


DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
NOVEMBER 14, 2022
REGULAR MEETING AGENDA

LINCOLN ROOSEVELT SCHOOL
34 North Hillside Avenue, Succasunna, NJ 07876

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

<p style="text-align: center;">SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS</p> <p><i>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.</i></p>	<p style="text-align: center;">ACCESS AGENDA & EXHIBITS ONLINE:</p> 
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I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in a 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 | Municipal Clerk |
| Daily Record - Newspaper | Roxbury Public Library |
| Star Ledger - Newspaper | |
| Roxbury Website – https://www.roxbury.org/domain/83 | |

The notice of tonight's meeting has been posted in the Board's Business office.

II. ROLL CALL

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

November 14, 2022

RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on November 14, 2022 regarding personnel matters, student matters, negotiations and attorney client privilege.

IV. ROLL CALL

V. PUBLIC SESSION

VI. PLEDGE OF ALLEGIANCE

VII. PRESENTATIONS

- Nixon Student Highlights - Mrs. Danielle Lynch; Mrs. Jean Rex and Mrs. Kelsey Bolling with Students Austin Batsch & Elsie Venos; Mrs. Stephanie Echevarria with Students Holden Rivera & Skylar Pagan; Mrs. Kimberly Casillo with Students Hannah Klimm & Alexis Jackson
- Standardized Testing Data Presentation - Dr. Charles Seipp

VIII. CORRESPONDENCE

IX. STUDENT REPRESENTATIVE'S COMMENTS

X. BOARD PRESIDENT'S COMMENTS

XI. SUPERINTENDENT'S REPORT

XII. BUSINESS ADMINISTRATOR'S REPORT

XIII. MINUTES

1. Minutes of the Regular Meeting of October 17, 2022
2. Minutes of the Executive Session of October 17, 2022

XIV. 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

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

XVI. ACTION ITEMS

A. Finances (*Resolutions 1-20*)

BILLS LIST

- *1. RESOLVED, that the Roxbury Township Board of Education approve the October 2022 bills list totaling \$3,247,027.05 as presented.

TRANSFERS

- *2. RESOLVED, that the Roxbury Township Board of Education approve the October 2022 list of transfers between accounts as presented. Approval by the County Office is not required except as noted on the list.

SECRETARY'S REPORT

- *3. RESOLVED, that the Roxbury Township Board of Education approve the Board Secretary's Report for October 2022.

TREASURER'S REPORT

- *4. RESOLVED, that the Roxbury Township Board of Education approve the Treasurer's Report for October 2022.

MONTHLY FINANCIAL CERTIFICATION OF THE BOARD SECRETARY AND BOARD OF EDUCATION

- *5. RESOLVED, that the Roxbury Township Board of Education, pursuant to N.J.S.A. 18A:19-4, does certify that no line item account has encumbrances and expenditures which in total exceed the line item appropriation, and

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:17-9 and N.J.S.A. 18A:17-36, after review of the Board Secretary's and Treasurer's monthly financial reports for the month of October 2022 that no major accounts and fund balances in the 2022/2023 budget have been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

STUDENT ACTIVITY ACCOUNTS

- *6. RESOLVED, that the Roxbury Township Board of Education approve the Student Activity Accounts monthly bills lists for the month of October 2022 as follows:

Roxbury High School	\$7,020.42	Franklin School	\$1,162.00
Athletics	\$1,543.50	Kennedy School	\$610.00
Eisenhower Middle School	\$1,500.00	Jefferson School	\$0.00
Lincoln Roosevelt School	\$0.00	Nixon School	\$916.40

TRAVEL REQUESTS

- *7. 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.

	Name	Workshop Title		Place*	Date of Workshop	Registration Fee	Total Estimated Expenses
1.	Kelly, Erika	How Teacher Anxiety is Impacting Student Learning	4	Randolph, NJ	11/16/22	\$100.00	\$100.00
2.	Hopper, JoEllen	Vernon High School Observation (Geography)	4 S-1	Vernon, NJ	11/18/22	\$0	\$34.78
3.	Wagner, Matt	MUJC IT Personnel Subcommittee Mtg	4	New Providence, NJ	11/22/22, 1/7/23, 3/22/23, 6/12/23	\$0	\$91.36
4.	Cicchino, Ashley	Improving School Culture and Climate for Students and Staff	4	East Hanover, NJ	12/7/22	\$0	\$21.34
5.	Cosgrove, Melissa	Improving School Culture and Climate for Students and Staff	4	East Hanover, NJ	12/7/22	\$0	\$21.34
6.	Rice, Kathleen	Improving School Culture and Climate for Students and Staff	4	East Hanover, NJ	12/7/22	\$0	\$21.34
7.	Saul, Joanne	Improving School Culture and Climate for Students and Staff	4	East Hanover, NJ	12/7/22	\$0	\$21.34
8.	McDermott, Jim	Elementary PE Jam	4 S-1	Kinnelon, NJ	12/9/22	\$0	\$23.88
9.	Martini, Ann	Elementary PE Jam	4 S-1	Kinnelon, NJ	12/9/22	\$0	\$23.12
10.	Roddy, Heather	Elementary PE Jam	4 S-1	Kinnelon, NJ	12/9/22	\$0	\$0
11.	Dubek, Lauren	NJASBO Employment & Benefit Issues - North Jersey	4	Whippany, NJ	1/19/23	\$175.00	\$188.07
12.	Kelly, Erika	See, Heard, and Valued: Universal Design for Learning (Book Club)	4	Randolph, NJ	2/9/23	\$100	\$0
13.	Hopper, JoEllen	Spring Semester 2023 - Race, Education, and Equity: Repairing the Past?	4 S-1	New Brunswick, NJ	3/21/23	\$0	\$33.65
14.	Hopper, JoEllen	Spring Semester 2023 - Machiavelli and the Political Culture of Modernity Rutgers University	4 S-1	New Brunswick, NJ	4/21/23	\$35.00	\$68.65
15.	Kelly, Erika	Instruction, Standards, and Standardized Testing Updates	4	Randolph, NJ	4/27/23	\$100.00	\$0
16.	Del Rosario, Monica	NJTESOL Spring Conference	4 S-3	South Brunswick, NJ	5/23-5/25/23	\$575.00	\$697.80
17.	McInnes, Cathy	IMSE Fidelity Certificate	4	Virtual	Virtual	\$375.00	\$375.00
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.

APPROVAL OF PROPOSAL

- *8. RESOLVED, that the Roxbury Township Board of Education approve the proposal provided by Solutions Architecture, 96 Pompton Avenue #2, Verona, NJ for professional architectural and engineering services for various roof replacements. The total cost of this proposal is \$139,000.00 and funded through the Capital Outlay Account.

BE IT FURTHER RESOLVED, this supersedes in its entirety Finance Resolution XVII.A.8 dated April 25, 2022.

APPROVAL OF PURCHASES

- *9. RESOLVED, that the Roxbury Township Board of Education approve the purchase of professional fees for auditing and related services for fiscal year from Nisivoccia, 200 Valley Road, Suite 300, Mt. Arlington, NJ in the amount of \$49,735.00 as per Nisivoccia invoice #90857.
- *10 RESOLVED, that the Roxbury Township Board of Education approve the purchase of paving and related work at Nixon Elementary School Playground from Crossroads Pavement Maintenance LLC., 512 Newark Pompton Turnpike, Pompton Plains, NJ in the amount of \$10,976.00 as per Crossroad Pavement Maintenance LLC. estimate. Work to be performed through ED Data Primary Vendor Macadm services bid 2021/2022 and funded through the Maintenance Reserve account.

CONTRACTS

- *11. RESOLVED, that the Roxbury Township Board of Education approve a contract with P.G. Chambers School, 15 Halko Drive, Cedar Knolls, NJ to provide school based Physical, Occupational and Speech Therapy sessions and evaluations to Roxbury Township Public School District Special Education students for 2022/2023 School Year. The total amount not to exceed \$60,000.00.
- 12. RESOLVED, that the Roxbury Township Board of Education approve a contract with White Glove, 1470 Route 88, Brick, NJ to provide nursing services to a student effective November 21, 2022 through June 30, 2023. The total amount not to exceed \$69,632.00.

SHARED SERVICES AGREEMENT - CUSTODIAL SERVICES

- *13. RESOLVED, that the Roxbury Township Board of Education approve the Shared Services Agreement for Custodial Services with the Mine Hill Board of Education for the period July 1, 2022 to June 30, 2023 in the amount of \$252,426.65.

APPROVAL OF 2022-2023 FUNDING FOR SERVICES UNDER CHAPTERS 192 & 193 LAWS OF 1977 AS AMENDED

- *14. RESOLVED, that the Roxbury Township Board of Education approve the 2022/2023 Funding For Services Under Chapters 192 & 193 Laws Of 1977 As Amended in the amounts listed below for nonpublic schools in the district.

State Aid Amounts for Services Under Chapter 192	
Compensatory Education	\$69,182.00
E.S.L.	\$0.00
Transportation	\$65,766.00
Total Allocation for Ch. 192 Services	\$134,948.00

State Aid Amounts for Services Under Chapter 193	
Initial Exam & Class.	\$31,828.00
Annual Exam & Class.	\$10,640.00
Corrective Speech	\$40,920.00
Supplementary Instruction	\$40,474.00
Total Allocation for Ch. 193 Services	\$123,862.00

SCHOOL BUS EMERGENCY EVACUATION DRILLS

- *15. RESOLVED, that the Roxbury Township Board of Education approve the School Bus Emergency Evacuation Drill Reports listed below. All Emergency Evacuation Drill Reports are available at the Administration Building during normal working hours.

Evacuation Drill # 1 - Board Agenda 11/14/2022				
<i>Date of Drill</i>	<i>Time of Day</i>	<i>School Name Supervisor of Drill</i>	<i>Location of Drill</i>	<i>Route Number</i>
9/29/2022	7:00 AM	Roxbury High School Ms. M. Hall, Vice Principal	1 Bryant Drive, Succasunna	RHS01-RHS27 MTH13-MTH15, MHC15
9/30/2022	7:45 AM	Eisenhower Middle School Mrs. C. LaMonica, Vice Principal	47 Eyland Ave, Succasunna	EMS01-EMS21, MHC20
10/7/2022	9:30 AM	Lincoln Roosevelt School Mr. C. Argenziano, Principal	34 N Hillside Ave, Succasunna	All Students - Bus safety
10/6/2022	9:30 AM	Franklin School Mr.B. Hamer, Principal	8 Meeker St, Succasunna	All Students - Bus Safety
9/29/2022	9:30 AM	Jefferson School Mrs. M. Cosgrove, Principal	35 Cornhollow Rd, Succasunna	All Students - Bus Safety
9/27/2022	9:30 AM	Kennedy School Mrs. N. Acevedo, Principal	20 Pleasant Hill Rd, Succasunna	All Students - Bus Safety
10/19/2022	9:30 AM	Nixon School Mrs. D. Lynch, Principal	275 Mt. Arlington Blvd, Landing	All Students - Bus Safety
10/11/2022	9:30 AM	Mt. Arlington Public School Mr. J. Grillo, Principal	235 Howard Blvd, Mt. Arlington	All Students - Bus Safety
10/12/2022	9:30 AM	Edith Decker School Mr. J. Grillo, Principal	446 Howard Blvd, Mt. Arlington	All Students - Bus Safety
10/17/2022	9:30 AM	St. Therese School Mr. T. Dunnigan, Principal	135 Main Street, Succasunna	All Students - Bus Safety

ACCEPTANCE OF GRANT

- *16. RESOLVED, that the Roxbury Township Board of Education approve the acceptance of a Unified Champion Schools grant of \$2,000 awarded by Special Olympics New Jersey to Roxbury High School for the school's proposal of making available a Bowling team for its students. The grant monies will be used to provide students of all abilities the opportunity to train and play together as teammates.
- *17. RESOLVED, that the Roxbury Township Board of Education approve the acceptance of a Restorative Justice Grant of \$12,500.00 awarded by Kean University, 1000 Morris Avenue, Union, NJ.

ACCEPTANCE OF DONATION

- *18. RESOLVED, that the Roxbury Township Board of Education approve the donation from The Paper Store, 20 Main Street, Action, MA 01720 in the amount of \$2,321.23.

COMPREHENSIVE MAINTENANCE PLAN

- *19. WHEREAS, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities, and

WHEREAS, the required maintenance activities as listed in the plan for the various school facilities of the Roxbury Township School District are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

NOW THEREFORE BE IT RESOLVED, that the Roxbury Township Board of Education hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan and Form M-1, Annual Maintenance Budget Amount Worksheet to the Executive County Superintendent of Schools per N.J.A.C. 6A:26A.

QUALITY SINGLE ACCOUNTABILITY CONTINUUM (QSAC) STATEMENT OF ASSURANCE

- *20. RESOLVED, that the Roxbury Township Board of Education approve the submission of the district's Quality Single Accountability Continuum (QSAC) District Performance Review and Declaration page for the 2022/2023 school year in attached Exhibit F1 to the New Jersey Department of Education.

B. Education (Resolutions 1-6)

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 2022/2023 school year, ending as of October 14, 2022 for Incident Nos. 2 through 8.
- *2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2022/2023 school year, beginning October 15, 2022 and ending November 9, 2022 for Incident Nos. 9 through 13.

FIELD TRIPS / COMPETITIONS

- 3. RESOLVED, that based on current and projected positive health conditions, that staff and students be approved for participation in the following community-based instructional events as per Board policy, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

Organized by School, then by Group, then by Trip Destination

	School	Faculty Sponsor	Group	# of Students	Trip Destination	Location	Date(s) of Trip
1	EMS	T.Martino	VISTA	6	Walmart; The Shops At Ledgewood Commons	Ledgewood, NJ	11/17/22 (Thu)
2	NES	J.Perez	LLD; TIDES	19	McDonald's	Succasunna, NJ	1/12/23 (Thu)
3	NES	J.Perez	LLD; TIDES	19	Roxbury Diner	Succasunna, NJ	1/26/23 (Thu)
* 4	RHS	B.McGinley ; A.Solotist	SUCCESS	11	Holiday Cookie Exchange at Milton United Methodist Church	Oak Ridge, NJ	12/16/22 (Fri)
* 5	RHS	B.McGinley ; A.Solotist	SUCCESS	11	Home Depot	Succasunna, NJ	12/2/22 (Fri)
* 6	RHS	B.McGinley ; A.Solotist	SUCCESS	11	Kinnelon HS	Kinnelon, NJ	11/18/22 (Fri)
* 7	RHS	B.McGinley ; A.Solotist	SUCCESS	11	Walmart Supercenter	Ledgewood, NJ	12/15/22 (Thu)
* 8	RHS	K.Conlon	VISTA	6	Howard Boulevard Laundry	Mt. Arlington, NJ	12/13/22 (Tue)
* 9	RHS	K.Conlon	VISTA	6	Pet Goods	Succasunna, NJ	12/1/22 (Thu)
* 10	RHS	K.Conlon	VISTA	7	Rockaway Townsquare Mall	Rockaway, NJ	12/6/22 (Tue)
* 11	RHS	K.Conlon	VISTA	8	Roxbury Twp Police Dept	Ledgewood, NJ	12/15/22 (Thu)
* 12	RHS	K.Conlon	VISTA	6	Walmart; The Shops At Ledgewood Commons	Ledgewood, NJ	12/8/22 (Thu)

- 4. RESOLVED, that based on current and projected positive health conditions, that staff and students be approved for participation in the following educational events as per Board policy, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

Organized by School, then by Date of Trip:

	<i>School</i>	<i>Date of Trip</i>	<i>Faculty Sponsor</i>	<i>Group</i>	<i># of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Purpose</i>
1	JES	2023-05-25 (Thu)	S.Carroll	Gr. 4	73	Hopatcong State Park	Landing, NJ	Students will be taken aboard the floating classroom on Lake Hopatcong for hands-on learning about lake ecology & the importance of water for life on earth
2	KES	2023-05-17 (Wed)	E.Allen; K.Byrne; E.Iuvone	Gr. 2	60	Growing Stage Theater	Netcong, NJ	To see a live theater performance of "Don't Let The Pigeon Drive the Bus!", which relates to the students' ELA & SEL studies
3	KES	2023-05-22 (Mon)	S.Goodyear	Gr. 4	56	Hopatcong State Park	Landing, NJ	Students will be taken aboard the floating classroom on Lake Hopatcong for hands-on learning about lake ecology & the importance of water for life on earth.
4	NES	2023-06-01 (Thu)	V.Arms	Gr. 4	50	Hopatcong State Park	Landing, NJ	Students will be partaking in the Lake Hopatcong Foundation field trip program, which teaches students about Lake Hopatcong, lake ecology, and the importance of water for life on earth
* 5	RHS	2022-11-29 (Tue)	B.McGinley	Transition	10	CCM	Randolph, NJ	Ongoing transition skills development with tour of campus, accessibility services, etc.
* 6	RHS	2022-12-06 (Tue)	B.McGinley	Transition	10	CCM	Randolph, NJ	Ongoing transition skills development with tour of campus, accessibility services, etc.
* 7	RHS	2022-12-08 (Thu)	P.Hachey	Classic Sounds Honors	38	Roxbury Performing Arts Center	Succasunna, NJ	To perform a concert for the members of the Roxbury Rotary Club at their annual Holiday Luncheon
* 8	RHS	2022-12-09 (Fri)	A.Somers	SUMMIT	27	Aspen Ice Center	Randolph, NJ	Reward trip earned through class's behavioral-support program
* 9	RHS	2022-12-13 (Tue)	B.McGinley	Transition	10	Fortis Institute	Wayne, NJ	Ongoing transition skills development with tour of campus, accessibility services, etc.
* 10	RHS	2022-12-14 (Wed)	B.McGinley	Transition	10	Morris County School of Technology	Denville, NJ	Ongoing transition skills development w/ tour of campus, accessibility services, etc.
* 11	RHS	2023-02-15 (Wed)	B.Demova	Human Behavior	40	Franklin Institute	Philadelphia, PA	To interact with exhibits that address the brain, sensation, perception, & the central nervous sys.
* 12	RHS	2023-02-17 (Fri)	R.Dunn; M.Fagan	Geophysical Science	85	Longo Planetarium at CCM	Randolph, NJ	As part of the science curriculum, this trip will enhance & expand the abstract concepts of features in the night sky, including nebulas, black holes, and lives of stars

* 13	RHS	2023-04-19 (Wed)	J.Hopper	World History	70	The National September 11 Memorial & Museum	New York City, NY	Trip correlates to current world affairs and provides an opportunity for a direct connection to the events and aftermath of 9/11
* 14	RHS	2023-04-21 (Fri) [Rain date 2023-04-24 (Mon)]	B.Donegan; R.Dunn; M.Fagan	Geophysical Science; Environmental Science; and Environmental Club	80	Mohican Outdoor Center	Blairstown, NJ	To explore geologic/meteorologic processes outdoors. Trip also occurs near Earth Day.
* 15	RHS	2023-05-24 (Wed)	L.Radulic; C.Seipp; D.Miller; M.Mawn; M.Gottfried; C.Blough	Aviation	55	Morristown Airport	Morristown, NJ	Students will have an opportunity to visit Morristown Airport and get a behind the scenes look at how an airport operates

OUT-OF-DISTRICT PLACEMENTS/SERVICES - 2022/2023

5. RESOLVED, that the Roxbury Township Board of Education approve 2022/2023 Extended School Year and 2022/2023 School Year Out-Of-District Placements/Services listed below:

<i>File Number</i>	<i>School or Provider</i>	<i>Total Cost</i>	<i>Dates</i>
208680	Celebrate the Children	*\$93,330.00	10/7/22-6/30/23
206456	Madison Board of Education	\$17,132.00	8/29/22-6/14/23
206907	West Morris Regional High School District	\$51,210.00	8/24/22-6/8/23
206649	Shepard Preparatory High School	\$45,147.48	11/1/22-6/30/23
208109	Cornerstone Day School	\$65,816.00	11/3/22-6/30/23
108541	Broadstep Academy, Inc.	\$117,912.60	9/7/22-6/30/23

*Amends the Total Cost resolution XVI.B.3 originally approved on July 11, 2022

EXTENDED SCHOOL YEAR PROGRAM

- *6. RESOLVED, that based on current and projected positive health conditions, the Roxbury Township Board of Education approve the dates for its 2023 Extended School Year Program as follows, with these dates to be updated on the district's 2022/2023 and 2023/2024 school calendars: June 28, 2023; June 29, 2023; and Mondays through Thursdays from July 5, 2023 through August 3, 2023. In addition to the program dates, teachers are required to be available at least one day (not to exceed 4 hours) after June 15, 2023 and prior to June 28, 2023.

C. Negotiations (Resolution 1)

AMENDMENT OF CBA - ADDENDUM/SIDEBAR 2123-11

- *1. IT IS RESOLVED, that the Roxbury Township Board of Education approve the Amendment of the Collective Bargaining Agreement as listed below:

The Roxbury Education Association (“Association”) and the Roxbury Board of Education (“Board”) hereby agree to settle the negotiation concerning Head and Assistant Coach of Bowling at Roxbury High School as follows:

Effective date 11/15/2022, the position of Head Coach - Bowling will be added to the CBA with a stipend amount of \$7,720 (22-23).

Effective date 11/15/2022, the position of Assistant Coach - Bowling will be added to the CBA with a stipend amount of \$5,282 (22-23).

This language will be added to the negotiations of the next collectively bargained contract between the Roxbury Board of Education and the Roxbury Education Association as an existing item in Appendix E - RHS Head Coaches and RHS Assistant Coaches, respectively.

D. Personnel (Resolutions 1-20)

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:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Action</i>	<i>Final day of employment</i>	<i>Discussion</i>
1	DeMaio, Brittany	JES	Special Education Paraprofessional	Resignation for personal reasons	6/30/22	To accept tenure-track teaching position
2	DeMaio, Brittany	JES	Leave-repl Special Education Teacher	Resignation for personal reasons	11/14/22	
3	Gallo, Lauren	NES	Special Education Paraprofessional	Rescind Appointment	N/A	App'd 9/19/22 E.9.4
4	Kelley, Ryan	KES	Special Education Teacher (REACH)	Rescind Appointment	N/A	App'd 8/22/22, XVI.D.10.10
5	Orejuela, Paola	NES	Special Education Paraprofessional	Resignation for personal reasons	10/18/22	

REASSIGNMENTS / TRANSFERS

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

	Name	Former Assignment & Loc.		New Assignment & Loc.	Effective Date	Discussion
* 1	Maiello, Erin	Special Education Teacher (RC) TCH.SPE.RES.NA.05	JES	Special Education Teacher (RC) TCH.SPE.RES.NA.05	RHS	11/15/22
2	Sciancalepore, Nicholas	School Psychologist SPS.DS.PSY.NA.07	NES	School Psychologist SPS.DS.PSY.NA.07	LRS	11/15/22
3	Wetreich, Deborah	School Psychologist SPS.DS.PSY.NA.02	LRS	School Psychologist SPS.DS.PSY.NA.02	NES	11/15/22
4	Ask, Melissa	Special Education Paraprofessional (Gen Ed)	JES	Special Education Paraprofessional (LLD)	NES	11/1/22
5	Chapman, David	Special Education Paraprofessional (Gen Ed)	JES	Special Education Paraprofessional (Gen Ed)	NES	11/1/22
* 6	Clevenger, Tracy	Special Education Paraprofessional (RC)	EMS	Special Education Paraprofessional (BD)	RHS	11/1/22
* 7	Lazzara, Erinn	Special Education Paraprofessional (MD)	RHS	Special Education Paraprofessional (RC0)	EMS	11/1/22
8	Wake-Rotolo, Sara	Special Education Paraprofessional (LLD)	NES	Special Education Paraprofessional (PSD)	JES	11/1/22
# 10-month employee shall start on the first day of the 2022-23 calendar for the bargaining unit / employee group						

LEAVES OF ABSENCE

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

	Employee	Leave Start Date	Paid Leave	Unpaid FMLA/ NJFLA ^	Return Date	Discussion
* 1	14058	1/3/23	Using available sick days	FMLA	Upon release by physician	
2	14550	12/1/22	Using 10 sick days	FMLA	Upon release by physician	
* 3	15342	11/15/22	Using 7 sick days	n/a	11/28/22	
* 4	16161	10/13/22	Using 55 sick and 5 personal days	FMLA, if needed	Upon release by physician	
5	17718	3/14/22	Using 4 personal and 23 sick days	FMLA/NJFLA	4/17/23	Amends <i>Return Date</i> app'd 8/22/22, XVI.D.6.1.
* 6	18918	11/29/22	n/a	FMLA/NJFLA	12/14/22	
7	19485	4/17/23 or sooner if nec	Using 10 sick days first; then	FMLA/NJFLA	7/1/23	# Using all but 5 remaining sick days

			remaining personal days; then sick days #			
8	19662	11/29/22	Using available sick days	FMLA	Upon release by physician	
9	20142	1/3/23	n/a	FMLA/NJFLA	3/27/23	
10	20964	3/17/22	n/a	FMLA/NJFLA, Intermittent leave as needed	6/20/22	Amends <i>Return Date</i> app'd 4/4/22, XVI.C.2.8.
^Leave becomes unpaid when sick/personal days depleted or released by physician, whichever occurs first.						

APPOINTMENTS

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

	Name	Loc	Position	Salary Guide / Step	Salary	Start Date	End Date	Discussion
* 1	DeMaio, Brittany	JES	Special Education Teacher (RC)	22/23 BA Step 3-5	\$56,440 prorated	11/15/22	6/30/23	Tenure-track replacement in position TCH.SPE.RES.NA.17; and movement of position from RHS to JES
* 2	Dressel, Michele	RHS	LDT-C	22/23 MA+30 Step 18	\$84,330 prorated	1/17/23 ^	6/30/23	New position SPS.DS.LDT.NA.03; tenure-track. Position replaces SPS.DS.PSY.NA.06.
# 10-month employee shall start on the first day of the 2022-23 calendar for the bargaining unit. ^ Employment start date is pending completion of documentation in accordance with the law or district policy. ^^ Employment start date is pending release from current employer.								

5. RESOLVED, that the Roxbury Township Board of Education amend the start dates for previously approved appointments:

	Name	Loc	Position	Salary Guide / Step	Salary	Start Date	End Date	Prior BOE Aprvl	Discussion
* 1	Mawn, Matthew	Dist	Supervisor of Science; Engineering, Design, & Technology; & Visual Arts, Gr. 7 - 12	RAA	\$92,000 prorated	10/24/22	6/30/23	8/22/22	Tenure track replacement in position SUP.DS.SUP.NA.07
2	Vespucci, Elizabeth	NES	Kindergarten Teacher	22/23 BA Step 1	\$55,440 prorated	10/13/22	6/30/23	7/11/22	Tenure track replacement in position TCH.NIX.KIN.NA.02

APPOINTMENTS - LEAVE REPLACEMENTS

6. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions:

	Name	Loc	Position	Salary	Start Date	End Date	Discussion
1	Goldstein, Shelly	JES	Leave-repl Gr. 1 Teacher	\$300.00 per diem	8/25/22	4/6/23	Extends <i>End Date</i> app'd 8/22/22, XVI.D.11.2. Replacement in position TCH.JEF.GR1.NA.03

APPOINTMENTS - HOURLY EMPLOYEES

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

	Name	Loc	Position	Guide / Step	Hourly Rate	Start Date	End Date	Discussion
1	Kelley, Ryan	KES	Special Education Paraprofessional	REA Paraprof Step 9	\$20.28	11/28/22	6/30/22	Full-time BD Program replacement in position AID.SPE.FT.NA.22; working no less than 30 hrs/wk
2	Veno, Adair	JES	Special Education Paraprofessional	REA Paraprof Step 9	\$20.28	11/21/22	6/30/23	PSD replacement in position AID.SPE.PT.NA.42; working less than 5 days/wk payable by timesheets

^ Employment start date is pending completion of documentation in accordance with the law or district policy.
 ^^ Employment start date is pending release from current employer.
 # 10-month employees shall start on the first day of the 2022-23 calendar for this bargaining unit / employee group.

8. RESOLVED, that the Roxbury Township Board of Education amend the start dates for previously approved hourly appointments:

	Name	Loc	Position	Guide / Step	Hourly Rate	Start Date	End Date	Discussion
* 1	McClement, Janice	TR	Bus Aide	N/A	\$16.50	11/14/22	6/30/23	Replacement in position AID.BUS.TRN.NA.05; not to exceed 29.5 hrs/wk; amends 10/17/22 D.8.3
* 2	Siegel, Dylan	TR	Bus Aide	N/A	\$16.50	11/14/22	6/30/23	Replacement in position AID.BUS.TRN.NA.10; not to exceed 29.5 hrs/wk; amends 10/17/22 D.8.5

APPOINTMENTS - EXTRACURRICULAR

9. RESOLVED, that the Roxbury Township Board of Education approve the Winter Coaching appointments for the 2022/2023 school year as indicated in attached Exhibit HR 1. At this time, employment and payment are contingent upon the status of school closures and the ability to fulfill the responsibilities associated with the position indicated.
- *10. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2022/2023 school year. At this time these positions and payment are contingent upon the status of school closures and the ability to fulfill the responsibilities associated with these positions:

22/23 Specialized Athletic Consultants							
	Name	Position	Sport	Season	Loc. of Sport	Payment	Discussion
1	Boyd, Joshua	Specialized Consultant	Baseball	Spring	RHS	\$1,000	Payment to be paid by RHS Baseball Parent Booster Club.

APPOINTMENTS - SUBSTITUTES

*11. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions on an as needed basis:

	Name	Loc.	Position	Salary	Start Date [^]	End Date	Discussion
1	Chapman, Jordan	District	Substitute Teacher, Paraprofessional, and Secretary	22/23 Board approved Sub Rate	11/15/22	6/30/22	
2	Lombardo, Lauren	District	Substitute Teacher, Paraprofessional, and Secretary	22/23 Board approved Sub Rate	11/15/22	6/30/22	
3	Reed, Tracey	District	Substitute Teacher, Paraprofessional, and Secretary	22/23 Board approved Sub Rate	11/15/22	6/30/22	
4	Ronchetta, Alexandra	District	Substitute Paraprofessional	22/23 Board approved Sub Rate	11/15/22	6/30/22	
5	Scalamoni, Patricia	District	Substitute Teacher, Paraprofessional, and Secretary	22/23 Board approved Sub Rate	11/15/22	6/30/22	
6	Smith, Mackenzie	District	Substitute Paraprofessional	22/23 Board approved Sub Rate	11/15/22	6/30/22	

[^]Start date pending receipt of documentation in accordance with law and district policy.
 # Substitutes may start on the first student day of the 2022-23 calendar.

APPOINTMENTS - TRANSITIONAL SUBSTITUTE TEACHERS

12. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions on an as needed basis:

	Name	Loc.	Position	Salary	Start Date	End Date	Discussion
1	Bream, Samantha	LRS	Transitional Substitute Teacher (Music)	\$230.00 per diem	9/27/22	1/3/22	Extends <i>End Date</i> app'd 10/17/22, XVI.D.13.1, pending County approval. Coverage for position TCH.LR.MUS.IN.02
2	Kajetzke, Brianna	LRS	Transitional Substitute Teacher (Gr. 5)	\$230.00 per diem	9/23/22	12/23/22	Extends <i>End Date</i> app'd 10/17/22, XVI.D.6.1, pending County approval. Coverage for position TCH.LR.GR5.NA.06.

3	Kelley, Ryan	KES	Transitional Substitute Teacher (Special Education, REACH)	\$230.00 per diem	8/25/22	11/23/22	Extends <i>End Date</i> app'd 9/19/22, XVI.E.15.2. Coverage for position TCH.SPE.RCH.BD.05
* 4	Meeth, Justin	RHS	Transitional Substitute Teacher (H/PE)	\$230.00 per diem	10/24/22	12/22/22	Extends <i>End Date</i> app'd 10/17/22, XVI.D.13.2. Coverage for position TCH.RHS.HPE.NA.05
5	O'Connor, Christine	NES	Transitional Substitute Teacher (Special Education, TIDES)	\$230.00 per diem	8/25/22	11/23/22	Extends <i>End Date</i> app'd 9/19/22, XVI.E.15.4. Coverage for position TCH.SPE.AUT.NA.01
6	Zavala, Ernesto	EMS	Transitional Substitute Teacher (Gr. 8 Science)	\$230.00 per diem	9/14/22	12/14/22	Extends <i>End Date</i> app'd 9/19/22, XVI.E.7.3, pending County approval. Coverage for position TCH.EMS.SCI.NA.05

SALARY ADJUSTMENTS - CERTIFICATED STAFF

13. RESOLVED, that the Roxbury Township Board of Education approve the following teaching assignments for the staff indicated below for the 2022/2023 school year, with the understanding that these assignments are subject to change based on scheduling adjustments:

	Name	Loc	Program/ Class	Extra Blocks assigned:	Effective	Salary Guide / Step	Addl. Salary not to exceed	Discussion
* 1	Basso, Gregory	RHS	Algebra I OCR, Block 5	1 block on B days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 MA+30 Step 21	\$1,444	^
* 2	Damelio, Kellie	RHS	SUMMIT PE, Block 8	1 block on B days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 MA+30 Step 16-17	\$1,214	^
* 3	Fagan, Margaret	RHS	SUMMIT Biology, Block 1	1 block on A days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 MA+30 Step 23	\$1,536	^
* 4	Gibson, Ryan	RHS	Algebra I ICR, Block 3CD	1 block on A days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 BA+30 Step 11-13	\$1,051	^
* 5	Hughes, David	RHS	SUMMIT Culinary, Block 5	1 block on B days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 MA+30 Step 18	\$1,262	^
* 6	Solotist, April	RHS	SUCCESS, Block 7A	Half block on B days w/in A/B day schedule @ RHS	8/29/22 - 6/14/23	22/23 MA+30 Step 23	\$7,678	#
* 7	Thompson, Carie	RHS	SUMMIT PE, Block 4	1 block on A days w/in A/B day schedule @ RHS	11/15/22 - 12/12/22	22/23 MA+30 Step 16-17	\$1,214	^

^ Coverage for position TCH.SPE.RES.NA.05.
 # Amends *Effective date* and *Add Salary not to exceed* app'd 10/17/22, XVI.D.14.8

14. RESOLVED, that the Roxbury Township Board of Education approve the following staff to perform the services indicated at the rates of pay shown:

	<i>Name</i>	<i>Services Performed</i>	<i>Effective</i>	<i>Hourly Rate based on 22/23 Base salary</i>	<i>Payment not to exceed</i>
1	Betz, Chelsea	10 hours of compensatory OT services for File No. 209273	11/15/22 - 6/30/23	\$44.88	\$448.80
2	Weiss, Stephanie	10 hours of compensatory speech services for File No. 209273	11/15/22 - 6/30/23	\$44.88	\$448.80

SALARY ADJUSTMENTS - HOURLY EMPLOYEES

- *15. RESOLVED, that the Roxbury Township Board of Education amend the following:

	<i>Name</i>	<i>Position</i>	<i>Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	Smith, Robert	District Courier	\$20.00	10/17/22	6/30/22	Amend hours not to exceed 12.5 hrs/wk payable by timesheets

STIPENDS - ADMINISTRATORS' INNOVATIVE PROJECTS

16. RESOLVED, that the following Roxbury Administrators' Association members have been approved by the Superintendent of Schools for the following proposed Innovative Projects for the 2022/2023 school year. Payment of the stipend indicated will be made in the final payroll in June 2023 upon completion of the said project and approval of the Superintendent.

	<i>Name</i>	<i>Innovative Project</i>	<i>Stipend for 22/23 per RAA 2020-2023 Contract</i>
1	Argenziano, Christopher	Positive Behavioral Interventions Designed to Improve Bus Etiquette	\$800

MENTORING

17. 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>
1	Goldstein, Shelly	JES	CEAS	n/a	Derrick, Barbara	8/25/22	3/31/23 ^	30 ^	\$550 ^

2	Vespucci, Elizabeth	NES	CE-R #	n/a	Montano, Ashley	10/17/22 #	5/31/22 #	30	\$550
^Amends <i>End Date, No. of Wks, and Fee</i> app'd 9/19/22, XVI.E.20.2 # Amends mentoring terms approved 7/11/22, XV.C.15.2.									

COMMUNITY SCHOOL

- *18. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2022/2023 Roxbury Community School Ski & Snowboard Clubs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Program	Position	Loc	Pay Rate	Start Date	End Date	Discussion
1	Demova, Bohdanka	RHS Co-Advisor	RHS	\$28/hour	1/1/23	3/30/23	
2	Gibson, Ryan	RHS Co-Advisor	RHS	\$28/hour	1/1/23	3/30/23	
3	O'Brien, William	EMS Co-Advisor	EMS	\$28/hour	1/1/23	3/30/23	
4	Terranova, Laurie	EMS Co-Advisor	EMS	\$28/hour	1/1/23	3/30/23	
5	Osburn, Jamie	LRS Co-Advisor	LRS	\$28/hour	1/1/23	3/30/23	
6	Rodgers, Susanna	LRS Co-Advisor	LRS	\$28/hour	1/1/23	3/30/23	
7	PLACEHOLDER (10 Positions)	Ski Club Chaperone	Gr 5-12	\$0.00	1/1/23	3/30/23	Complimentary Lift Tickets only; no monetary compensation

19. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2022/2023 Roxbury Community School B.A.S.E.S. Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Instructor	Loc	Title	Hourly Pay Rate	Start Date	End Date	Discussion
1	Ronchetta, Alexandra	K-4	Non-Certified	\$22.00	11/15/22	6/30/23	Not to exceed 29.5 hrs/wk with various district positions

20. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2022/2023 Roxbury Community School Preschool Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Instructor	Loc	Position	Hourly Rate	Start Date	End Date	Discussion
1	Acuna, Paola	KES	Sub Aide	\$18/Hour	11/1/22	6/30/23	Not to exceed 29.5 Hrs/Wk
2	Cuda, Carolyn	KES	Sub Aide Sub Teacher	\$18/Hour \$25/Hour	11/1/22	6/30/23	Not to exceed 29.5 Hrs/Wk
3	Lewis, Rebecca	KES	Sub Aide Sub Teacher	\$18/Hour \$25/Hour	11/1/22	6/30/23	Not to exceed 29.5 Hrs/Wk

4	Reed, Suzannah	KES	Sub Aide Sub Teacher	\$18/Hour \$25/Hour	11/1/22	6/30/23	Not to exceed 29.5 Hrs/Wk
5	Ronchetta, Alexandra	KES	Sub Aide	\$18/Hour	11/1/22	6/30/23	Not to exceed 29.5 Hrs/Wk

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 December 12, 2022 at 6:30 p.m. 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.

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

XVIII. BOARD MEMBER COMMENTS

XIX. EXECUTIVE SESSION - (IF NECESSARY)

XX. PUBLIC SESSION – (IF NECESSARY)

XXI. ADJOURNMENT

NJ Single Accountability Continuum (NJQSAC) District Performance Review - School Year 2022- 2023

District Information and Score Summary

District Name and CDS #	ROXBURY TOWNSHIP (4560)
County Name	MORRIS (27)
District Superintendent Name	Loretta Radulic, Ed. D.
District Mailing Address	42 N. Hillside Ave. Succasunna, NJ 07876
Superintendent Email Address	lradulic@roxbury.org

DPR Area	District Score	County Score
Instruction and Program	40%	0%
Fiscal Management	96%	0%
Governance	100%	0%
Operations	100%	0%
Personnel	100%	0%

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
1. The school district's ELA achievement score. The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups; (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	7.5	0.0	0.0	
	9 - 12	15	0.0	0.0	
2. The school district's mathematics achievement score. The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups. (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	7.5	0.0	0.0	
	9 - 12	15	0.0	0.0	
3. The school district's science achievement score: The score is comprised of the following: • Overall performance: The proficiency rate of all students in a school district; • Subgroup performance: The proficiency rate of all student subgroups. (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	5	0.0	0.0	
	9 - 12	0	0.0	0.0	
4. The school district's ELA academic progress. • Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs. (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	7.5	0.0	0.0	

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
	9 - 12	0	0.0	0.0	
5. The school district's mathematics academic progress. • Academic progress is calculated to include subgroup performance by averaging the mSGP of all students with the average of all subgroups' mSGPs. (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	7.5	0.0	0.0	
	9 - 12	0	0.0	0.0	
6. The school district's graduation rate (average of four-year and five-year adjusted cohort graduation rates). • Graduation rate is calculated to include subgroup performance by averaging the combined graduation rate (i.e. the average of the four-year and five-year graduation rates) of all students with the average of all subgroups' combined graduation rates. (Assessment data provided by NJDOE)	K - 8	0	0.0	0.0	
	K - 12	15	0.0	0.0	
	9 - 12	20	0.0	0.0	
7. The school district's measure(s) for school quality and student success is calculated to account for subgroup performance by averaging the rates for all students with the average of all subgroups' rates. (Assessment data provided by NJDOE)	K - 8	10	0.0	0.0	
	K - 12	10	0.0	0.0	
	9 - 12	10	0.0	0.0	
	K - 8	60	0.0	0.0	

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
Summary of Achievement Score Indicators	K - 12	60.0	0.0	0.0	
	9 - 12	60	0.0	0.0	
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments	
8. The chief school administrator (CSA) reports participation and performance results of annual Statewide assessments to the district board of education within 60 days of receipt of the finalized information from the Department. The reports include aggregated and disaggregated subgroup data, as well as trend and comparative analyses and appropriate intervention strategies. (N.J.A.C. 6A:8-4.3)	6	1	0	BOE presentation for standrdized testing data help on October 17, 2022	
9. English language arts curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLs) in accordance with the Department's curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
10. Mathematics curriculum and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
11. Science curriculum and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
12. Social Studies curriculum and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
<p>a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements;</p> <p>b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans;</p> <p>c. Assessments, including formative, summative, benchmark, and alternative assessments;</p> <p>d. List of core instructional and supplemental materials, including various levels of texts at each grade level;</p> <p>e. Pacing guide;</p> <p>f. Interdisciplinary connections;</p> <p>g. Integration of 21st century skills through NJSLS 9;</p> <p>h. Integration of technology through the NJSLS;</p> <p>i. Career education.</p> <p>j. Amistad Commission mandates* that curricula in kindergarten through grade 12 include the teaching of the African slave trade, slavery in America, the vestiges of slavery in this country, and the contributions of African Americans to this country; and</p> <p>k. Holocaust Commission mandates* that curricula in kindergarten through grade 12 address issues of bias, prejudice, and bigotry, including bullying, through the teaching of the Holocaust and genocide.</p> <p style="text-align: right;"><i>* Mandates can be met in content areas other than Social Studies. Being out of compliance with either mandate results in the loss of all points for Social Studies.</i></p>		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
<p>13. World languages curricula and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)</p>					

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
14. Comprehensive health and physical education curricula and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
15. Visual and performing arts curricula and instruction are aligned to the NJSLS in accordance with the Department’s curriculum implementation timeline and include the following: (N.J.A.C. 6A:8)					
a. Curriculum designed and implemented to meet grade or grade-level expectations and graduation requirements; b. Integrated accommodations and modifications for special education students, English language learners, students at risk of school failure, gifted and talented students, and students with 504 plans; c. Assessments, including formative, summative, benchmark, and alternative assessments; d. List of core instructional and supplemental materials, including various levels of texts at each grade level; e. Pacing guide; f. Interdisciplinary connections; g. Integration of 21st century skills through NJSLS 9; h. Integration of technology through the NJSLS; and i. Career education.		4	1	0	All approved curriculum contains appropriate and necessary components. Curriculum approved at 9/19/22 BOE meeting
16. Policies and procedures exist to ensure a coordinated system for planning, delivering, measurement, and modification of intervention and referral services is implemented in each school by a multidisciplinary team to address the learning, behavioral, and health needs of all students. (N.J.A.C. 6A:16-8) This requirement may be fulfilled through implementation of the New Jersey Tiered System of Support (NJTSS) or other models such as Response to Intervention (RTI) and Multi-Tiered Systems of Support (MTSS). The system includes:					
a. A continuum of supports and interventions available in each school to support learning, behavior, and health needs; b. Action plans for interventions based on student data and desired outcomes; c. Professional development for multidisciplinary teams and staff who provide interventions; and d. Review and assessment of effectiveness of interventions (e.g., progress monitoring).		6	1	0	BOE Policy 2417 and protocols and procedures are clearly outlined for administration and staff.

Instruction and Program		ROXBURY TOWNSHIP (4560)			
Indicator	Grade Levels	Point Value	District Score Will be supplied by County Office	County Score Enter Actual Scores	Comments
Achievement Score Total		60	0	0	
Curriculum and Policy Total		40	40	0	
Instruction and Program Total		100	40	0	

Fiscal Management	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
1. Monthly district board of education secretary's reports are completed and reconciled without exceptions and submitted to the district board of education within 60 days of the month's end for approval, pursuant to N.J.S.A. 18A:17-9.	6	1	0	All board secretary reports are completed, reconciled, and approved within the 60 day timeline.
2. A standard operating procedures (SOP) manual for business functions is maintained, updated and implemented pursuant to N.J.A.C. 6A:23A-6.6. The SOP manual includes a system of internal controls in accordance with N.J.A.C. 6A:23A-6.4 to prevent the over-expenditure of line item accounts and to safeguard assets from theft and fraud and includes a section that details purchasing procedures.	8	1	0	The Business Administrator maintains and updates the SOP as needed.
3. The annual audit of its Comprehensive Annual Financial Report (CAFR) and other supporting forms and collections (Auditor's Management Report (AMR), Federal Data Collection Form, and Audit Summary) have been filed by the due date set forth in N.J.S.A. 18A:23-1.	4	1	0	The audit was completed and filed within the 5 month window of the end of the prior fiscal year.
4. The school district:				
a. Implements a corrective action plan (CAP) that addresses all audit recommendations and is acceptable to the Department (as required);	4	1	0	All corrective action plans have been implemented to address audit recommendations.
b. Reports no repeat audit findings of a substantive nature in the CAFR or AMR.	4	1	0	No repeat findings of a substantial nature.

Fiscal Management	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
c. Reports no material weaknesses or significant deficiencies in the CAFR or AMR.	4	1	0	No reports of material weakness or significant deficiencies in either the CAFR or AMR.
d. Ends the year with no deficit balances and no line item over-expenditures in the general fund, (on the budgetary basis of accounting) special revenue fund, capital projects fund, or debt service fund (other than permitted under State law and GAAP).	4	1	0	Ended the year with no deficit balances in any fund.
5. Entitlement and discretionary grants are managed and overseen as required. Specifically, the school district:				
a. Submits initial applications, revisions, and final reports for all entitlement and discretionary grants by published due dates and expends Federal funds consistent with the approved indirect cost rate and grant application.	2	1	0	All grants are maintained and expended appropriately.
b. Budgets grant funds according to the approved application and spends grant funds as budgeted. Amendments and budget modifications are completed for charges that exceed the applicable threshold of 10 percent or for modifications that require opening new budget lines.	2	1	0	All grants are prepared, maintained and expended appropriately.
c. Shows evidence of required consultations with nonpublic schools for each required State- and federally funded program and expends nonpublic school allocations as required. If funds are not expended for nonpublic school services, the school district specifies the reason the funds were not spent and provides evidence of consulting with nonpublic schools regarding the use of unexpended funds.	2	1	0	Consultations with nonpublics for ESEA is uploaded into NJ Homeroom as required. Consultation for IDEA, Ch. 192/193, and all state entitlements are maintained as well.

Fiscal Management	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
d. Approves salaries funded by Federal grants as documented in district board of education minutes and maintains the required time and activity reports.	2	1	0	Yes, all approved salaries funded by federal grants are documented in the agenda as such. All time and activity reports are maintained by the payroll office.
6. Proper oversight and accounting of capital projects accounted for in Fund 30 are provided. Specifically, the school district:				
a. Maintains separate accounting by project.	4	1	0	All capital projects have their own individual account number.
b. Monitors the detailed accounts regularly and oversees change orders to ensure/certify funds are available.	4	1	0	Monitors monthly to ensure funds are available.
c. Spends within the authorized amount, unless proper approvals have been received to raise additional funds to augment the authorized amount.	4	1	0	Only spends what has been approved by the Board.
d. Conducts the proper fiscal close-out of completed projects, including proper transfer of interest earned annually to the debt service and/or general fund.	4	1	0	All projects are fiscally closed out upon completion.
7. Projects consistent with the approved long-range facilities plan are implemented, reviewed, and revised, pursuant to N.J.A.C. 6A:26-2.	2	1	0	All projects undertaken are listed in the LRFP. The LRFP is maintained by the Business Administrator and is updated as necessary.
8. County office approval has been granted for emergent projects, pursuant to N.J.A.C. 6A:26-3.14.	2	1	0	Did not apply for fiscal year 21-22
9. Annual health and safety reviews:				

Fiscal Management	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
a. Have been conducted once per year in each building using the Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings. (N.J.A.C. 6A:26-6.1, 6.2, 6.3, and 12 and 6A:19-6)	5	1	0	Yes, all buildings received a Health and Safety Evaluation
b. Meet the "100% item" section in the Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings, which means all items are in compliance in all buildings.	5	1	0	Yes
c. Meet the "80% item" section Annual Facilities Checklist -- Health and Safety Evaluation of School Buildings, which means at least 80 percent of items are in compliance in all buildings.	2	1	0	Yes
10. A budget calendar that is developed and shared with the district board of education annually and that reflects all applicable legal and management requirements, pursuant to N.J.S.A. 18A:22-7, is followed. This development timeline includes input from all relevant programmatic staff for requirements and materials needed for teaching and student learning.	6	1	0	Yes, a budget calendar is developed and shared annually with input from district cabinet members.
11. All persons employed as a buildings and grounds supervisor, as defined in N.J.S.A. 18A:17-49, possess a valid authorization from the Department to serve as a certified educational facilities manager.	4	1	0	B&G Director Peter Riffel maintains his CEFM certification
12. The transfer of funds during the budget year is made in accordance with N.J.S.A. 18A:22-8.1 and 8.2 and complies with all budgetary control provisions, pursuant to N.J.A.C. 6A:23A-16.10.	4	1	0	All transfers are approved by the Board in compliance with NJSA 18A:22-8.1 and NJAC 6A:23A-16.10

Fiscal Management	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
13. Fiscal-year cash flow management for all funds is prepared and analyzed on a regular basis to ensure payments can be made on a prompt basis.	4	1	0	Fiscal year cash flow is monitored regularly by the Business Administrator as well as Treasurer of School Monies
14. Reimbursement requests for Federal grant awards are submitted in a timely manner for the actual amount of incurred expenditures.	4	1	0	Federal grant reimbursements requests are submitted in a timely manner
15. The district board of education approves purchase orders approved by only the purchasing agent and issued in advance of goods received or services rendered and encumbered for the full contractual amount. There are no confirming orders.	4	0	0	Although this is something that we strive for, the Business office cannot guarantee that there are no confirming orders in the entire district.
Fiscal Management Total	100	96	0	

Governance	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	District Score Yes or N/A = 1 No = 0	County Score Yes or N/A = 1 No = 0	Comments
<p>1. At least annually, and more frequently if required by changes in case law, regulation, or statute, the district board of education or the advisory board, reviews, updates, and adopts, by resolution, policies, procedures, and by-laws reflective of current statutory and regulatory authority. (N.J.S.A. 18A:11)</p>	8	1	0	Policies and Regulations are updated regularly and in accordance with changing trends and statutes.
2. The district board of education:				
<p>a. Establishes a policy and a contract with the CSA to annually evaluate him or her based on the adoption of goals and performance measurements that reflect the highest priority is given to student achievement and attention is given to subgroup achievement and each new member has received training on CSA evaluation. N.J.S.A. 18A:17-20.3.</p>	7	1	0	Evaluation of Supt outlined in District Policy & Regulation 1240. During the July Board of Education Retreat, district goals are established that reflect the highest priority given to student achievement. The Board of Education President creates a schedule for the Superintendent evaluation (uploaded).
<p>b. Completes the CSA evaluation by July 1 in accordance with N.J.A.C. 6A:10-8.1(g).</p>	6	1	0	The Superintendent evaluation was completed in June 2022 in compliance with regulations.
<p>3. All new, renegotiated, amended, altered, or extended contracts for CSAs, deputy superintendents, assistant superintendents, and school business administrators are submitted to the executive county superintendent (ECS) for review and approval. The district board of education takes no formal action to approve or implement such contracts prior to ECS review and approval. (N.J.S.A. 18A:7-8 and N.J.A.C. 6A:23A-3.1)</p>	6	1	0	ECS letters approving contracts; Board minutes approving contracts; and executed contracts along w/ cost-of-contract spreadsheets are uploaded. Executed contracts are also available on roxbury.org.

Governance	ROXBURY TOWNSHIP (4560)			
4. The district board of education approves appointments and transfers, and removes or renews certificated and non-certificated officers and employees, only by a roll call majority vote of the district board of education’s full membership upon the CSA’s recommendation. (N.J.S.A. 18A:27-4.1 and N.J.A.C. 6A:32-4.1 and 4.7)	6	1	0	Board Minutes and Agendas, are available for current and prior years at: www.roxbury.org/domain/83 (Uploaded)
5. The district board of education-approved corrective action plans are submitted for any finding or recommendation for all compliance-related reports, consolidated monitoring reports, financial audits, special education reports, etc. The school district has no outstanding monitoring or complaint investigation findings that exceed the required timelines for correction. There is no evidence of the school district not implementing the plan.	7	1	0	The district complies with all approved corrective action plans.
6. The budgeting process and allocation of resources, including grant funding, are aligned with instructional priorities and student needs to provide for a thorough and efficient education as demonstrated by: (N.J.S.A. 18A:7F-6 and 46 and N.J.A.C. 6A:23A-8.1)				
a. Adoption and implementation of written policies and procedures for the budget and financial planning process that are integrated and aligned with school district priorities and planning objectives based on Statewide assessments and applicable strategic plans.	8	1	0	Policy & Regulation 6220 (Budget Preparation) and Policy 6230 (Budget Hearing); development of Budget calendar.
b. Annually align fiscal goals and budget objectives with curricula that comply with the NJSLS.	8	1	0	Fiscal goals and budget objectives are aligned with curricula that complies with the NJSLS.
7. The district board of education follows the budget process by: a. Conducting a public hearing on the proposed budget; b. Adopting the budget at a public meeting; c. Providing ongoing information on the budget’s status and any revision(s) or emergent conditions; and d. Making the budget available for public notice and inspection. (N.J.S.A. 18A:22-7 and N.J.A.C. 6A:23A-8.1 and 8.2)	8	1	0	Budget minutes, and policy on Budget Hearing 6230, and Business Administrator's Monthly Reports, user friendly budget is available for public review on the District website... roxbury.org...

Governance	ROXBURY TOWNSHIP (4560)			
8. The district board of education ensures compliance with all stakeholder engagement requirements pursuant to the Federal grant programs for which the school district receives funds, which shall include but not be limited to grant programs under the Elementary and Secondary Act, the Individuals with Disabilities Education Act, and the Carl D. Perkins Career and Technical Education Act.	6	1	0	Nonpublic schools are consulted about program development for their funding multiple times a year. In district funding aligns with the District ongoing needs assessment and is reviewed with stakeholders through surveys for parent programs and student data examination annually.
9. The district board of education has established programs and services for all English language learners (ELLs), pursuant to N.J.A.C. 6A:15.	7	1	0	ESL Three year plan and bilingual waivers submitted and approved on time. BOE Policy 2423 is followed.
10. The district board of education implements the Open Public Meetings Act and there have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.S.A. 10:4-6 et seq.)	3	1	0	There have been no findings of noncompliance.
11. The district board of education approves the monthly district board of education secretary's and treasurer's reports within 60 days of month's end and, in its minutes, certifies that major funds (general fund, special revenue, and capital projects fund) have not been over-expended. (N.J.A.C. 6A:23A-16.10(c))	6	1	0	Yes, Board minutes support compliance with these reports. Minutes are available on the District website at: www.roxbury.org/domain/46
12. Minutes of all meetings, including executive sessions, reflect all district board of education actions and are publicly available within two weeks or by the next district board of education meeting. (N.J.S.A.18A:17-7)	6	1	0	Minutes are available on the District website at: www.roxbury.org/domain/46

Governance	ROXBURY TOWNSHIP (4560)			
<p>13. District board of education members and school administrators annually file a timely and properly completed financial and personal/relative disclosure statement. The district board of education annually discusses the School Ethics Act and no district board of education member or administrator has been found in violation of the School Ethics Act. (N.J.S.A. 18A:12-22 and 26)</p>	5	1	0	<p>As of this date, all BOE members and administrators are in compliance.</p>
<p>14. The district board of education ensures that all students have access to library media services that are connected to classroom studies in each school building including access to computers; school district-approved instructional software; appropriate books, including novels, anthologies, and other reference materials; and supplemental materials that motivate students to read in and out of school and to conduct research. (N.J.A.C. 6A:13-2.1(h))</p>	3	1	0	<p>Library Media Services have worked to collaborate instructional efforts in Grads K - 4 to align with media literacy and technology to provide students with curriculum that is current and aligned with best practices and current National School Library Standards. This instruction is offered on a weekly basis in both areas. The Elementary Media Centers are also rich with maker-space experiences that expose students to coding and creative, maker opportunities. In grades 5 - 12, students are provided access to content connected resources as well as maker opportunities. In addition, grades 5 - 12, Media Centers have championed a consistent research protocol which is embedded in all research opportunities so a consistent language is utilized.</p>
Governance Total	100	100	0	

Operations		ROXBURY TOWNSHIP (4560)		
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
1. The school district's NJSMART and educator evaluation data files:				Deadlines for reviewing data have been established.
a. Have been certified by established deadlines and provide complete data; and	2	1	0	
b. Have an error rate of less than 1.5 percent for each file –inclusive of student sync errors.	3	1	0	
2. The school district's County District School (CDS) Information System data:				Initial upload and certification of data for 2021/22 was due by 4/23/21 and completed by our district as of 4/22/21. Initial upload and certification of data for 2022/23 was due by 4/25/22 and completed by our district as of 4/11/22. School contacts have been routinely updated since.
a. Have been submitted by established deadlines and no evidence of changes not approved by the Department was reported since the last NJQSAC monitoring; and	1	1	0	
b. Have accurately maintained the required school contacts throughout the year and the school district has submitted to the Department for approval any change requiring district board of education action within five business days of the action.	3	1	0	
3. The school district has a data management process that includes:				Data Specialist in district.
a. Identification of a school district data coordinator, school district contacts for all Department data submission applications, and an internal communication/information dissemination procedure;	2	1	0	
b. Submission of data collection applications via the Department's website by the established deadlines.	3	1	0	

Operations	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
4. The school district has policies and procedures that require the use of multiple sources of data to monitor student achievement and progress and to evaluate the effectiveness of programs, initiatives, and strategies.	3	1	0	BOE Policy 2610 and 5420 are approved and implemented
5. The district board education adopts and annually distributes to staff, parents, and students, policies and procedures to address the equitable application of a code of student conduct that establishes expectations for academic achievement, behavior, and attendance. The policy provides comprehensive tiered behavioral supports and responses to violations that include positive disciplinary practices that minimize exclusionary practices, such as suspension and expulsion; and details students' due process rights. (N.J.A.C. 6A:16-7.1)	5	1	0	School student handbooks are posted on the school websites which outline these expectations in accordance with district policies and regulations.
6. Twice per year, the CSA presents to the district board of education a summary of violence, vandalism, substance abuse, and harassment, intimidation and bullying (HIB) incidents submitted on the Department's incident reporting system. The CSA or designee submits the final data verification to the Department by July 15. (N.J.A.C. 6A:16-5.3)	5	1	0	Summary of Incidents for 21/22 SSDS Rept Period 1 (9/1/21 - 12/31/21) provided at BOE 4/25/22. Summary of Incidents for 21/22 SSDS Rept Period 2 (1/1/22-6/30/22) provided at BOE 10/17/22. Per NJDOE Broadcast 6/8/22, final data verification in SSDS for 21/22 school year due by 8/10/22. Our district certified as of 8/8/22.

Operations	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
<p>7. The school district implements a process to ensure the school safety/school climate team in each school, with support from the CSA: (1) reviews and takes action to strengthen school climate policies; (2) educates the community, including students, teachers, staff, and parents, to prevent HIB; (3) provides professional development opportunities that address effective practices of successful school climate programs or approaches; and (4) completes the HIB self-assessment. The CSA submits to the Department the statement of assurance and the district board of education approval date for the HIB self-assessment for each school in the school district by September 30. (N.J.S.A. 18A:17-46 and 18A:37-14 through 18 and N.J.A.C. 6A:16-7.7)</p>	7	1	0	<p>School safety committees meet a minimum of twice a year at each school run by the principals and ABS. The ABS and principals work together to complete the annual self-assessment.</p>
<p>8. The Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials (MOA) has been signed within the past year. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-6.2)</p>	6	1	0	<p>21/22 MOA with Police and Addendum; and MOU for Live Stream Video BOE approved 12/13/21. 22/23 MOA with Police and Addendum; and MOU for Live Stream Video BOE approved 9/19/22.</p>
<p>9. The comprehensive alcohol, tobacco, and other drug abuse program includes policies and procedures for the prevention, assessment, intervention, referral for evaluation, referral for treatment, discipline for students using alcohol or other drugs, and continuity of care and supports. (N.J.S.A. 18A:40A and N.J.A.C. 6A:16-3 and 4)</p>	6	1	0	<p>BOE Policy and Regulation 5530 are adopted and implemented.</p>

Operations	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
<p>10. Policies and procedures are established to review and resolve transportation incidents and ensure the safety of students by meeting Motor Vehicle Commission requirements for inspections by bus drivers and evacuation drills. The CSA presents to the district board of education evidence of completion of emergency exit drills. (N.J.A.C. 6A:27-11.1, 11.2, and 12)</p>	6	1	0	BOE Policy 5514 is adopted and implemented.
<p>11. Policies and procedures are established to report potentially missing, abused, or neglected children to law enforcement and child welfare authorities; to appoint a school district liaison to law enforcement authorities; and to provide training to school district employees, volunteers, and interns on policies and procedures. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-11)</p>	6	1	0	BOE Policy and Regulation 8462 are adopted and implemented.
<p>12. Comprehensive record of immunizations, required physical examinations and health screenings are maintained to identify the need for medical services for public and nonpublic school students. Health records are kept separately from other student records. There have been no findings of noncompliance since the last NJQSAC monitoring. (N.J.A.C. 6A:16-2.1(a)8, 2.2, and 2.5 and 6A:32-7.4(c))</p>	4	1	0	Building level nurses conduct ongoing comprehensive health screenings for all students.

Operations	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
<p>13. At least one certified school nurse is employed by the school district (not through a third-party contract). For medically fragile students who require one-to-one clinical nursing services, the school district uses a provider of clinical nursing services who appears on the New Jersey Department of Human Services' directory of private-duty nursing. The district board of education annually adopts a nursing services plan for each school that addresses sufficient nursing requirements and the needs of all students, including nonpublic school students. (N.J.A.C. 6A:16-2.1(b) and 2.5(j)6)</p>	8	1	0	<p>All seven schools have at least one certified school nurse.</p> <p>21/22 Nursing Services plan BOE approved 10/11/21.</p> <p>22/23 Nursing Services plan BOE approved 10/17/22.</p>
<p>14. Students removed for disciplinary reasons (e.g., suspension or expulsion) or for chronic or temporary illness have received educational services from a certified instructor who has completed the Department's criminal history record check within five days of a student's removal for disciplinary reasons or within five days after receipt of the school physician's verification of the need for home instruction due to chronic or temporary illness (e.g., home instruction/temporary hospital setting). (N.J.S.A. 18A:6-4.13 and 7.1 and N.J.A.C. 6A:16-7.2, 7.3, and 10.1)</p>	6	1	0	<p>Student attendance due to illness, inpatient care, and discipline are closely monitored to provide Home Instruction as outlined in NJAC. In addition, Individualized Education Plans are developed to outline instructional goals and accommodations during the home instruction period. These procedures are also outlined in BOE Policies and Regulations 2412 and 2481.</p>
<p>15. Safety and security plans, procedures, and mechanisms are annually reviewed and revised in consultation with law enforcement, health, social service, and emergency management agencies and other community members, including parents. The CSA has verified in writing that the process has occurred. (N.J.A.C. 6A:16-5.1)</p>	6	1	0	<p>Security plans have been developed with the Director of Security and appropriate personnel. All principals have their individualized plans as per buildings.</p>

Operations	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
16. A security drill statement of assurance that accurately represents the monthly security drills were conducted is submitted no later June 30 each year to the Department. (N.J.S.A. 18A:41)	4	1	0	Yes, the 21/22 Security Drill SOA was completed and submitted to our County Office on 6/27/22.
17. The school district has a comprehensive equity plan (CEP) designed to eliminate discrimination according to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender, religion, disability socioeconomic status, pregnancy, or parenthood that is approved by the Department. Additionally, the school district submits to the Department the annual CEP statement of assurance. (N.J.A.C. 6A:7-1.4)	6	1	0	Yes, the CEP and its SOAs are available on the district website: https://www.roxbury.org/Page/888
18. The district board of education has adopted policies and procedures that require regular attendance of students, expectations of timely arrival, daily attendance when school is in session, and responses to unexcused absences and lateness, and attempt to determine the cause and to provide tiered supports in maintaining regular attendance for all students. (N.J.A.C. 6A:16-7.6)	8	1	0	BOE Policy 5200 is adopted and implemented.
Operations Total	100	100	0	

Personnel		ROXBURY TOWNSHIP (4560)			
Indicator		Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
1. An audit of staff personnel files and other relevant school district records demonstrates that evaluation and staff development processes have occurred in accordance with N.J.A.C. 6A:9C and 6A:10 in the following categories:					
a. Teacher evaluation processes result in complete summative scores, measures of teacher practice, and measures of student growth (SGO and mSGP) (N.J.A.C. 6A:10-2.4, 4.1, 4.2, 4.3, and 4.4);	100 percent of audited files meets indicators	8	1	0	All certificated staff members with eligible classroom time received a summative score including SGOs and mSGPs, where applicable, using Danielson 2013.
	95 to 99 percent of audited files meets indicators	4	0	0	
	Less than 95 percent of audited files meets indicators	0	0	0	
b. School leader evaluation processes result in complete summative scores, measures of principal practice, and measures of student growth (SGO, mSGP, administrator goals) (N.J.A.C. 6A:10- 2.4, 5.1, 5.2, 5.3, and 5.4);	100 percent of audited files meets indicators	6	1	0	All administration with eligible classroom time received an evaluation score including SGOs and mSGPs, where applicable, using NJPEPL.
	95 to 99 percent of audited files meets indicators	3	0	0	
	Less than 95 percent of audited files meets indicators	0	0	0	
c. Evaluations of other certificated staff according to regulations (N.J.A.C. 6A:10-2.2, 2.4, 2.5, 6.1, and 6.2);	100 percent of audited files meets indicators	4	1	0	All other certificated teaching staff with eligible classroom time received an evaluation score including SGOs and mSGPs, where applicable, using Danielson 2013.
	95 to 99 percent of audited files meets indicators	2	0	0	
	Less than 95 percent of audited files meets indicators	0	0	0	
d. Evaluation processes for all certificated staff have occurred, including evaluation training and evaluation conferences. (N.J.A.C. 6A:10-2.2)		4	1	0	All observation elements including co-observations documented on Observation Spreadsheet

Personnel	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
e. School improvement panels have been established in each school and are functioning in accordance with the TEACHNJ Act (N.J.S.A. 18A:6-120) and regulations (N.J.A.C. 6A:9C-5.3 and 6A:10-2.3, 2.5, 3.1, and 3.2); and	4	1	0	All schools have ScIP with agendas in Google Folder.
f. Other evaluation structures and processes, including tenure charge proceedings conducted according to the TEACHNJ Act (N.J.S.A. 18A:6-11 and 17.3).	2	1	0	There have been no tenure charge proceedings
2. The school district demonstrates supportive conditions for high-quality professional learning and development for teachers, educational services staff, and administrators, aligned to the components of professional development and the New Jersey standards for professional learning and as indicated by the following (N.J.A.C. 6A:9C and 6A:13-2):				
a. An audit of personnel files indicates that required individual professional development plans (PDPs) or corrective action plans (CAPs) are aligned to the professional standards for school leaders or teachers and have been completed for administrators and teachers and are linked to (1) school district, school, team, and/or individual goals, and (2) results from individual performance evaluations. (N.J.A.C. 6A:9C and 6A:10-2.5);	5	1	0	All staff PDPs and CAPs are linked to district goals and district PDP
b. School schedules that include adequate and consistent time for teachers to work together in and across content areas and grade levels to examine student results and to collaborate on addressing student learning needs, such as through professional learning community (PLC) time (N.J.A.C. 6A:9C-3.2 and 3-3 and 6A:13-2.1).	5	1	0	PLC and common planning time are built into school schedules

Personnel		ROXBURY TOWNSHIP (4560)		
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<p>c. The school district-level PDP:</p> <ul style="list-style-type: none"> • Details districtwide and school-level professional learning for active staff holding instructional teaching, educational services, and administrative certificates; • Incorporates professional learning that is sustained and job-embedded not exclusively one-time workshops; and • Addresses the NJSLs and the professional standards for teachers and school leaders (N.J.A.C. 6A:8 and 6A:9) and is based on a variety of sources and types of student, educator, and system evidence, including educator evaluation data and school-level PDPs. (N.J.A.C. 6A:9C-4.2) 	5	1	0	The district PDP includes the required information and was approved by the BOE at the August 22, 2022, BOE meeting. The district goals align with sustained, on-going professional learning which is job embedded through department meetings, PLC time, professional development days, in-house trainings, and out-of-district workshops.
<p>d. The school district allocates resources for educator professional learning and development (e.g., people, time, technology, money) that align to the school district’s professional development needs, as stated in the PDP and mentoring plan, beyond the resources designated toward completion of State-mandated professional development topics.</p>	5	1	0	Teacher and admin professional learning goes through an approval process and more than adequate funding is provided to support it through local and grant funding.

Personnel	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
<p>e. The district mentoring plan: (N.J.A.C. 6A:9C-5)</p> <ul style="list-style-type: none"> • Details support for all non-tenured teachers in their first year of employment through, at minimum, an introduction to school district curricula, student assessment policies, and training on the school district’s evaluation rubric; • Describes the process for selecting and assigning one-to-one mentors who meet State eligibility requirements to work with provisional teachers; • Describes how mentors are trained; and • Describes the process by which the administrative office oversees mentor payments. 	3	1	0	<p>The district mentoring plan has been shared with all new teachers. All new teachers participate in a three day New Staff Orientation before the school year begins as well as five additional professional sessions throughout the school year. The sessions are planned to align with professional topics and responsibilities that occur over the course of the school year. All first time mentors must attend an extensive Mentor Training Program which includes six 2 hour sessions and culminates in a mentor certificate that is valid for five years. After that time, mentors must attend a Mentor Refresher Course to recertify as district mentors. Careful pairing of mentors with new staff is made by the building administration.</p>
<p>f. Documentation that verifies staff have completed professional development on State-mandated topics required for their assignments. (N.J.S.A. 18A and N.J.A.C. 6A)</p>	2	1	0	<p>All staff must complete the necessary GCN trainings for their positions by November 1st of the school year. Documentation is provided to the staff member's direct supervisor, and verified by the Human Resources Department.</p>
<p>3. The district board of education has ensured the following staffing practices are followed for all staff requiring provisional certification:</p>				

Personnel	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
a. Any administrator or educational services staff employed under a certificate of eligibility with advanced standing (CEAS) or a certificate of eligibility (CE) has been registered in the appropriate residency program for his or her endorsement and the school district has applied to the Department’s certification office for a provisional certificate before the residency period began. Any teacher with a CEAS or a CE or serving as a long-term substitute (for greater than 60 days) has been registered in the provisional teacher process within 60 days of beginning employment; (N.J.A.C. 6A:9B)	3	1	0	Records are kept in order to be in compliance with provisional certificates with teachers and administrators.
b. Provisional staff are assigned a mentor, required mentor hours and/or residency hours are tracked, and evaluation is conducted; and (N.J.A.C. 6A:9B-8.4, 6A:9C-5, and 6A:10)	3	1	0	Mentors are provided release time to observe and provide feedback to novice teachers as well as resources to utilize when doing so. Oversight is provided by the building administration and the Human Resources Department.
c. Provisional staff seeking the standard license for teacher of students with disabilities and/or teacher of bilingual education submit annual transcripts from their educator preparation programs (EPPs) to allow school districts to track staff progress toward completion of required coursework. (N.J.A.C.6A:9A and 6A:9B)	3	1	0	Yes, detailed records are kept to monitor the growth of teachers as they seek to secure their standard license.
d. All school district-provided information required for a professional staff member to obtain a standard certificate is submitted to the Department within 30 days of the staff member becoming eligible for a standard license. (N.J.A.C. 6A:9B)	2	1	0	All necessary information for a professional staff member to obtain a standard certificate is submitted within the proper time frame.
4. The district board of education has ensured the following staffing practices are followed:				

Personnel		ROXBURY TOWNSHIP (4560)		
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
a. New employees have a successful criminal history record check prior to employment and are not disqualified for employment; (N.J.S.A. 18A:6-7.1 and 18A:39-19.1)	2	1	0	Yes, final onboarding sheet documents required background check.
b. Candidates for employment and employees, when applicable, receive a physical examination and the resulting medical records are maintained in a secure location separate from personnel files; (N.J.S.A. 18A:16-2 and N.J.A.C. 6A:32-6.2 and 6.3)	2	1	0	Yes. Medical files are kept separate and secure in a locked location.
c. Approved job descriptions are maintained for every certificated staff member. Certificated staff are appropriately certified for their assignment (N.J.A.C. 6A:9B); and	5	1	0	Yes. Job descriptions are kept on file.
d. Accurate staff attendance records are maintained at school district and school levels. The records include the type and date of absence and an analysis of attendance patterns. Any issue(s) identified through the analysis of staff attendance has been addressed in accordance with the district board of education's staff attendance policies.	5	1	0	Yes, separate attendance files are kept on each employee in the district. AESOP verification sheets are used at the end of the year to verify the accuracy of the annual attendance.
e. The length of service for substitute teachers is tracked and placement of substitutes is appropriate. (N.J.A.C. 6A:9B-7)	2	1	0	Through our use of AESOP, days for subs are tracked. All new subs to the district are screened and trained.
5. The position control roster: (N.J.A.C. 6A:23A-6.8)				

Personnel	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
a. Contains the employee name; date of hire; a permanent position tracking number for each employee; a control number for substitute teachers; a control number for overtime; a control number for extra pay; the status of the position (filled, vacant, abolished, etc.); an indication, when available, of whether an employee is retiring in the budget year or not being renewed, including associated costs such as contractual buyouts, severance pay, paid vacation, or sick days, etc.; base salary; step; longevity; guide; stipends by type; overtime; other extra compensation; the benefits paid by the school district, net of employee reimbursements or co-pays, by type of benefit and for FICA and Medicare; the position's full-time equivalent value by location; the date the position was filled; and the date the position was originally created by the district board of education (if the date the position was originally created is not available, the date the person currently filling that position was approved by the district board of education);	6	1	0	
b. Is accurate and up to date; and	5	1	0	
c. Reconciles with the budget.	4	1	0	
6. Documentation and evaluation of administrator practices, as well as an audit of personnel files, including observation reports, indicates that supervision processes are occurring in accordance with N.J.A.C. 6A:10 and result in: a. Professional practices aligned with goal-setting procedures (N.J.A.C. 6A:10-4.2 and 5.2); and b. Supervisory feedback that is timely, targeted, and actionable (N.J.A.C. 6A:10-2.4, 2.5 and 4.4 and 5.4).	5	1	0	Yes, we are in compliance. Documentation is available in our Frontline program.

Personnel	ROXBURY TOWNSHIP (4560)			
Indicator	Point Value	Yes or N/A = 1 No = 0	Yes or N/A = 1 No = 0	Comments
Personnel Total	100	100	0	

DECLARATION PAGE		ROXBURY TOWNSHIP (4560)
<p>Type or print the name of the individuals in the district who were members of the NJQSAC Committee and who assisted in the completion of this District Performance Review. (Use additional page if needed.)</p>		
POSITION	NAME	SIGNATURE
Chief School Administrator	Loretta Radulic, Ed. D.	
District Administrative Staff	Dominick Miller	
Teacher	Barbra Allyson Spargo	
School Business Administrator	Joseph Mondanaro	
Curriculum and Instruction Representative	Charles Seipp, Ed. D.	
Local Collective Bargaining Representative	Robert Daniel Salyerds	
District Board of Education Member	Dan Masi	
<p>By signing below, the Chief School Administrator and Board President are affirming the accuracy of this document.</p>		
Chief School Administrator	Loretta Radulic, Ed. D.	
Board of Education President	Carol Scheneck	
Board Resolution Date:	11/14/22	

Extracurricular Appointments

ROXBURY TWP BOE 11/14/22 :: EXHIBIT HR 1 :: 22/23 Winter Coaching Appts

	POSITION LOC	POSITION	ASSIGNMENT	SEASON	22/23 LAST NAME	22/23 FIRST NAME	22/23 Base Stipend	# of Consec Yrs thru 22/23 Season	22/23 Longevity Stipend	22/23 TOTAL Stipend	22/23 Note about Consec Yrs
1	EMS	All Sports	Athletic Coordinator	Winter	Moskowitz	Phillip	\$ 2,112	n/a	n/a	\$ 2,112	
2	EMS	Basketball - Boys'	Head Coach	Winter	Capra	Robert	\$ 5,503	5	\$ 100	\$ 5,603	
3	EMS	Basketball - Girls'	Head Coach	Winter	Farina	Kimberly	\$ 5,503	9	\$ 500	\$ 6,003	
4	EMS	Wrestling	Head Coach	Winter	Monaco	David	\$ 5,503	20	\$ 850	\$ 6,353	Winter Asst Coach of Wrestling @ RHS from 03/04 thru 17/18; Winter Head Coach of Wrestling @ EMS as of 18/19.
5	EMS	Wrestling	Assistant Coach	Winter	Dolan	James	\$ 4,680	1	\$ -	\$ 4,680	
* 6	RHS	All Sports	Equipment Manager	Winter	Trotter	Gregory	\$ 6,016	n/a	n/a	\$ 6,016	
* 7	RHS	All Sports	Athletic Trainer	Winter	Koch	Joseph	\$ 7,669	n/a	n/a	\$ 7,669	
* 8	RHS	Basketball - Boys'	Head Coach	Winter	Kelley	Ryan	\$ 8,961	3	\$ -	\$ 8,961	
* 9	RHS	Basketball - Boys'	Assistant Coach	Winter	Feeney	Brian	\$ 6,092	1	\$ -	\$ 6,092	Appointment pending receipt of Substitute Teaching Credential.
* 10	RHS	Basketball - Boys'	Assistant Coach	Winter	Meeth	Justin	\$ 6,092	1	\$ -	\$ 6,092	
* 11	RHS	Basketball - Girls'	Head Coach	Winter	Elwood	Shawn	\$ 8,961	1	\$ -	\$ 8,961	
* 12	RHS	Basketball - Girls'	Assistant Coach	Winter	Correnti	Alison	\$ 6,092	2	\$ -	\$ 6,092	
* 13	RHS	Basketball - Girls'	Assistant Coach	Winter	Toth	Robert	\$ 6,092	1	\$ -	\$ 6,092	
* 14	RHS	Bowling	Head Coach	Winter	Cantwell	Kevin	\$ 7,720	1	\$ -	\$ 7,720	
* 15	RHS	Bowling	Assistant Coach	Winter	Hughes	David	\$ 5,282	1	\$ -	\$ 5,282	
* 16	RHS	Cheerleading	Head Coach	Winter	Schneider	Wendy	\$ 4,756	7	\$ 300	\$ 5,056	
* 17	RHS	Cheerleading	Co-Assistant Coach	Winter	Cautero	Erin	\$ 2,133	5	\$ 50	\$ 2,183	
* 18	RHS	Cheerleading	Co-Assistant Coach	Winter	LaCosta	Gail	\$ 2,133	1	\$ -	\$ 2,133	
* 19	RHS	Cheerleading	Assistant Coach	Winter	McDermott	Allyson	\$ 4,266	2	\$ -	\$ 4,266	
* 20	RHS	Ice Hockey	Head Coach	Winter	Benbow	Jonathan	\$ 8,961	20	\$ 1,600	\$ 10,561	
* 21	RHS	Ice Hockey	Assistant Coach	Winter	Reilly	Sean	\$ 6,092	5	\$ 50	\$ 6,142	
* 22	RHS	Indoor Track	Head Coach	Winter	Bischoff	Derek	\$ 9,098	8	\$ 400	\$ 9,498	Winter Head Coach for Girls' Indoor Track @ RHS for 15/16 & 16/17; Winter Head Coach for Indoor Track @ RHS as of 17/18.
* 23	RHS	Indoor Track	Assistant Coach	Winter	Stellingwerf	Kaitlin	\$ 5,282	4	\$ -	\$ 5,282	
* 24	RHS	Swimming	Head Coach	Winter	Gervasio	Thomas	\$ 7,720	6	\$ 200	\$ 7,920	
* 25	RHS	Swimming	Assistant Coach	Winter	Montgomery	Sarah	\$ 5,282	1	\$ -	\$ 5,282	
* 26	RHS	Swimming	Assistant Coach	Winter	OBraitis	Casey	\$ 5,282	1	\$ -	\$ 5,282	
* 27	RHS	Weight Room	Head Coach	Winter	Roumes	Ryan	\$ 6,016	n/a	n/a	\$ 6,016	
* 28	RHS	Wrestling	Head Coach	Winter	Roman	Daniel	\$ 8,961	6	\$ 150	\$ 9,111	Winter Head Coach for Wrestling @ EMS for 17/18; Winter Asst Coach for Wrestling @ RHS for 18/19; Winter Head Coach for Wrestling @ RHS as of 19/20.
* 29	RHS	Wrestling	Assistant Coach	Winter	Jacoby	Adam	\$ 6,092	2	\$ -	\$ 6,092	
* 30	RHS	Wrestling	Assistant Coach	Winter	Roumes	Craig	\$ 6,092	2	\$ -	\$ 6,092	
* 31	RHS & EMS	All Sports	Assistant Athletic Trainer	Winter	Forlenza	Corey	\$ 5,255	n/a	n/a	\$ 5,255	