriate supervision of the student while waiting for the student's parent(s) or legal guardian(s) to remove the student from school during the school day; and
- e. Academic instruction, either in school or out of school, that addresses the New Jersey Student Learning Standards, pursuant to N.J.A.C. 6A:8-3.1, which may include a public education program provided in accordance with the provisions of N.J.A.C. 6A:16-9 or 10.
- (1) Services shall be provided within five school days of the suspension.
 - (2) Educational services provided to a student with a disability shall be provided consistent with the student's Individualized Education Program in accordance with N.J.A.C. 6A:14.
 - (3) At the completion of a short-term suspension, the district Board of Education shall return the general education student to the general education program.
2. The suspending Building Principal shall immediately report the suspension to the Superintendent, who is required to report it to Board of Education at its next regular meeting, pursuant to N.J.S.A. 18A:37-4.



3. A Board may deny the student participation in extracurricular activities, school functions, sports, or graduation exercises as disciplinary sanctions, where such measures are designed to maintain the order and integrity of the school environment.
4. For a student with a disability, the provisions set forth in this section shall be provided in addition to all procedural protections set forth in N.J.A.C. 6A:14.

B. Long-Term Suspensions

1. In each instance of a long-term suspension, the Building Principal or designee shall assure the rights of a student suspended for more than ten consecutive school days by providing the following:
 - a. Immediate notification to the student of the charges, prior to the student's removal from school;
 - b. An informal hearing prior to the suspension in which the student is given the opportunity to present the student's side of the story regarding the student's actions leading to the long-term suspension and the school district's actions taken pursuant to N.J.A.C. 6A:16-7.1(c)2 and 5;
 - c. Immediate notification to the student's parent(s) or legal guardian(s) of the student's removal from school;
 - d. Appropriate supervision of the student while waiting for the student's parent(s) or legal guardian(s) to remove the student from school during the school day;
 - e. Written notification to the parent(s) or legal guardian(s) by the Superintendent or designee within two school days of the initiation of the suspension, stating:
 - (1) The specific charges;
 - (2) The facts on which the charges are based;



- (3) The student's due process rights, pursuant to N.J.A.C. 6A:16-7.2 through 7.6; and
- (4) That further engagement by the student in conduct warranting expulsion, pursuant to N.J.S.A. 18A:37-2, shall amount to a knowing and voluntary waiver of the student's right to a free public education, in the event that a decision to expel the student is made by the Board, pursuant to N.J.S.A. 18A:37-2 and N.J.A.C. 6A:16-7.5.
 - (a) The Board shall request written acknowledgement of the notification of the provisions of B.1.e.(4) above from the parent(s) or legal guardian(s) and the student subsequent to the removal from the student's educational program, pursuant to N.J.A.C. 6A:16-7.3.
- f. A list of witnesses and their statements or affidavits, if any, no later than five days prior to the formal hearing, pursuant to B.1.j. below;
- g. A student with a disability, a manifestation determination, pursuant to N.J.A.C. 6A:14-2.8 and the Federal regulations;
- h. Information on the right of the student to secure an attorney and legal resources available in the community identified pursuant to N.J.A.C. 6A:16-7.1(c)8;
- i. Educational services, either in school or out of school, that are comparable to those provided in the public schools for students of similar grades and attainments, pursuant to N.J.S.A. 18A:38-25, which may include a public education program provided in accordance with the provisions of N.J.A.C. 6A:16-9 or 10.
 - (1) The services shall be provided within five school days of the suspension.
 - (2) The Board shall make decisions regarding the appropriate educational program and support services for the suspended general education student, at a minimum, based on the New Jersey Student Learning Standards following criteria:



- (a) A behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team, as appropriate;
 - (b) The results of any relevant testing, assessments or evaluations of the student;
 - (c) The student's academic, health, and behavioral records;
 - (d) The recommendation of the Superintendent, Building Principal, or other relevant school or community resource;
 - (e) Considerations of parental input; or
 - (f) Consultation with the Intervention and Referral Services Team, in accordance with N.J.A.C. 6A:16-8, as appropriate.
- (3) Educational services provided to a student with a disability shall be provided consistent with the student's Individualized Education Program, in accordance with N.J.A.C. 6A:14.
- j. A formal hearing before the Board, which, at a minimum, shall:
- (1) Be conducted by the Board or delegated by the Board to a Board committee, a school administrator or an impartial hearing officer for the purpose of determining facts or making recommendations.
 - (a) The Board as a whole shall receive and consider either a transcript or detailed report on such hearing before taking final action.
 - (2) Include the opportunity for the student to:



- (a) Confront and cross-examine witnesses, when there is a question of fact; and
 - (b) Present his or her own defense and produce oral testimony or written supporting affidavits.
 - (3) Take place no later than thirty calendar days following the day the student is suspended from the general education program;
 - (4) Not be subject to the provisions of the "Open Public Meetings Act," pursuant to N.J.S.A. 10:4-6; and
 - (5) Result in a decision by the Board, which at a minimum, shall be based on the preponderance of competent and credible evidence.
- k. A written statement to the student's parent(s) or legal guardian(s) of the Board's decision within five school days after the close of the hearing that includes, at a minimum:
- (1) The charges considered;
 - (2) A summary of the documentary or testimonial evidence from both the student and the administration that was brought before the district Board of Education at the hearing;
 - (3) Factual findings relative to each charge and the Board's determination of each charge;
 - (4) Identification of the educational services to be provided to the student pursuant to B.1.i. above;
 - (5) The terms and conditions of the suspension; and
 - (6) The right to appeal the Board's decision regarding the student's general education program to the Commissioner of Education in accordance with N.J.S.A. 18A:37-2.4 and N.J.A.C. 6A:3-1.3 through 1.17.



1. Immediate return to the general education program if at any time it is found that the general education student did not commit the offense;
 - m. For a student with a disability found not to have committed the offense, the student's program shall be determined in accordance with the provisions of N.J.A.C. 6A:14; and
 - n. At the completion of a long-term suspension, the Board shall return the general education student to the general education program.
2. Any appeal of the Board's decision regarding the general education student's program shall be made to the Commissioner of Education, in accordance with N.J.S.A. 18A:37-2.4 and N.J.A.C. 6A:3-1.3 through 1.17.
3. Suspension of general education students shall not be continued beyond the Board's second regular meeting following the suspension, unless the Board so determines, pursuant to N.J.S.A. 18A:37-5.
 - a. The Board shall determine whether to continue the suspension, pursuant to B. above, based on the following criteria:
 - (1) The nature and severity of the offense;
 - (2) The Board's removal decision;
 - (3) The results of any relevant testing, assessments or evaluations of the student; and
 - (4) The recommendation of the Superintendent, Principal or Director of the alternative education program or home or other out-of-school instruction program in which the student has been placed.
 - b. The Board shall develop and adopt policies and procedures providing for action on the continuation of student suspensions in the event of cancellation of the first or second regular Board meeting pursuant to N.J.S.A. 18A:37-4 and 5. In this unlikely event, a special committee of the Board, which will include the



Superintendent of Schools or his/her designee, will be appointed by the Board President to make a decision on the continuation of the suspension. The committee's decision will be implemented subject to ratification of the committee's decision at the next regularly scheduled Board meeting.

4. When the Board votes to continue the suspension of a general education student, the Board, in consultation with the Superintendent, shall review the case at each subsequent Board meeting for the purpose of determining:
 - a. The status of the student's suspension;
 - b. The appropriateness of the current educational program for the suspended student; and
 - c. Whether the suspended student's current placement, pursuant to B.1.i. above, should continue or whether the student should return to the general education program.
5. When the Board votes to continue the suspension of a general education student, the Board, in consultation with the Superintendent, shall make the final determination on:
 - a. When the student is prepared to return to the general education program;
 - b. Whether the student shall remain in an alternative education program or receive home or other in-school or out-of-school instruction, based on the criteria set forth in B.3.a.(1) through (4) above; or
 - c. Whether to initiate expulsion proceedings in accordance with N.J.S.A. 18A:37-2, N.J.A.C. 6A:16-7.5 and Policy 5620.
6. The Board shall provide a general education student suspended under N.J.A.C. 6A:16-7.3 with an appropriate educational program or appropriate educational services, based on the criteria set forth under B.1.i.(2) above, until the student graduates from high school or reaches the age of twenty, whichever comes first.



- a. The educational program shall be consistent with the provisions of N.J.A.C. 6A:16-9.2 and 10.2 and 6A:14-2 and 4.3, whichever is applicable; or
 - b. The educational services provided, either in school or out of school, shall be comparable to those provided in the public schools for students of similar grades and attainments, pursuant to the provisions of N.J.S.A. 18A:38-25.
7. For a student with a disability who receives a long-term suspension, the Board shall proceed in accordance with N.J.A.C. 6A:14 in determining or changing the student's educational placement to an interim or alternate educational setting.
- a. All procedural protections set forth in N.J.A.C. 6A:14 and N.J.A.C. 6A:16-7.3 shall be afforded to each student with a disability who is subjected to a long-term suspension.
 - b. All decisions concerning the student's educational program or placement shall be made by the student's Individualized Education Program team.
 - c. The provisions of B.2. through B.6. above shall not apply to students with disabilities.

C. Meeting with Student - Multiple Suspensions or Possible Expulsion

1. In accordance with the provisions of N.J.S.A. 18A:37-2c, in the event a student has experienced multiple suspensions or may be subject to a proposed expulsion from school, the Principal shall convene a meeting, as soon as practicable, between the student and a school psychologist, a school counselor, a school social worker, a student assistance coordinator, or a member of the school's intervention and referral services team.
 - a. The Principal may convene such a meeting, if after the student has been suspended for the first time, the Principal upon evaluation deems such a meeting appropriate.



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- b. The purpose of the meeting shall be to identify any behavior or health difficulties experienced by the student and, where appropriate, to provide supportive interventions or referrals to school or community resources that may assist the student in addressing the identified difficulties.
 2. The requirements of C.1. above shall not apply when a student's immediate removal or suspension from the school's regular education program is required pursuant to:
 - a. The provisions of the "Zero Tolerance for Guns Act," (N.J.S.A. 18A:37-7 et seq.);
 - b. N.J.S.A. 18A:37-2.1 – Assault by Pupil Upon Teacher, etc.; Suspension; Expulsion Proceedings;
 - c. N.J.S.A. 18A:37-2.2 – Offense by Pupil Involving Assault, Removal from Schools Regular Education Program; or
 - d. In any other instance in which the safety and security of other students or school staff requires the student's immediate removal from school.
 3. In the instances provided in C.2.a. through d. above, the meeting required in C.1. above shall take place as soon as practicable following the student's removal from the school's regular education program.
 4. The provisions of N.J.S.A. 18A:37-2c and C. of this Regulation shall be construed in a manner consistent with the "Individuals with Disabilities Act," 20 U.S.C. § 1400 et seq.

Issued: 14 October 2013

Revised: 26 June 27

Revised: 31 August 2020



EXHIBIT #P4 – FIRST READING

Program
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ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND RESOURCES (M)

2361 ACCEPTABLE USE OF COMPUTER NETWORKS/COMPUTERS AND
RESOURCES (M)

M

The Board of Education recognizes as new technologies shift the manner in which information is accessed, communicated, and transferred; these changes will alter the nature of teaching and learning. Access to technology will allow students to explore databases, libraries, Internet sites, and bulletin boards while exchanging information with individuals throughout the world. The Board supports access by students to these information sources but reserves the right to limit in-school use to materials appropriate for educational purposes. The Board directs the Superintendent to effect training of teaching staff members in skills appropriate to analyzing and evaluating such resources as to appropriateness for educational purposes.

The Board also recognizes technology allows students access to information sources that have not been pre-screened by educators using Board approved standards. The Board therefore adopts the following standards of conduct for the use of computer networks and declares unethical, unacceptable, or illegal behavior as just cause for taking disciplinary action, limiting or revoking network access privileges, and/or instituting legal action.

The Board provides access to computer networks/computers for educational purposes only. The Board retains the right to restrict or terminate student access to computer networks/computers at any time, for any reason. School district personnel will monitor networks and online activity to maintain the integrity of the networks, ensure their proper use, and ensure compliance with Federal and State laws that regulate Internet safety.

Standards for Use of Computer Networks

Any individual engaging in the following actions when using computer networks/computers shall be subject to discipline or legal action:

- A. Using the computer networks/computers for illegal, inappropriate or obscene purposes, or in support of such activities. Illegal activities are defined as activities that violate Federal, State, local laws and regulations. Inappropriate activities are defined as those that violate the intended use of the networks. Obscene activities shall be defined as a violation of generally accepted social standards for use of publicly owned and operated communication vehicles.



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- B. Using the computer networks/computers to violate copyrights, institutional or third party copyrights, license agreements or other contracts.
- C. Using the computer networks in a manner that:
 - 1. Intentionally disrupts network traffic or crashes the network;
 - 2. Degrades or disrupts equipment or system performance;
 - 3. Uses the computing resources of the school district for commercial purposes, financial gain, or fraud;
 - 4. Steals data or other intellectual property;
 - 5. Gains or seeks unauthorized access to the files of others or vandalizes the data of another person;
 - 6. Gains or seeks unauthorized access to resources or entities;
 - 7. Forges electronic mail messages or uses an account owned by others;
 - 8. Invades privacy of others;
 - 9. Posts anonymous messages;
 - 10. Possesses any data which is a violation of this Policy; and/or
 - 11. Engages in other activities that do not advance the educational purpose for which computer networks/computers are provided.

Internet Safety Protection

As a condition for receipt of certain Federal funding, the school district shall be in compliance with the Children's Internet Protection Act, the Neighborhood Children's Internet Protection Act, and has installed technology protection measures for all computers in the school district, including computers in media centers/libraries. The technology protection must block and/or filter material and visual depictions that are obscene as defined in Section 1460 of Title 18, United States Code; child pornography, as defined in Section 2256 of Title 18, United States Code; are harmful to minors including any pictures, images, graphic image file or other material or visual depiction that taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or



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excretion; or depicts, describes, or represents in a patently offensive way, with respect to what is suitable for minors, sexual acts or conduct; or taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.

This Policy also establishes Internet safety policy and procedures in the district as required in the Neighborhood Children's Internet Protection Act. Policy 2361 addresses access by minors to inappropriate matter on the Internet and World Wide Web; the safety and security of minors when using electronic mail, chat rooms, and other forms of direct electronic communications; unauthorized access, including "hacking" and other unlawful activities by minors online; unauthorized disclosures, use, and dissemination of personal identification information regarding minors; and measures designed to restrict minors' access to materials harmful to minors.

Notwithstanding blocking and/or filtering the material and visual depictions prohibited in the Children's Internet Protection Act and the Neighborhood Children's Internet Protection Act, the Board shall determine other Internet material that is inappropriate for minors.

In accordance with the provisions of the Children's Internet Protection Act, the Superintendent of Schools or designee will develop and ensure education is provided to every student regarding appropriate online behavior, including students interacting with other individuals on social networking sites and/or chat rooms, and cyberbullying awareness and response.

The Board will provide reasonable public notice and will hold one annual public hearing during a regular monthly Board meeting or during a designated special Board meeting to address and receive public community input on the Internet safety policy - Policy and Regulation 2361. Any changes in Policy and Regulation 2361 since the previous year's annual public hearing will also be discussed at a meeting following the annual public hearing.

The school district will certify on an annual basis, that the schools, including media centers/libraries in the district, are in compliance with the Children's Internet Protection Act and the Neighborhood Children's Internet Protection Act and the school district enforces the requirements of these Acts and this Policy.

Consent Requirement

No student shall be allowed to use the school districts' computer networks/computers and the Internet unless they have filed with the Principal or designee a consent form signed by the student and his/her parent(s) or legal guardian(s).



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Violations

Individuals violating this Policy shall be subject to the consequences as indicated in Regulation 2361 and other appropriate discipline, which includes but are not limited to:

1. Use of the network only under direct supervision;
2. Suspension of network privileges;
3. Revocation of network privileges;
4. Suspension of computer privileges;
5. Revocation of computer privileges;
6. Suspension from school;
7. Expulsion from school; and/or
8. Legal action and prosecution by the authorities.

Based on a 2019-2020 Technology Security Audit, the District will maintain a Technology Standard Operating Protocol Manual with specific procedures and protocols for staff and technicians as it pertains to, but is not limited to the following:

- User Information Security
- User Account and Access Management
- Service Account Management
- Privileged Account Management
- Media Disposal
- Patch Management
- Password and MFA
- Network Device Management and Security
- Asset Management
- Physical Security
- Vendor Access Management
- External Connection Management
- General Network Security
- Change Management
- Backup Management



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- Third-Party Management and Monitoring

This Standard Operating Protocol Manual will be reviewed and updated annually by Superintendent or designee, Coordinator of Technology, Network Administrator, Systems Administrator, and Data Integration Specialist based on industry-standard best practices.

N.J.S.A. 2A:38A-3

Federal Communications Commission: Children's Internet Protection Act

Federal Communications Commission: Neighborhood Children's Internet Protection Act

Adopted: 14 October 2013

Revised: TBD

