

GLEN ROCK BOARD OF EDUCATION

Glen Rock, New Jersey 07452

HIGH SCHOOL/MIDDLE SCHOOL CAFETERIA

March 18, 2024

- WORK / REGULAR SESSION AGENDA -

ROLL CALL

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
PRESENT									
ABSENT									

RECESS TO CLOSED SESSION: 6:30 PM

MOTION MADE BY _____ SECONDED BY _____ to approve the following resolution:

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
YES									
NO									
ABSTAIN									
ABSENT									

BE IT RESOLVED BY THE GLEN ROCK BOARD OF EDUCATION that

WHEREAS, The Board of Education of Glen Rock must discuss personnel and legal matters which includes social media litigation and an HIB matter; and

WHEREAS, The aforesaid subjects are not appropriate subjects to be discussed in a public meeting; and

WHEREAS, The aforesaid subjects to be discussed are within the exemptions which are permitted to be discussed and acted upon in private session pursuant to P.L. 1975 Chapter 231; it is therefore,

RESOLVED, That the aforesaid subjects shall be discussed in private session by this Board at the conclusion of the public segment of this meeting, and information pertaining thereto will be made available to the public at the next regularly scheduled meeting, or as soon thereafter as possible but no later than May 20, 2024, if reasons for non-disclosure no longer exist.

WORK / REGULAR SESSION CALL TO ORDER:

Immediately following Closed Session – Approximately 7:00 PM

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
PRESENT									
ABSENT									

FLAG SALUTE

ADEQUATE NOTICE OF MEETING

In accordance with P.L. 1975 Chapter 231, notice of tonight's meeting was mailed to The Record and The Ridgewood News on January 9, 2024. Notice of this meeting was also mailed to the Borough Clerk and was posted on the bulletin board of the Board of Education Office in the Administration Building on the same date.

MISSION STATEMENT

The Glen Rock School District founded on principles of education, in partnership with a supportive community, provides an exceptional education to all students to cultivate resilient, responsible and engaged global citizens.

STATEMENT TO THE PUBLIC

Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied and Board of Education President concurs that the matter is ready to be presented to the Board of Education, it is then placed on the agenda at the next Board of Education meeting. The members of the Board work with the administration and the Superintendent of Schools to assure that they fully understand the matter. After the Committee of the Whole approves the matter, it is placed on the agenda for action at a public meeting. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken.

STUDENT COUNCIL REPRESENTATIVE’S REPORT

- Shriya Kantharia – Student Council Representative

PRESENTATIONS/RECOGNITION

Glen Rock High School Class of 2024

Presenter: Mrs. Michelle Giurlando, Middle School/High School Principal

Valedictorian - Daniel Erani
Salutatorian - Virginia Liang

Glen Rock High School Unsung Hero

Presenter: Mrs. Michelle Giurlando, Middle School/High School Principal

Nicholas Goglia

CHIEF SCHOOL ADMINISTRATOR'S REPORT

PUBLIC COMMENTS AGENDA ITEMS ONLY (I OF II)

The rules for public input at board meetings are contained in Glen Rock Policy 0167 - copies are available at each meeting.

Meeting opened to public comments at _____ PM.

Meeting closed to public comments at _____ PM.

GENERAL RESOLUTIONS

**Motion made by _____ Seconded by _____ to
 approve Resolutions G1 through G12 as listed below.**

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
YES									
NO									
ABSTAIN									
ABSENT									

- G1.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary, approves the Minutes from the Regular and Closed Board meeting of February 26, 2024 and the Minutes from the Committee of the Whole and Closed Board meeting of March 4, 2024.

- G2.** Be it resolved that the Board, upon the recommendation of the Chief School Administrator, approves the revised 2023-2024 school year calendar. (Attached as Appendix A)

- G3.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, reads for the second time and adopts the policies listed below which were read for the first time at the March 4, 2024 Committee of the Whole Meeting. (Attached as Appendix B)

P1140	Educational Equity Policies/Affirmative Action (M) Revised
P1523	Comprehensive Equity Plan (M) Revised
P1530	Equal Employment Opportunities (M) Revised
P1550	Equal Employment/Anti-Discrimination Practices (M) Revised
P2260	Equity in School and Classroom Practices (M) Revised
P2411	Guidance Counseling (M) (Revised)
P2423	Bilingual Education (M) Revised
P2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) Revised
P3211	Code of Ethics Revised
P5570	Sportsmanship Revised
P5750	Equitable Educational Opportunity (M) Revised
P5755	Equity in Educational Programs and Services (M) Abolished
P5841	Secret Societies (Revised)
P5842	Equal Access of Student Organizations Revised
P7610	Vandalism Revised
P9323	Notification of Juvenile Offender Case Disposition Revised

- G4.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, reads and adopts the revised regulations listed below.
 (Attached as Appendix C)

R1530	Equal Employment Opportunities Complaint Procedure (M) Revised
R2200	Curriculum Content (M) Revised
R2260	Equity School and Classroom Practices Complaint Procedure (M) Revised
R2423	Bilingual Education (M) Revised
R2431.4	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M) Revised
R5440	Honoring Student Achievement Revised
R7610	Vandalism (Revised)

- G5.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves Alongside Learning to conduct Professional Development workshops with district staff on developing a shared vision of systems to support the English Language Learners in the amount of \$6,900.00, funded by Title III, to be charged to account number 20.241.200.300.00.000.

- G6.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the 2023-2024 School Year Special Education out-of-district placement as follows:

Student	Program	Tuition	Account Number
213513	Fusion, Englewood, for the Spring 2024 session	\$1,955.00	11.000.100.569.30.16.000

- G7.** Be it resolved that the Board, upon recommendation of the Chief School Administrator retroactively approves Four Winds to provide home instruction services as needed for the 2023-2024 school year (July 1, 2023 - June 30, 2024), at a rate of \$64.00 per hour for up to 10 hours per week.

- G8.** Be it resolved that the Board, upon the recommendation of the Chief School Administrator retroactively approves Four Winds to provide home instruction services for High School Student #216786 during the time period February 6, 2024 through February 23, 2024 at a fee of \$64.00 per hour for 10 hours of instruction per week charged against account number 11.150.100.320.23.19.000.

- G9.** Be it resolved that the Board, upon recommendation of the Chief School Administrator approves the revised job description for the following position:
 (Attached as Appendix D)

- Maintenance Worker

G10. Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the establishment of a scholarship to be awarded according to the following criteria:

Name of Scholarship/Award	Amount	Criteria	Selection Process
The North Jersey Chorus Music Scholarship	\$500.00	Post High School Studies in Music	Scholarship Committee

G11. Be it resolved that the Board, upon recommendation of the Chief School Administrator approves the acceptance of the following donations:

Item/Purpose	To	From	Cash Value
Window Gel Clings-Art	Coleman	Former parent Mr. Butts	\$25.00
Ten (10) Lacrosse Custom Cascade XRS Pro Helmets	GRHS Boys Varsity Lacrosse Program	Glen Rock Booster Club	\$3,635.37
Four (4) Lacrosse Custom Cascade XRS Pro Helmets	GRHS Boys and Girls Varsity Lacrosse Program	Glen Rock Lacrosse Association	\$1,454.15
Check	GRHS Boys Basketball Program	Glen Rock Youth Basketball League	\$1,200.00

G12. Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following field trips for students which will occur at no district expense, except for the cost of substitute teachers and overnight stipends, if any for the chaperones accompanying the students:

Club/Class/Grade	School	Teacher(s)	Location
Grade 1	Central	R. Holmes-Johnson, K. Pannaman, B. Baldino	Shea Center for Performing Arts Wayne, NJ
Grade 4	Central	B. Bresnan, C. Lucca	Tenaflly Nature Center Tenaflly, NJ
Grade 1	Hamilton	J. Winkler, L. Sikes, T. DeGraaff, K. Castelli*	Tenaflly Nature Center Tenaflly, NJ
Grade 12	High School	R. Forstot*, M. Davitt*	Jenkinson's Beach Point Pleasant, NJ
DECA Club	High School	S. Rowan*	DECA Competition Anaheim, CA
Health Occupations Students of America (HOSA) Club	High School	T. Mure*, H. McDermott*, M. Hughes*	Liberty Science Center Jersey City, NJ

Robotics Team	High School/ Middle School	R. Lockatell*, D. Matusic*	Robotics World Competition Houston, TX
Physics Classes	High School	T. Mure*, B. O'Donnell*, V. Avendano*, M. Hughes*, M. Valentino, T. Bacolas	Six Flags Great Adventure Jackson, NJ
Grade 8	Middle School	A. Getch, C. Vulcano, S. McSweeney, M. D'Alessio, J. Nunez, C. Turanchik, R. Walling, O. Sluka, K. Higgins, T. Dutzar, R. Duran, B. O'Donnell, L. Seitz, A. Shandra, A. Mennella, A. Felten E. August, A. Cece, K. Schamber, K. Vandenberghe, G. DeRosa	Boston, MA (Various sites)

*Substitute required

BUSINESS RESOLUTIONS

**Motion made by _____ Seconded by _____ to
 approve Resolutions B1 through B12 as listed below.**

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
YES									
NO									
ABSTAIN									
ABSENT									

B1. Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary that the tentative budget be approved for the SY2024-2025 using the SY2024-2025 state aid figures and the School Business Administrator/Board Secretary be authorized to submit the tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline, as follows:

Glen Rock Board of Education

	General Fund	Special Revenue	Debt Service	TOTAL
2024-2025 Total Expenditures	\$59,103,231	\$798,734	\$4,310,063	\$64,212,028
Less: Anticipated Revenues	\$6,169,890	\$798,734	\$1,652,433	\$8,621,057
Taxes to be Raised	\$52,933,341	\$0	\$2,657,630	\$55,590,971

And to advertise said tentative budget in the The Record and Ridgewood News in accordance with the form required by the State Department of Education and according to law; and

Be it resolved that the Board of Education includes in the final budget an appropriation of surplus in the amount of \$1,521,184.00.

Be it resolved that the Glen Rock Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$453,500.00 for the purpose of funding operations. The district intends to complete said purposes by June 2025.

Be it resolved that the Glen Rock Board of Education includes in the final budget the adjustment for increased costs of health benefits in the amount of \$264,600.00. The additional funds will be used to pay for the additional increases in health benefit premiums.

Be it resolved that included in the general fund appropriations is \$373,720.00 for deposit into the Board of Education's approved Capital Reserve Account for future funding of capital projects and represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards necessary to achieve the New Jersey Student Learning Standards.

Be it resolved that included in the general fund appropriations is \$100,000.00 for deposit into the Board of Education's approved Maintenance Reserve Account for future funding of maintenance activities for a school facility as reported in the Comprehensive maintenance plan (CMP).

Be it further resolved, that a public hearing be held at the Glen Rock Board of Education located at 400 Hamilton Avenue on April 29, 2024 at 7:00 PM for the purpose of conducting a public hearing on the budget for the SY2024-2025.

- B2.** Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

Be it resolved that the Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$152,750.00 for SY2024-2025. The maximum travel expenditure amount for SY2023-2024 is \$164,050.00, of which, \$39,520.00 has been spent and \$18,453.00 is encumbered as of February 1, 2024.

Be it resolved, The Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current

responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and,

N.J.A.C. 6A:23A Subchapter 7 requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

A board of education may establish, for regular district business travel only, an annual school year threshold of \$150.00 per staff member or district board of education member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

Travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the board of education to be necessary and unavoidable as noted on the approved Board of Education Request for Attendance at Conference / Meeting / Workshop Form;

Now therefore be it resolved, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Request for Attendance at Conference / Meeting / Workshop Form; and

Be it further resolved, the Board of Education includes in the tentative budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of \$152,750.00 for all staff and board members for SY2024-2025.

The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

- B3.** Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, approves the adoption of the monthly certification(s) of Major Budgetary Account and Fund status as follows:

Whereas, the Board of Education has accepted and reviewed financial reports for the period ending February 2024, including the Report of the Secretary;

Whereas, the Board has received and reviewed financial reports issued by the School Business Administrator/Board Secretary; (Attached as Appendix E)

Whereas, the Board has had consultations with the appropriate school administrators;

Resolved that members of the Board of Education do hereby certify that to the best of our knowledge, no major accounts appears to be overextended in violations of N.J.A.C 6A:23-2.11(c) 4 and that sufficient funds are available to meet the district board of education’s financial obligations for the remainder of the year.

- B4.** Be it resolved that the Board upon recommendation of the School Business Administrator/Board Secretary retroactively approves the transfer of funds/ budget adjustments for month ending February 29, 2024 in the amount of \$508,193.80. (Attached as Appendix G)

- B5.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary retroactively approves the bills list dated February 2024 as follows:

Fund 10- General Fund	\$ 2,425,847.26
Fund 20 – Special Revenue	\$ 65,620.93
Fund 30 – Capital Projects	\$ 0
Fund 40 – Debt Service	\$ 0
Fund 60 - Cafeteria Account	\$ 90,934.16
Fund 65 – Community School Account	\$ 2,297.76
Unemployment Trust Account	\$ 5,127.71
February 2024, Payroll	\$ 3,166,931.72

B6. RESOLUTION APPROVING ENERGY SAVINGS PLAN

Whereas, The Board of Education of the Borough of Glen Rock School District in the County of Bergen, New Jersey (the “Board of Education” or the “School District”) performed energy audits of its school facilities in accordance with the Board of Public Utilities Local Government Energy Audit Grant Program and thereafter determined to consider the adoption and implementation of an energy savings improvement program pursuant to N.J.S.A. 18A:18A-4.6; and

Whereas, this Board of Education selected Colliers Engineering & Design (“Colliers”) to help prepare an energy savings plan; and

Whereas, Colliers has worked with the representatives of the Board of Education to develop an energy savings plan and has presented the proposed plan to this Board of Education; and

Whereas, this Board of Education hired Johnson & Urban, LLC a qualified independent third party (the “Verification Agent”), to verify that the projected energy savings to be realized from the proposed program has been calculated as required by law, the Verification Agent has issued its report to this effect, the

report and proposed plan have been submitted to the Board of Public Utilities for review and the Board of Public Utilities has approved the proposed plan; and

Whereas, after reviewing the proposed plan, this Board of Education has determined that the energy savings generated from reduced energy use from the Energy Conservation Measures set forth in the Energy Savings Plan, together with any applicable rebates, and grants, will be sufficient to cover the cost of the program's Energy Conservation Measures and that it is in the best interest of the School District to approve, adopt and implement the Energy Savings Plan for the School District pursuant to N.J.S.A. 18A:18A-4.6; now, therefore,

Be it resolved by the Board of Education of the Borough of Glen Rock in the County of Bergen, New Jersey as follows:

Section 1. The Energy Savings Plan submitted by Colliers and developed with the professional staff of this Board of Education, to be dated March 18, 2024 or as otherwise determined by the Business Administrator/Board Secretary of this Board of Education (the "Energy Savings Plan"), is hereby approved and adopted as the Energy Savings Plan of this School District.

Section 2. The Business Administrator/Board Secretary is hereby directed to arrange to have the Energy Savings Plan submitted to the Board of Public Utilities for posting on its web site and shall post the Energy Savings Plan on this School District's Website in accordance with N.J.S.A. 18A:18A-4.6(c)(3).

Section 3. This resolution shall take effect immediately.

B7. RESOLUTION OF THE BOARD OF EDUCATION OF THE BOROUGH GLEN ROCK IN THE COUNTY OF BERGEN, NEW JERSEY (A) AUTHORIZING AN APPLICATION TO THE LOCAL FINANCE BOARD FOR THE FINANCING OF THE ENERGY SAVINGS PLAN AND (B) APPROVING, ON FIRST READING, AN ORDINANCE FOR THE ISSUANCE OF ENERGY SAVINGS OBLIGATION REFUNDING BONDS TO FINANCE THE ENERGY SAVINGS PLAN

Whereas, The Board of Education of the Borough of Glen Rock in the County of Bergen, New Jersey (the "Board" when referring to the governing body and the "School District" when referring to the territorial boundaries governed thereby) has, pursuant to N.J.S.A. 18A:18A-4.6, (the "ESP Law"), determined to undertake an energy savings plan; and

Whereas, the Board has appointed Colliers Engineering & Design ("Colliers") to develop an Energy Savings Plan (the "ESP") pursuant to the ESP Law; and

Whereas, Colliers has developed a preliminary ESP based upon a scope of projects including individual energy conservation measures (“ECM’s”) and including annual energy and operational savings and a proposed cash flow pro forma (the “Preliminary Plan”); and

Whereas, in accordance with the ESP Law, the Board appointed Johnson & Urban, LLC to act as a “third party verifier” in order to verify the savings set forth in the ESP; and

Whereas, Johnson & Urban, LLC has verified the savings set forth in the ESP; and

Whereas, the ESP, as verified, has been submitted to the New Jersey Board of Public Utilities and has been approved; and

Whereas, the Board has determined that the energy savings generated from ESP, together with any expected rebates will be sufficient to cover the cost of the program’s ECM’s set forth in the ESP, and, therefore, has determined to implement the ESP pursuant to N.J.S.A. 18A:18A-4.6 et seq. and to finance the ESP through the issuance of energy savings obligations authorized as refunding bonds pursuant to N.J.S.A. 18A:18A-4.6(c); and

Whereas, in accordance with the requirements of N.J.S.A. 18A:24-61 through 62 and N.J.S.A. 18A:18A-4.6(1)(3), the Board has determined to make application (the “Application”) to the Local Finance Board within the Division of Local Government Services, New Jersey Department of Community Affairs (the “LFB”) for approval to adopt an Energy Savings Obligation Refunding Bond Ordinance and to issue the Energy Savings Obligation Refunding Bonds (the “Refunding Bonds”) authorized therein (collectively, the “ESIP Financing”); and

Whereas, the Board believes that:

- (a) it is in the public interest to accomplish the ESIP Financing;
- (b) the ESIP Financing is for the health, wealth, convenience or betterment of the inhabitants of the School District;
- (c) the amounts to be expended for the ESIP Financing are not unreasonable or exorbitant; and
- (d) the ESIP Financing is an efficient and feasible means of reducing the costs of providing services for the needs of the inhabitants of the School District and will not create an undue financial burden to be placed upon the School District.

Whereas, in order to continue to move the ESP forward, the Board seeks to (i) authorize an application to the Local Finance Board (the “Local Finance Board”) in the Division of Local Government Services, New Jersey Department of Community Affairs for the issuance of refunding bonds to finance of the ECM’s and other costs of the ESP; (ii) introduce the Refunding Bond Ordinance, attached hereto as Exhibit A; and (iii) authorize other actions in connection with the undertaking of the ESP.

Now therefore, be it resolved by the Board of Education of the Borough of Glen Rock in the County of Bergen, New Jersey as follows:

Section 1. The Board hereby approves the preparation of the Application to the Local Finance Board and the filing of same with the Local Finance Board are hereby approved, along with such changes and alterations as may be advised by the Board’s Bond Counsel, Wilentz, Goldman & Spitzer, P.A. (the “Bond Counsel”) and other officials, officers and professionals of the Board, including but not limited to, the Board’s Municipal Advisor, Phoenix Advisors, LLC (the “Municipal Advisor”) and the Business Administrator/Board Secretary, and each are hereby authorized and directed to submit such Application and to represent the Board in matters pertaining thereto. The submission of the Application to the Local Finance Board is hereby approved. The Local Finance Board is hereby respectfully requested to consider such Application and to record its findings, recommendations and/or approvals as provided by the applicable New Jersey Statutes, specifically N.J.S.A. 18A:24-61 through 62 and N.J.S.A. 18A:18A-4.6(1)(3).

Section 2. The Refunding Bond Ordinance attached hereto as Exhibit A is hereby approved. Bond Counsel is hereby authorized and directed to publish the required notice of public hearing for the Refunding Bond Ordinance in the form and at the time required by N.J.S.A. 18A:24-61.4.

Section 3. This resolution shall take effect immediately.

EXHIBIT A

ENERGY SAVINGS OBLIGATION REFUNDING BOND ORDINANCE OF THE BOARD OF EDUCATION OF THE BOROUGH OF GLEN ROCK IN THE COUNTY OF BERGEN, NEW JERSEY, PROVIDING FOR ENERGY CONSERVATION IMPROVEMENTS AT SCHOOL DISTRICT FACILITIES, APPROPRIATING NOT TO EXCEED \$4,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$4,000,000 ENERGY SAVINGS OBLIGATION REFUNDING BONDS TO FINANCE SUCH IMPROVEMENTS

Whereas, The Board of Education of the Borough of Glen Rock in the County of Bergen, New Jersey (the “Board” when referring to the governing body and the “School District” when referring to the territorial boundaries governed thereby) has, pursuant to N.J.S.A. 18A:18A-4.6, (the “ESP Law”), determined to undertake an energy savings plan; and

Whereas, the Board has appointed Colliers Engineering & Design (“Colliers”) to develop an Energy Savings Plan (the “ESP”) pursuant to the ESP Law; and

Whereas, Colliers has developed a preliminary ESP based upon a scope of projects including individual energy conservation measures (“ECM’s”) and including annual energy and operational savings and a proposed cash flow pro forma (the “Preliminary Plan”); and

Whereas, in accordance with the ESP Law, the Board appointed Johnson & Urban, LLC to act as a “third party verifier” in order to verify the savings set forth in the ESP; and

Whereas, Johnson & Urban, LLC has verified the savings set forth in the ESP; and

Whereas, the ESP, as verified, has been submitted to the New Jersey Board of Public Utilities for approval; and

Whereas, the Board has determined that the energy savings generated from ESP, together with any expected rebates, will be sufficient to cover the cost of the program’s ECM’s set forth in the ESP, and, therefore, has determined to implement the ESP pursuant to N.J.S.A. 18A:18A-4.6 et seq. and to finance the ESP through the issuance of energy savings obligations authorized as refunding bonds pursuant to N.J.S.A. 18A:18A-4.6(c); and

Whereas, the Board now desires to adopt and enact an Energy Savings Obligation Refunding Bond Ordinance (the “Refunding Bond Ordinance”) authorizing the issuance of Energy Savings Obligation Refunding Bonds (the “Refunding Bonds”) in an aggregate principal amount not to exceed \$4,000,000, to finance the ECMs; and

Whereas, in accordance with the requirements of N.J.S.A. 18A:24-61 through 62 and N.J.S.A. 18A:18A-4.6(1)(3), the Board has made the required application to the Local Finance Board within the Division of Local Government Services, New Jersey Department of Community Affairs (the “Local Finance Board”) for approval to adopt this Energy Savings Obligation Refunding Bond Ordinance and to issue the Refunding Bonds authorized herein.

Now therefore, be it ordained by the Board of Education of the Borough of Glen Rock School District in the County of Bergen, New Jersey (not less than two-thirds of all members thereof affirmatively concurring) as follows:

Section 1. The Board is hereby authorized to undertake the ECMs, all as set forth in the ESP.

Section 2. In order to finance the cost of the ECMs described in Section 1 hereof, negotiable school energy savings obligation refunding bonds (the "Refunding Bonds") are hereby authorized to be issued in the aggregate principal amount not to exceed \$4,000,000 pursuant to N.J.S.A. 18A:18A-4.6(1)(c)(3) and N.J.S.A. 18A:24-61.1 et seq.

Section 3. An aggregate amount not exceeding \$150,000 for items of expense listed in and permitted under N.J.S.A. 18A:24-61.4 has been included in the aggregate principal amount of Refunding Bonds authorized herein.

Section 4. A supplemental debt statement of the Borough of Glen Rock ("the Borough") has been prepared and filed in the office of the municipal clerk and the Business Administrator/Board Secretary, and in the office of the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs as required by law. Such statement shows that the gross debt (as defined in the Local Bond Law) of the Borough and the school debt of the Board is increased by the amount of the Refunding Bond authorization set forth herein.

Section 5. A certified copy of this Energy Savings Obligation Refunding Bond Ordinance, as adopted on first reading, has been filed with the Director of the Division of Local Government Services in the New Jersey Department of Community Affairs prior to final adoption, together with a complete statement in the form prescribed by the Director and signed by the Business Administrator/Board Secretary or the Board President of the School District as to the indebtedness to be financed by the issuance of the obligations authorized herein.

Section 6. The Board President, the Superintendent, the Business Administrator/Board Secretary and other appropriate representatives of the School District are hereby authorized to prepare such documents, to publish such notices and to take such other actions as are necessary or desirable to enable the School District to prepare for the sale and the issuance of the Refunding Bonds authorized herein.

Section 7. The Board reasonably expects to reimburse any expenditures toward the costs of the improvements or purposes described

in Section 1 hereof and paid prior to the issuance of any bonds or notes authorized by this Refunding Bond Ordinance with the proceeds of such bonds or notes. This Section 7 is intended to be and hereby is a declaration of the Board's official intent to reimburse any expenditures toward the costs of the improvements or purposes described in Section 1 hereof to be incurred and paid prior to the issuance of bonds or notes authorized herein in accordance with Treasury Regulations §1.150-2. No reimbursement allocation will employ an "abusive arbitrage device" under Treasury Regulations §1.148-10 to avoid the arbitrage restrictions or to avoid the restrictions under Sections 142 through 147, inclusive, of the Internal Revenue Code of 1986, as amended (the "Code"). The proceeds of any bonds or notes authorized herein used to reimburse the Board for costs of the improvements or purposes described in Section 1 hereof, or funds corresponding to such amounts, will not be used in a manner that results in the creation of "replacement proceeds", including "sinking funds", "pledged funds" or funds subject to a "negative pledge" (as such terms are defined in Treasury Regulations §1.148-1), of any bonds or notes authorized herein or another issue of debt obligations of the Board other than amounts deposited into a "bona fide debt service fund" (as defined in Treasury Regulations §1.148-1). The bonds or notes authorized herein to reimburse the Board for any expenditures toward the costs of the improvements or purposes described in Section 1 hereof will be issued in an amount not to exceed \$4,000,000. The costs to be reimbursed with the proceeds of the bonds or notes authorized herein will be "capital expenditures" in accordance with the meaning of section 150 of the Code. All reimbursement allocations will occur not later than eighteen (18) months after the later of (i) the date the expenditure from a source other than any bonds or notes authorized herein is paid, or (ii) the date the improvements or purposes described in Section 1 hereof is "placed in service" (within the meaning of Treasury Regulations §1.150-2) or abandoned, but in no event more than three (3) years after the expenditure is paid.

Section 8. The Board hereby covenants that it will comply with any conditions subsequently imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Refunding Bonds, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Refunding Bonds.

Section 9. This Energy Savings Obligation Refunding Bond Ordinance shall take effect immediately after final adoption and endorsement of the consent of the Local Finance Board.

- B8.** Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, authorizes the Superintendent of Schools, Colliers Engineering & Design, the Business Administrator/Board Secretary, Wilentz, Goldman & Spitzer, P.A., as Special Counsel and other appropriate representatives of the Board (the “Board Representatives”) to submit any required educational plans and the schematic plans for the Energy Conservation Measures to be installed in the School District’s facilities and undertaken in accordance with the School District’s Energy Savings Plan, together with such other information as may be required, to the New Jersey Department of Education for approval and to make application to the Commissioner of Education on behalf of the Board for approval of any required educational plans, the schematic plans and the Energy Savings Project and, if necessary, any required amendment to the long-range facilities plan, in accordance with the requirements of N.J.A.C. 6A:26-2.3, 2.1(f), 3.1 and 3.11. The Board Representatives are hereby further authorized and directed to submit the schematic plans and any other required information to the Planning Board and the New Jersey Department of Environmental Protection for review and comment, if necessary.
- B9.** Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, further authorizes Colliers Engineering & Design to obtain any necessary construction approvals for the Energy Conservation Measures.
- B10.** Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, approves the following change order as submitted by Parette Somjen Architects and furthermore authorizes the School Business Administrator/ Board Secretary to complete and execute all pertinent payment application summarized as follows:

Contractor/ Contract	Original Contract	Previously Approved Change Orders	Change Order #	Amount	Adjusted Contract Amount	Description
Billy Contracting and Restoration, Inc.	\$3,764,000.00	1	02	\$284,976.65 Credit	\$3,479,023.35	Credit to owner for unused Allowance

- B11.** Be it resolved that the Board upon recommendation of the Chief School Administrator and School Business Administrator/Board Secretary accepts the Preschool Facilities Expansion grant, grant number 23E00488, in the amount of \$869,808.00.

- B12.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary, voids stale-dated checks in the General Account in the amount of \$144.48 and stale-dated checks in the Athletic Account in the amount of \$971.00. (Attached as Appendix G)

PERSONNEL RESOLUTIONS

Motion made by _____ Seconded by _____ to approve Resolutions P1 through P11 as listed below.

	Ms. Calvez	Ms. Carosella	Ms. Carr	Mr. Corey	Mr. Hayward	Ms. Scarpelli	Ms. Stephenson	Ms. Rundell	Dr. Robinson
YES									
NO									
ABSTAIN									
ABSENT									

- P1.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, accepts with regret, the resignation of the following staff members for retirement reasons, in accordance with the provisions of the GRBOE/GREA negotiated agreement:

Name	Position	Effective Date
Shlomit Haziza	Science Teacher High School	07/01/2024
Michael Ficocelli	Music Teacher Middle School	01/01/2025

- P2.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, accepts with regret, the resignation of the following staff member for personal reasons, in accordance with the provisions of the GRBOE/GREA negotiated agreement:

Name	Position	Effective Date
Erika Ficalora	School Psychologist Special Services	05/06/2024

- P3.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the initial tenure track appointment of the following certificated staff member for the 2023-2024 school year, pending completion of all required paperwork:

Name	School/ Department	Position	Start Date	Step (Salary)	Account Number
Caelie Batelli	Special Services	School Social Worker	04/17/2024 on or about	MA/Step 8 \$66,924. prorated	11.000.219.104.30.16.213

- P4.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the Guide Movement of the following certificated staff members for the 2023-2024 school year as per the GRBOE/GREA negotiated agreement:

Name	School/ Department	Position	From Step	To Step	Effective Date
Kasey Higgins	Middle School	School Counselor	MA+30/Step 2	MA+45/Step 2	04/01/2024
Marina Majbour	Middle School	Special Education Teacher	MA+30/Step 14	MA+45/Step 14	04/01/2024

- P5.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the additional instructional assignment of one extra class (i.e., overage) at 12.5% of the employee’s base salary for the duration of the assignment for the following Middle School faculty members, for the time periods listed below for the 2023-2024 school year:

Name	Subject	Duration
Lisa Limongelli	English	03/06/2024 - End of school year
Marion Rausch	English	03/06/2024 - End of school year
Theresa Simpson	English	03/06/2024 - End of school year
Kristen Vandenberghe	English	03/06/2024 - End of school year

- P6.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves a leave of absence for Guidance Department Employee ID #037095 as follows:

Type of Absence	From	To
Medical Leave of Absence	06/03/2024	06/21/2024
FMLA and/or NJ FLA	08/28/2024	11/26/2024

- P7.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves a leave of absence for Central School Employee ID #047856, as follows:

Type of Absence	From	To
Medical Leave of Absence	05/28/2024	05/31/2024
FMLA and/or NJ FLA	06/03/2024	06/21/2024
FMLA and/or NJ FLA	08/28/2024	11/29/2024

- P8.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves a leave of absence for Central School Employee ID #044679, as follows:

Type of Absence	From	To
Medical Leave of Absence	06/10/2024	06/21/2024
FMLA and/or NJ FLA	08/28/2024	11/29/2024

- P9.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the appointment of the following to the extra-compensation high school coaching position, in accordance with the current GREA negotiated agreement, for the Spring season of the 2023-2024 school year:

Name	Coaching Position	Stipend	Account Number
Connor Walsh	Assistant Track	\$6,301.	11.402.100.100.20.30.068

- P10.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the appointment of the following volunteers to the high school coaching positions, for the Spring season of the 2023-2024 school year, pending completion of all required paperwork:

Name	Coaching Position
Thomas Fay	Lacrosse
Jack Griffin	Lacrosse

P11. Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following Travel and Conferences for professional development and training purposes as specified below:

Attendee	School/ Department	Program	Location	Date	Cost	Account Number
S. Scarpelli	Board Member	Webinar: The BOE's Appraisal Responsibility: Evaluating The CSA	Virtual	03/13/2024**	No cost	N/A
E. Manoochchri	Middle School	PESI: Traumatic Grief Seminar	Virtual	04/02/2024	No cost	N/A
K. Higgins	Middle School	PESI: Suicide Assessment and Intervention Seminar	Virtual	04/16/2024	\$249.99	11.000.218.580.23.23.251
R. Locketell*	Middle School	First Robotics Competition	Houston, TX	04/16/2024 - 04/21/2024	\$1,989.50	11.401.100.580.21.31.003
D. Matusic*	Middle School	First Robotics Competition	Houston, TX	04/16/2024 - 04/21/2024	\$1,989.50	11.401.100.580.21.31.003
N. Hirsch	District	Gravity Goldberg Coaching Co-op	Wyckoff, NJ	04/17/2024	\$4.51	11.000.223.580.31.34.251
R. Tell	District	Gravity Goldberg Coaching Co-op	Wyckoff, NJ	04/17/2024	\$3.57	11.000.223.580.31.34.251
S. Rowan*	High School	DECA International Career Development Conference	Anaheim, CA	04/26/2024	\$3,343.85	11.401.100.580.02.20.251
B. Greppo	High School	Challenge Success Spring Conference	Natick, MA	04/27/2024	\$559.44	11.000.221.580.31.27.251

* Substitute required

** Retroactively approve

NOTE: Conference/Workshop reimbursements are estimated costs. Actual reimbursements to be made in accord with Board Policy, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB and any subsequent Circular Letters which may be issued by the State Office of Management and Budget. The costs for applicable substitute teachers will be in addition to travel costs.

VANDALISM/SUSPENSION/HIB REPORTS -

Disciplinary Action			# of Students	Grade(s)	Infraction
In-School Suspension	Out-of-School Suspension	Other			
	X		5	6	Disrespectful to a fellow student
	X		2	7	Disrespectful to a fellow student

APPENDIX

A

Glen Rock School District Calendar

2023-2024

July 2023				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

August 2023				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

September 2023				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October 2023				
M	T	W	T	F
2	3	4	5	6
9				
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

November 2023				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

December 2023				
M	T	W	T	F
				1
4	5	*6*	*7*	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

half-day elementary schools only

January 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

February 2024				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

March 2024				
M	T	W	T	F
				1
4	5	6	7	8
11				
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

April 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 2024				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

June 2024				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

Holiday – District Closed		Schools & Offices Closed	
New Teacher Orientation		Certificated Staff Return - Professional Day	
Professional Day		Early Dismissal for Students	
Students Return		Last Day for Certificated Staff	

Month	Student Days	Certificated Staff Days	Month	Student Days	Certificated Staff Days
August 2023	0	0	February 2024	18	18
September 2023	16	18	March 2024	16	16
October 2023	22	22	April 2024	21	21
November 2023	17	17	May 2024	22	22
December 2023	16	16	June 2024	14	15
January 2024	21	21	Totals	183	186

July 4	Independence Day (District Closed)
August 28	Administrators' Training
August 29-31	New Teacher Orientation
September 4	Labor Day Holiday (District Closed)
September 5	All Certificated Staff Return (Professional Day)
September 6	Professional Day
September 7	Students Return
September 25	Yom Kippur (Schools and Offices Closed)
October 9	Early Dismissal for Students (Professional Afternoon for Staff)
November 7	Election Day (Schools and Offices Closed)
November 9-10	NJEA Convention (Schools and Offices Closed)
November 22	Early Dismissal for Students and Staff
November 23 & 24	Thanksgiving Holiday (District Closed)
December 6 & 7	Early Dismissal for Elementary Students Only - Parent/Teacher Conferences
December 22	Early Dismissal for Students and Staff
December 25	Christmas (District Closed)
December 26-29	Winter Break (Schools and Offices Closed)
January 1	New Year's Day Holiday (District Closed)
January 15	Martin Luther King Jr. Day Holiday (District Closed)
February 13	Snow Day (Schools and Offices Closed)
February 19	Presidents' Day Holiday (District Closed)
February 20	Presidents' Day Recess (Schools and Offices Closed)
March 11	Early Dismissal for Students (Professional Afternoon for Staff)
March 25-28	Spring Break (Schools and Offices Closed)
March 29	Good Friday Holiday (District Closed)
April 1	Unused Emergency Closing Day (Schools and Offices Closed)
May 27	Memorial Day Holiday (District Closed)
June 20	Early Dismissal, Last Day for Students
June 21	Last Day for Certificated Staff

This calendar has **one (1)** emergency closing day remaining. If more days are needed, the days will be taken from Spring Break starting with Monday, March 25.

Board of Education Approved March 18, 2024 - Revised.

The Board of Education reserves the right to change this calendar as needed.

APPENDIX

B

1140 Educational Equity Policies/Affirmative Action

The Board of Education shall adopt and implement written educational equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing for Equity in Education.

The Board’s educational equity policies shall recognize and value the diversity of persons and groups within the community and promote the acceptance of persons of diverse backgrounds regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)1. The educational equity policies will promote equitable educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)2.

The Board shall inform the school community of these policies in a manner including, but not limited to, the district's customary methods of information dissemination pursuant to N.J.A.C. 6A:7-1.4(b).

Pursuant to N.J.A.C. 6A:7-1.5, the Board annually shall designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing for Equity in Education. The Board shall ensure that all stakeholders know who the Affirmative Action Officer is and how to contact the Affirmative Action Officer.

The Affirmative Action Officer shall have a New Jersey standard certificate with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B – State Board of Examiners and Certification. The Affirmative Action Officer shall: coordinate the required professional development training for all personnel pursuant to N.J.A.C. 6A:7-1.6; notify all students and employees of the district’s grievance procedures for handling discrimination complaints; ensure the district’s grievance procedures, including investigative responsibilities and reporting information, are followed; and serve as a member of the Affirmative Action Team. The Affirmative Action Officer may also serve as the school district’s Title IX Coordinator.

In accordance with N.J.A.C. 6A:7-1.5(a)4., the Affirmative Action Team shall: include, to the extent possible, members who represent the diversity of the school district’s student population; develop the Comprehensive Equity Plan (CEP)

ADMINISTRATION
1140/Page 2 of 2
Educational Equity Policies/Affirmative Action

pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the school district's CEP pursuant to N.J.A.C. 6A:7-1.4(c); collaborate on coordination of the required professional development training for all personnel pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the CEP; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equity, pursuant to N.J.A.C. 6A:7-1.4(d).

In accordance with N.J.A.C. 6A:7-1.6, the Board shall provide, on a continuing basis, professional development training for all school personnel to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The professional development training shall be differentiated based on staff position type and shall be based on the analysis of data conducted pursuant to N.J.A.C. 6A:7-1.4(c)1. The district shall ensure that parents and other community members are aware of professional development training provided to school district personnel regarding topics around equity. The district shall ensure all new personnel are provided within the first ninety days of employment with professional development training on educational equity issues.

The Commissioner or designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted:

1523 COMPREHENSIVE EQUITY PLAN

The Board of Education shall complete a Comprehensive Equity Plan (CEP) that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and equitable access to educational opportunities for all learners, including students and teachers, in accordance with the provisions of N.J.A.C. 6A:7-1.8.

The Board's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any recreational organization, club, athletic association, or other league or organizing group.

Pursuant to N.J.A.C. 6A:7-1.4(c), the district shall develop, once every three years, a CEP that shall identify and correct all discriminatory and inequitable educational policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

1. Prior to developing the CEP, the district shall assess its needs for achieving equity in educational activities and programs pursuant to N.J.A.C. 6A:7-1.4(c)1. The needs assessment shall identify discriminatory practices and other barriers to achieving equity in educational activities and programs, if applicable.
2. The CEP shall address:
 - a. Professional development, pursuant to N.J.A.C. 6A:7-1.6; and
 - b. Equity in school and classroom practices, educational activities, and programs pursuant to N.J.A.C. 6A:7-1.7.
3. The CEP shall include measurable and actionable goals, objectives, timelines, and benchmarks for measuring progress.
4. The Board shall submit the CEP to the Executive County Superintendent for confirmation of completion.

- a. If the Executive County Superintendent determines that the CEP is not complete, the Board shall revise the plan in accordance with the Executive County Superintendent's instructions and shall submit to the Executive County Superintendent the revised plan within thirty days of the notification of incompleteness.

Pursuant to N.J.A.C. 6A:7-1.8(c), the CEP shall include the following:

1. An assessment of the school district's needs for achieving equity in educational activities and programs. The assessment shall include staffing practices; quality-of-program data; stakeholder-satisfaction data; and student assessment data disaggregated by gender; race; ethnicity; multilingual learner status; homeless status; special education; migrant; date of enrollment; student suspension; expulsion; Child Study Team referrals; preschool through grade twelve promotion/retention data; preschool through grade twelve completion rates; attendance data; and re-examination and re-evaluation of classification and placement process of students in special education programs if there is disproportionality within certain groups;
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the CEP;
3. Progress targets for closing the achievement and opportunity gaps;
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the New Jersey Student Learning Standards (NJSLS), differentiated instruction and formative assessments aligned to the NJSLS, and professional standards for teachers and school leaders; and
5. Annual targets that address district needs in equity in school and classroom practices and are aligned to professional development targets.

The Board shall implement the CEP within sixty days of the Executive County Superintendent's certification of completion.

If the Board does not implement the CEP within sixty days of the Executive County Superintendent's certification of completion date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.7; 6A:7-1.8

Adopted:

1530 EQUAL EMPLOYMENT OPPORTUNITIES

The Board of Education shall, in accordance with law, guarantee equal employment opportunity throughout the district.

The Board shall ensure all persons shall have equal and bias-free access to all categories of employment and equal pay for equal work in this district without discriminating on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The school district's employment applications and pre-employment inquiries will conform to the guidelines of the New Jersey Division of Civil Rights.

The Board will use equitable hiring practices that correct imbalance and isolation based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) among the district's staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board will target underutilized groups in every category of employment. The Board will provide among the faculty of each school role models of diverse backgrounds.

The Board shall not enter into or maintain contracts with persons, agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), either in employment practices or in the provision of benefits or services to students or employees.

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this Policy.

The Board shall not discriminate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this Policy.

N.J.S.A. 10:5-4; 10:5-12;
N.J.S.A. 18A:6-5; 18A:6-6; 18A:28-10; 18A:29-2
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

1550 EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES

The Board of Education shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of any previous patterns of discrimination in school district employment practices and shall systematically monitor school district procedures to ensure continuing compliance with current Federal and State anti-discrimination laws and regulations.

The Board will ensure all persons regardless of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) shall have equal and bias-free access to all categories of employment in the public educational system of New Jersey.

The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), either in employment practices or in the provision of benefits or services to students or employees. In addition, the Board will encourage minority businesses, women's business enterprises, and labor surplus area firms to submit bids to be considered for the awarding of contracts.

The Board shall not assign, transfer, promote, or retain staff, or fail to assign, transfer, promote, or retain staff, on the sole basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board shall ensure equal pay for equal work among members of the school district's staff, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

N.J.S.A. 10:5-4; 10:5-12
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES

The Board of Education shall provide all students with equitable and bias-free access to all school facilities, courses, programs, activities, and services, regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring barrier-free access to all school and classroom facilities;
2. Attaining, within each school, minority representation, that approximates the district's overall minority representation. Exact apportionment is not required, the ultimate goal is a reasonable plan achieving the greatest degree of a representative balance that is feasible and consistent with sound educational values and procedures;
3. Utilizing, on an annual basis, a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading for determining the eligibility and placement of students who may be identified as multilingual learners pursuant to N.J.A.C. 6A:15-1.3(a)3.;
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and
6. Ensuring a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies such exclusion is necessary.
 - a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

Equity in School and Classroom Practices

Pursuant to N.J.A.C. 6A:7-1.7(b), the Board shall ensure the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLS). The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a), by:

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);
2. Ensuring courses shall not be offered separately on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a);
 - a. Portions of classes that deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity, provided that the course content for such separately conducted sessions is the same.
3. Increasing and promoting equitable representation of all students in all classes and programs;
4. Ensuring schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and ensuring students understand the basic tenet of multiculturalism;
5. Ensuring the Amistad Commission Curriculum is infused into the curriculum and is taught;
6. Ensuring the Commission on Holocaust Education curriculum is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28; and
7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLS are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for

the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

The Board shall ensure the district's physical education is in a co-educational setting that is developmentally appropriate and does not discriminate on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) as follows:

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. The district may choose to operate separate teams based on sex in one or more sports or single teams open competitively to members of all sexes, as long as the athletic program as a whole provides equal opportunities for students of all sexes to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. 18A:36-20

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7

Adopted:

2411 GUIDANCE COUNSELING

The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career, and personal/social development.

A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this school district and shall be conducted entirely by teaching staff members certified as guidance personnel.

The Superintendent is directed to implement a guidance program that carries out the purposes of this Policy and:

1. Involves teaching staff members at all appropriate levels;
2. Honors the individuality of each student;
3. Is integrated with the total educational program;
4. Is coordinated with available resources of the community;
5. Provides for cooperation of school staff with parents and shares parents' concern for the development of their children;
6. Provides for the means of sharing information among appropriate staff members in the student's interest;
7. Ensures all students have access to adequate and appropriate counseling services, pursuant to N.J.A.C. 6A:7-1.7(c).
 - a. When informing students about possible careers or professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

- b. The Board shall not use tests or guidance or counseling materials that are biased or stereotyped on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a); and
- 8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7
6A:8-2.2; 6A:8-3.2; 6A:19-1.2

Adopted:

2423 BILINGUAL EDUCATION

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and culturally and linguistically responsive, researched-based, and effective language instruction educational programs (LIEP) to all multilingual learners (ML) as required by law and rules of the New Jersey State Board of Education. MLs are those students whose primary language is not English and who have varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English-speaking ability pursuant to N.J.S.A. 18A:35-15 through 18A:35-26.1 and N.J.A.C. 6A:15-1.1 et seq.

The school district shall use, at the time of enrollment, the multi-step process to identify MLs enrolled in the district in accordance with N.J.A.C. 6A:15-1.3. The district shall administer to each student enrolled in the district the Statewide home-language survey (HLS) to determine which students in preschool to twelfth-grade have a primary language(s) other than English and, therefore, may be a ML.

The district shall then determine the English language proficiency of all Kindergarten to twelfth-grade students who are found eligible through N.J.A.C. 6A:15-1.3(a)1 or (a)2 and whose primary language is other than English by administering an English language proficiency (ELP) assessment. Students who do not meet the New Jersey Department of Education (Department)-established cut score standard on the ELP assessment shall be considered MLs and shall be offered entry into the district's LIEP. Preschool students who are identified as having a primary language other than English shall be identified as MLs. Prior to the start of their Kindergarten year, the district shall administer an ELP assessment to preschool MLs as part of the screener process to determine the ML's English language proficiency level. The district shall also use age-appropriate methodologies to identify preschool MLs to determine their individual language development needs.

The district shall provide to all preschool to twelfth-grade MLs enrolled in the district pursuant to N.J.S.A. 18A:7F-46 and N.J.S.A. 18A:7F-54 with equal educational opportunities and all educational activities and programs in accordance with the provisions of N.J.A.C. 6A:15-1.4.

The school district providing a LIEP shall submit a plan every three years to the Department in accordance with the provisions of N.J.A.C. 6A:15-1.5.

Students enrolled in a LIEP shall have equal educational opportunities, including full access to educational opportunities and services available to other students in the school district pursuant to N.J.A.C. 6A:15-1.6.

As part of the district- and school-level plans for professional development requirements pursuant to N.J.A.C. 6A:9C-4.2, the Board shall describe professional learning for bilingual, ESL, and academic content teaching staff members whose classroom instruction is in English; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teaching staff members of MLs in accordance with the provisions of N.J.A.C. 6A:15-1.7.

All teachers of bilingual programs shall hold a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or academic content area and a standard certificate with a bilingual/bicultural education endorsement, pursuant to N.J.S.A. 18A:6-38 et seq., N.J.S.A. 18A:35-15 to 26, and N.J.A.C. 6A:9B-11.5 in accordance with the provisions of N.J.A.C. 6A:15-1.8.

Students identified as MLs shall be assessed annually using English Language Placement (ELP) assessments to measure the progress toward English language proficiency and to determine readiness for exiting the LIEP in accordance with the provisions of N.J.A.C. 6A:15-1.9. Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2., shall be assessed annually using an alternate ELP assessment. Every student participating in a bilingual, ESL, or English language services program established pursuant to N.J.S.A. 18A:35-15 et seq. shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.

MLs enrolled in the LIEP shall be placed in a classroom(s) where the primary language of instruction is English when the ML has demonstrated readiness to exit a LIEP first by achieving the Department-established cut score on an ELP or alternate ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the

observations of the teaching staff members responsible for the educational program of the student; and performance on achievement tests in English.

In accordance with the provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that during the first three years of a student's participation in a bilingual education program, a parent may only remove the student at the end of each school year.

If a parent wishes to remove the student prior to the end of each school year, the removal shall be approved by the Executive County Superintendent. If the Executive County Superintendent determines the student should remain in the bilingual education program until the end of the school year, the parent may appeal the Executive County Superintendent's decision to the Commissioner of Education or designee pursuant to the provisions of N.J.S.A. 18A:35-19.2.

Newly exited students who are not academically progressing in classes where English is the primary language of instruction may be considered for reentry to a LIEP in accordance with the provisions of N.J.A.C. 6A:15-1.9(g)1 through (g)5.

All MLs shall satisfy requirements for high school graduation pursuant to N.J.A.C. 6A:8-5.1(a) and Policy 5460 in accordance with the provisions of N.J.A.C. 6A:15-1.10.

All Kindergarten through twelfth-grade LIEPs shall be conducted within classrooms within the school district pursuant to N.J.S.A. 18A:35-20 in accordance with the provisions of N.J.A.C. 6A:15-1.11.

The parent of a ML shall be notified in accordance with the provisions of N.J.A.C. 6A:15-1.12 that their child has been identified as eligible for placement in a LIEP. Notice shall be in writing and in the language in which the parent possesses a primary speaking ability, and in English. The notice must also include the provisions detailed at N.J.A.C. 6A:15-1.12(b). Progress reports shall be written in English and in the primary language spoken by the parent of students enrolled in the LIEP.

Pursuant to N.J.A.C. 6A:15-1.13, with approval of the Executive County Superintendent on a case-by-case basis, the Board may join with another district Board to provide a LIEP and an individualized learning opportunity, pursuant to

N.J.A.C. 6A:8-5.1(a)2, to a ML who chooses to utilize it to meet the 120-credit graduation requirement, in whole or in part.

The Superintendent or designee shall provide for the maximum practicable engagement of the parent of MLs in the development and review of program objectives and dissemination of information to and from the Boards and communities served by the LIEP in accordance with the provisions of N.J.A.C. 6A:15-1.14. With the exception of a Board implementing an English language services or ESL program, each Board implementing a LIEP shall establish a parent advisory committee on bilingual education of which the majority membership shall be the parents of MLs.

N.J.S.A. 18A:35-15 through 18A:35-26.1
N.J.A.C. 6A:14-4.10; 6A:15-1.1 et seq.

Adopted:

2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED
CONCUSSIONS AND HEAD INJURIES

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. In order to ensure safety, it is imperative that student-athletes participating in a program of athletic competition, coaches, and parents are educated about the nature and treatment of sports-related concussions and other head injuries. Allowing a student-athlete to return to a program of athletic competition before recovering from a concussion increases the chance of a more serious brain injury.

This Policy and Regulation 2431.4 are consistent with the requirements of N.J.S.A. 18A:40-41.1 et seq., the New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions, and the recommendations developed by the Center for Disease Control and Prevention (CDC).

For the purpose this Policy and Regulation 2431.4, “program of athletic competition” shall include any competition or practice in high school interscholastic athletic programs, middle school interscholastic athletic programs where school teams or squads play teams or squads from other school districts, intramural athletic programs within a school or among schools in the district, and any cheerleading program or activity in the school district.

For the purpose of this Policy and Regulation 2431.4, “student-athlete” shall mean any student enrolled in a public or nonpublic school in New Jersey who is a participant in a program of athletic competition organized by the school district.

The staff member supervising the program of athletic competition shall take steps to prevent concussions and head injuries; ensure student-athletes have appropriate supervision and safety equipment; and ensure student-athletes avoid unsafe conditions.

School staff members supervising programs of athletic competition; licensed athletic trainers; nurses; and school/team physicians shall be trained on the

PROGRAM
2431.4/Page 2 of 4
Prevention and Treatment of Sports-Related
Concussions and Head Injuries

School staff members supervising programs of athletic competition; licensed athletic trainers; nurses; and school/team physicians shall be trained on the possible signs or symptoms of a concussion. Any possible signs or symptoms of a concussion shall be reported by the student-athlete or an observer to the staff member supervising the program of athletic competition; athletic trainer; school/team physician; school nurse; and/or parent.

The district will adopt an Interscholastic Head Injury Training Program to be completed by the school/team physician, licensed athletic trainer, coaches, and other appropriate district personnel pursuant to N.J.S.A. 18A:40-41.2.

Pursuant to N.J.S.A. 18A:40-41.4, a student-athlete who participates in a program of athletic competition and who sustains or is suspected of having sustained a concussion or other head injury while engaged in a program of athletic competition shall be immediately removed from the program of athletic competition by the staff member supervising the program or athletic competition. A student-athlete who was removed from a program of athletic competition shall not participate in further programs of athletic competition until the student-athlete: is examined by a physician or other licensed healthcare provider trained in the evaluation and management of concussions; receives written medical clearance from a physician trained in the evaluation and management of concussions to return to a program of athletic competition; and progresses through the steps outlined in the CDC's Six-Step Return to Play Progression. The student-athlete's written medical clearance shall be reviewed and approved by the school physician.

School personnel shall contact the parent of a student-athlete to inform them of a suspected sports-related concussion or head injury as soon as possible after the incident. School personnel shall provide the parent with a checklist or copy of the return to play protocols outlined in this Policy and Regulation 2431.4.

The student-athlete may not begin the CDC's Six-Step Return to Play Progression until the student-athlete receives a medical examination, provides the required written medical clearance, and the medical clearance is approved by the school physician.

Some symptoms may require immediate medical treatment. Emergency medical responders (911) shall be called if the student-athlete is experiencing a

PROGRAM
2431.4/Page 3 of 4
Prevention and Treatment of Sports-Related
Concussions and Head Injuries

deterioration of symptoms; loss of consciousness; direct neck pain associated with the injury; or any other symptom that may require immediate medical treatment. The district will provide temporary supports to a student-athlete that has sustained a concussion or other head injury.

The Commissioner of Education and Commissioner of Health educational fact sheet that provides information concerning the use and misuse of opioid drugs in the event a student-athlete is prescribed an opioid for a sports-related injury shall be provided to the parents of student-athletes. The district shall obtain a signed acknowledgement of receipt by the student-athlete and their parent in accordance with the provisions of N.J.S.A. 18A:40-41.10.

The Board shall review this Policy and Regulation 2431.4 annually and update as necessary to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussions and head injuries pursuant to N.J.S.A. 18A:40-41.3.

The district shall provide a copy of this Policy and Regulation 2431.4 to all youth sports team organizations that operate on school grounds. In accordance with the provisions of N.J.S.A. 18A:40-41.5, the district shall not be liable for the injury or death of a person due to the action or inaction of persons employed by, or under contract with, a youth sports team organization that operates on school grounds, if the youth sports team organization provides the school district proof of an insurance policy of an amount of not less than \$50,000 per person, per occurrence insuring the youth sports team organization against liability for any bodily injury suffered by a person and a statement of compliance with this Policy and Regulation 2431.4.

Pursuant to N.J.S.A. 18A:40-41.5 and for the purpose of this Policy, a “youth sports team organization” means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.

New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions – August 2023

PROGRAM
2431.4/Page 4 of 4
Prevention and Treatment of Sports-Related
Concussions and Head Injuries

New Jersey Department of Education Model Policy and Guidance for Districts on
the Prevention and Treatment of Sports-Related Head Injuries and Concussions –
August 2023

N.J.S.A. 18A:40-41.1; 18A:40-41.2; 18A:40-41.2a;
18A:40-41.3; 18A:40-41.3a; 18A:40-41.4;
18A:40-41.5

Adopted:

3211 CODE OF ETHICS

The Board of Education endorses the code of ethics for professional educators published by the National Education Association (NEA).

Preamble

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nature of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues; of students; of parent(s); and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designated by the NEA or its affiliates.

Principle I – Commitment to the Student

The educator strives to help each student realize their potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning.

2. Shall not unreasonably deny the student access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress.
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not, on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), unfairly:
 - a. Exclude any student from participation in any program;
 - b. Deny benefits to any student; or
 - c. Grant any advantage to any student.
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

Principle II – Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards to promote a climate that encourages the exercise of professional judgment, to achieve conditions which attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation to the profession, the educator:

TEACHING STAFF MEMBERS
3211/page 3 of 3
Code of Ethics

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent their professional qualifications.
3. Shall not assist entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
5. Shall not assist a non-educator in the unauthorized practice of teaching.
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
7. Shall not knowingly make false or malicious statements about a colleague.
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or actions.

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

5570 SPORTSMANSHIP

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

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

Unsportsmanlike conduct shall include, but not be limited to, the following:

1. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who strikes or physically abuses an official, coach, player, or spectator;
2. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who intentionally incites participants or spectators to violent or abusive action;
3. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who uses obscene gestures or profane or unduly provocative language or action towards officials, coaches, opponents, or spectators;
4. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who engages in

harassing verbal or physical conduct which exhibits bias based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a);

5. Any school or athletic staff member who is publicly critical of a game official, opponents, and/or opposing coaches/players;
6. Other conduct judged by the Principal or designee to be unsportsmanlike in character; and
7. Any violation of the rules of the New Jersey State Interscholastic Athletic Association.

Schools are not permitted to conduct pre-meet/game activities of an intimidating nature, e.g., the use of fog machines, the blaring of sirens or loud music/unusual sound effects, strobe/unusual lighting effects, or similar type activities.

Failure to exhibit good sportsmanship may subject the individual to disciplinary action as deemed appropriate by the Board.

NJSIAA General Information Constitution By-laws Rules and Regulations 2023-2024

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

5750 EQUITABLE EDUCATIONAL OPPORTUNITY

The Board of Education will ensure all students enrolled in the schools of this district shall be afforded an equitable educational opportunity in strict accordance with law. No student shall be denied access to or benefit from any educational program or activity or from a co-curricular or athletic activity on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The Board shall assure that all students are free from harassment, sexual or otherwise.

The Board directs the Superintendent to allocate faculty, administrators, support staff members, curriculum materials, and instructional equipment supplies among and between the schools and classes of this district in a manner that ensures equivalency of educational opportunity throughout this district. The school district's curricula in the following areas will promote mutual acceptance and respect among students and enable students to interact effectively with others, regardless of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a):

1. School climate/learning environment;
2. Courses of study, including physical education;
3. Instructional materials and strategies;
4. Library materials;
5. Software and audio-visual materials;
6. Guidance and counseling;
7. Extra-curricular programs and activities; and
8. Testing and other assessments.

Affirmative action shall be taken to ensure that students are protected from the effects of discrimination, in accordance with Policy 2260. Students who experience less than equal educational opportunities or experience discrimination

shall use the procedure established by Regulation 5750 to report and/or appeal any harassment or discriminatory practice.

The conduct of teaching staff members shall exemplify the highest principles of equality and democracy. Conduct and attitudes that display discrimination are contrary to the policies of this Board and, further, are destructive to the self esteem that this Board wishes to encourage in all students. A teaching staff member's act of derision or enmity, in any form, against a person or persons on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) shall be considered to be conduct unbecoming to a professional staff member of this district and shall be subject to appropriate discipline.

The Superintendent shall develop and promulgate a procedure by which a student or parent may appeal Board policy, district practice, or the act or omission of any district employee that allegedly violates this Policy.

42 U.S.C.A. 12101
N.J.S.A. 10:5-1 et seq.
N.J.S.A. 18A:4A-1 et seq.; 18A:6-5 et seq.; 18A:36-20
N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:14-1.2

Adopted:

5841 SECRET SOCIETIES

The Board of Education prohibits certain student organizations declared harmful as defined in N.J.S.A. 18A:42-5 and 18A:42-6.

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

No student organization will be approved if its purposes conflict with the authority and goals of this Board or the best interests of the students of this district; if membership is drawn from outside the currently enrolled student body; if membership qualifications are based on considerations of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or any other consideration not appropriate to the purpose of the organization; or if any qualifying student who applies may be denied membership.

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

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

N.J.S.A. 18A:42-5; 18A:42-6
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

5841 EQUAL ACCESS OF STUDENT ORGANIZATIONS

The Board of Education will permit the use of school facilities by student-initiated organizations for non-curricular student activities. A student-initiated organization, regardless of the size of the group, will not be denied an opportunity to meet and use school facilities on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or the political, philosophical, or other content of the speech at their meeting.

An application for permission to meet on school premises shall be made to the Principal or designee, who shall grant permission provided it is determined that:

1. The activity has been initiated by students;
2. Attendance at the meeting is voluntary;
3. The meeting is for a lawful purpose;
4. The meeting does not materially and substantially interfere with the orderly conduct of instructional activities in the school;
5. Nonschool persons do not direct, conduct, control, or regularly attend the activity; and
6. The activity is adequately supervised by appropriately certified school district staff.

A student-initiated group granted permission to meet on school premises shall be subject to the same rules and regulations that govern the meetings of student organizations sponsored by this Board, except as provided by this Policy.

Participation in a student-initiated meeting must be available to all students who wish to attend and cannot be denied on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a). The Board will not permit the organization of a fraternity, sorority, or secret society in accordance with N.J.S.A. 18A:42-5 and 18A:42-6.

STUDENTS
5842/page 2 of 2
Equal Access Of Student
Organizations

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

School district staff involvement in student organizations shall be in accordance with the governing principles of the First Amendment of the Constitution of the United States.

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

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

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

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

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

7610 VANDALISM

The Board of Education believes all school district property should be respected and all persons who use or have access to school district property should respect such property and take pride in the institutions of this community and the schools of this district.

Any person who purposely or knowingly damages school district property or damages school district property recklessly or negligently in the employment of fire, explosives, or another dangerous means listed in accordance with N.J.S.A. 2C:17-2 or purposely or recklessly tampers with the tangible property of the school district so as to endanger school district property shall be reported to the appropriate law enforcement agency. Pursuant to N.J.S.A. 18A:37-3, the parent(s) of any minor who shall injure any public or nonpublic school property shall be liable for damages for the amount of injury to be collected by the Board or the owner of the premises in any Court of competent jurisdiction, together with costs of suit.

A person convicted of an offense of criminal mischief that involves an act of graffiti may, in addition to any other penalty imposed by the Court, be required to pay the school district monetary restitution in the amount of the pecuniary damage caused by the act of graffiti and to perform community service, which may include removing the graffiti from the property, in accordance with N.J.S.A. 2C:17-3.c. If community service is ordered by the Court, it shall be for either not less than twenty days or not less than the number of days necessary to remove the graffiti from the property.

A person who purposely defaces or damages district property with any symbol that exposes persons to violence, contempt, or hatred on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) may have committed a crime and shall be reported to the appropriate law enforcement agency in accordance with Policy and Regulation 8465, N.J.A.C. 6A:16-6.3, and the Memorandum of Agreement with Local Law Enforcement.

The Board may also report to the appropriate law enforcement agencies any person whose vandalism of school property is serious or chronic.

N.J.S.A. 2C:33-10

N.J.S.A. 18A:34-2; 18A:37-3

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:16-6.3

Adopted:

9323 NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

Principals have a need to receive and have access to juvenile justice proceedings involving juveniles who are registered students in the school building. The Principal or designee shall have access to information relating to juvenile justice proceedings in accordance with N.J.S.A. 2A:4A-60.

The Principal or designee, on a confidential basis, may request from law enforcement agencies at the time of charge, adjudication, or disposition, information as to the identity of a juvenile student charged, the offense charged, the adjudication, and the disposition. The Principal or designee may inform school staff members of this information if the Principal or designee deems it appropriate for maintaining order, safety, or discipline in the school or for planning programs relevant to the juvenile's educational and social development. This information will not become part of the juvenile student's permanent school record and shall not be maintained except as authorized by regulation of the New Jersey Department of Education (NJDOE).

A law enforcement or prosecuting agency shall, at the time of a charge, adjudication, or disposition, send written notice to the Principal or designee of the school where the juvenile is enrolled, of the identity of the juvenile charged, the offense charged, the adjudication, and the disposition if:

1. The offense occurred on school property or a school bus, occurred at a school-sponsored function, or was committed against an employee or official of the school;
2. The juvenile was taken into custody as a result of information or evidence provided by school officials; or
3. The offense, if committed by an adult, would constitute a crime, and the offense:
 - a. Resulted in death or serious bodily injury or involved an attempt or conspiracy to cause death or serious bodily injury;

Notification of Juvenile Offender Case Disposition

- b. Involved the unlawful use or possession of a firearm or other weapon;
- c. Involved the unlawful manufacture, distribution, or possession with intent to distribute a controlled dangerous substance or controlled substance analog;
- d. Was committed by a juvenile who acted with a purpose to intimidate an individual or group of individuals because of race, color, religion, sexual orientation, or ethnicity; or
- e. Would be a crime of the first, second, or third degree.

Information provided to the Principal or designee pursuant to N.J.S.A. 2A:4A-60.d. shall be treated as confidential but may be made available to such members of the staff and faculty of the school as the Principal or designee deems appropriate for maintaining order, safety, or discipline in the school or for planning programs relevant to a juvenile's educational and social development. This information will not become part of the juvenile student's permanent school record and shall not be maintained except as authorized by regulation of the NJDOE.

Law enforcement or the prosecuting agency may provide the Principal or designee with information identifying one or more juvenile students who are under investigation or have been taken into custody for the commission of any act that would constitute an offense if committed by an adult when the law enforcement or prosecuting agency determines that the information may be useful to the Principal or designee in maintaining order, safety, or discipline in the school or in planning programs relevant to the juvenile's educational and social development. Information provided in accordance with N.J.S.A. 2A:4A-60.e. shall be treated as confidential, but the Principal or designee may inform school staff members of this information if the Principal or designee deems it appropriate for maintaining order, safety, or discipline in the school or for planning programs relevant to the juvenile's educational and social development. No information provided pursuant to N.J.S.A. 2A:4A-60 shall be maintained.

The Principal or designee who requests and/or receives information as specified in this Policy shall notify the Superintendent or designee within twenty-four hours of the request being made. In accordance with N.J.S.A. 53:1-20.6, the Principal or

COMMUNITY
9323/page 3 of 3
Notification of Juvenile Offender Case Disposition

designee shall notify the Superintendent or designee of any applicable fees associated with the request.

The school district shall comply with the NJDOE rules and regulations concerning the creation, maintenance, and disclosure of student records regarding Principal or designee notification of juvenile offender case disposition and this Policy.

N.J.S.A. 2A:4A-60
N.J.S.A. 53:1-15; 53:1-20.6
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted:

APPENDIX

C

R 1530 EQUAL EMPLOYMENT OPPORTUNITY
COMPLAINT PROCEDURE

A. Purpose and Application

1. The purpose of this procedure is to give any district employee or candidate for employment the opportunity to appeal an alleged denial of equal employment opportunity in violation of State statutes and administrative codes, and Federal laws and Policy 1530, guaranteeing “equal access to all categories of employment without discriminating on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).”
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual employees.

B. Definitions

1. “Board of Education” means the Board of Education of this school district.
2. “Complaint” means an alleged discriminatory act or practice.
3. “Complainant” means a staff member who alleges a discriminatory act or practice.
4. “Day” means a working or calendar day as identified.
5. “Discriminatory act or practice” means denial of equal employment opportunity in violation of State statutes and administrative codes and Federal laws and Policy 1530.
6. “School district” means this school district.

C. Procedure

1. A complainant who believes that they have been harmed or adversely affected by a discriminatory practice or act prohibited by law and/or policy shall discuss the matter with their immediate supervisor in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days of the discussion with their supervisor, the complainant may submit a complaint to the Affirmative Action Officer. The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.
3. The complaint shall include:
 - a. The complainant's name and address;
 - b. The specific act or practice of which the complainant complains;
 - c. The school employee, if any, responsible for the allegedly discriminatory act;
 - d. The results of discussions conducted in accordance with C.1. above; and
 - e. The reasons why the results of the discussions were not satisfactory to the complainant.
4. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the complaint filed in accordance with C.2. above. A copy of the complaint and the response will be forwarded to the Superintendent.
5. The Affirmative Action Officer's written response may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have acted discriminatorily.

6. On their timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with a discriminatory act and any other person with knowledge of the act.
7. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties.
8. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint;
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.
9. A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
10. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
11. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.

12. The complainant will be informed of their right to appeal the Board's decision to the:
 - a. Commissioner of Education
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625-0500 or the
 - b. New Jersey Division on Civil Rights
Central Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090

D. Record

1. The records of any complaint processed in accordance with this procedure shall be maintained in a file kept by the Affirmative Action Officer.
2. A copy of the decision rendered at the highest level of appeal finding a discriminatory act has occurred shall be kept in the personnel file of the employee found to have committed a discriminatory act.

Issued:

R 2200 CURRICULUM CONTENT

Courses of study and instructional materials and programs shall be designed to eliminate discrimination on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) and promote understanding and mutual respect between children.

The Superintendent or designee shall develop a procedure to address and eliminate any possible bias in the curriculum.

Issued:

R 2260 EQUITY IN SCHOOL AND CLASSROOM PRACTICES
COMPLAINT PROCEDURE

A. Purpose and Application

1. The purpose of this procedure is to give any student or the parent(s) of a student the opportunity to appeal an alleged violation of the district's Affirmation Action Plan for school and classroom practices, as set forth in Policy 2260.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and will be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual students.

B. Definitions

1. "Affirmative Action Officer" means the district official responsible for the coordination of activities relating to compliance with the Affirmative Action Plan.
2. "Affirmative Action Plan" means the Affirmative Action Plan for school and classroom practices adopted by the Board of Education.
3. "Board of Education" means the Board of Education of this school district.
4. "Complainant" means a student or parent(s) who believes that they have been harmed or adversely affected by a failure to enforce the district's Affirmative Action Plan.
5. "Complaint" means an unresolved problem concerning the interpretation or application by an officer or employee of this school district of law and regulations regarding the Affirmative Action Plan.

6. “Day” means a working or calendar day as identified.
 7. “Student” means an individual enrolled in any formal educational program provided by the school district.
 8. “School district” means this school district.
 9. “Violation” means the failure of a district official or employee to take the positive steps outlined in Policy 2260 and/or included in the Affirmative Action Plan.
- C. Procedure
1. A complainant shall discuss their complaint with the staff member most closely involved in an attempt to resolve the matter informally.
 2. If the matter is not resolved to the satisfaction of the complainant within thirty working days of the discussion with the staff member most closely involved, the complainant may submit a complaint to the Affirmative Action Officer. The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.
 3. The complaint shall include:
 - a. The student’s name and, in the complaint of a person acting on behalf of the student, the name and address of the complainant;
 - b. The specific failure to act of which the complainant complains;
 - c. The school employee, if any, responsible for the alleged violation of the Affirmative Action Plan;
 - d. The results of discussions conducted in accordance with C.1. above; and
 - e. The reasons why the results of the discussions were not satisfactory to the complainant.

4. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the complaint filed in accordance with C.2. above. A copy of the complaint and the response will be forwarded to the Superintendent.
5. The Affirmative Action Officer's written response may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.
6. On their timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation.
7. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board.
8. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint;
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
 - e. The complainant's reason for believing the Superintendent's decision should be changed.

9. A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.
 10. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
 11. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
 12. The complainant will be informed of their right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.
- D. Record
1. The records of any complaint processed in accordance with this procedure shall be maintained in a file separate from the student's cumulative file. A notation shall be made in the student's file of the presence of the record in the separate file.
 2. A copy of the decision rendered at the highest level finding a violation of the Affirmative Action Plan has occurred shall be kept in the personnel file of the employee found to have committed a violation of the Affirmative Action Plan.

Issued:

R 2423 BILINGUAL EDUCATION

A. Definitions – N.J.A.C. 6A:15-1.2

1. “Alternate English language proficiency assessment” (alternate ELP assessment) means a New Jersey Department of Education (Department)-approved assessment for students with the most significant cognitive disabilities that assesses a student’s English language proficiency (ELP) on the four domains of listening, speaking, reading, and writing, and that is aligned with the English Language Development (ELD) standards and the Individuals with Disabilities Education Act (IDEA).
2. “Bilingual education program” means a full-time language instruction educational program (LIEP) in all courses or subjects provided in accordance with N.J.S.A. 18A:35-18. Students in a bilingual education program receive instruction in the primary language of multilingual learners (ML) enrolled in the program and in English, while also receiving English as a second language (ESL) instruction. Educators use the primary language of instruction to enhance literacy in the primary language and as a support in the development of listening, speaking, reading, and writing skills in English. Students also receive instruction in the history and culture of the country, territory, or geographic area that is the native land of the parents and families of MLs enrolled in the program, and in the history and culture of the United States.
3. “Bilingual part-time program” means an instructional program alternative in which students receive their academic content area classes in English language arts (ELA) and mathematics instruction with a certified bilingual teacher who provides instruction in the primary language of the MLs in the program, as well as ESL instruction.
4. “Bilingual resource program” means an instructional program alternative in which students receive instruction and resources that are individualized for each student, daily instruction from a certified bilingual teacher in academic content areas as identified by the school district, as well as ESL instruction.
5. “Bilingual tutorial program” means an instructional program alternative in which students receive one period of instruction from a certified bilingual teacher in an academic content area required for graduation, a second period of tutoring in another required content area, as well as ESL instruction.

6. “Class period” means the time allocated for instruction in academic content areas as part of the regular school schedule for each day in session as set forth at N.J.A.C. 6A:32-8.3. In a block schedule, weekly instruction is equivalent to one class period for each day of school in a given week.
7. “Cut score” means the same as that term is defined pursuant to N.J.A.C. 6A:8-1.3.
8. “Dual language immersion program” means, for the purpose of meeting the LIEP requirements at N.J.S.A. 18A:35-18 and N.J.A.C. 6A:15, a full-time LIEP that provides students structured English language instruction and instruction in a second language in all academic content areas. MLs in the program receive instruction in their primary language, as well as ESL instruction. A dual language immersion program provides daily instruction in English and a minimum of fifty percent of instruction in the primary language of enrolled MLs. A dual language immersion program that is designed to support MLs is sometimes referred to as a two-way bilingual education program.
9. “Early Language Development Standards” means the preschool English language development standards for preschool students developed by WIDA. The standards correspond to five domains of children’s development and learning: approaches to learning, language and communication development, cognition and general knowledge, physical well-being and motor development, and social and emotional development. The standards incorporated herein by reference, are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium and are available at <https://wida.wisc.edu/teach/early>.
10. “Educational activities and programs” means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.
11. “Educational equity” means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.
12. “Educational needs” means the particular educational requirements of MLs; the fulfillment of which will provide them with equal educational opportunities.
13. “English as a second language (ESL) program” means a daily class period of second-language acquisition instruction within a LIEP and based on a student’s English language proficiency that teaches the English language development standards and incorporates the cultural aspects of the students’ experiences in their ESL instruction.

14. “English language development standards” or “ELD standards” means the 2020 Amplification of the English Language Development Standards, Kindergarten – Grade 12 incorporated herein by reference, as amended and supplemented, developed by WIDA. They are the standards and language competencies in listening, speaking, reading, and writing that MLs in preschool programs, and elementary and secondary schools, need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic content areas. The standards are a version of ELA that have been crafted to address the specific developmental stages of students learning English. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <https://wida.wisc.edu/sites/default/files/resource/WIDA-ELD-Standards-Framework-2020.pdf>.
15. “English language proficiency assessment” or “ELP assessment” means a Department-approved assessment that evaluates a student’s English language proficiency on the four domains of listening, speaking, reading, and writing, and that is aligned with the ELD standards.
16. “English language services” means services designed to improve the English language skills of MLs. The services, provided in school districts with less than ten MLs in Kindergarten through twelfth-grade, are part of the regular school program and are designed to develop proficiency in the ELD standards.
17. “Equal educational opportunity” means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.
18. “Exit criteria” means the criteria that must be applied before a student may be exited from a LIEP.
19. “High-intensity ESL program” means an instructional program alternative in which students receive two or more class periods each day in session of ESL instruction. One period is the standard ESL class, and the other period is a tutorial or ESL reading class.
20. “Instructional program alternative” means a LIEP, other than bilingual education and/or dual language immersion, that may be established by the Board of Education in consultation with, and approval of, the New Jersey Department of Education through a waiver request pursuant to N.J.S.A. 18A:35-18. All students in an instructional program alternative receive an ESL class period each day in session.

21. “Language instruction educational program” or “LIEP” means the program of services in which a ML receives instruction and support to develop and attain English language proficiency while meeting or exceeding the New Jersey Student Learning Standards (NJSLS) in academic content areas. MLs in a LIEP develop proficiency in the English language while they develop skills and knowledge within the academic content areas. A LIEP includes the services that all MLs are entitled to receive, pursuant to N.J.S.A. 18A:35-16 and N.J.A.C. 6A:15. LIEP includes “programs of bilingual education,” pursuant to N.J.S.A. 18A:35-16, and “instructional alternative programs,” pursuant to N.J.S.A. 18A:35-18.
22. “Multicultural curriculum” means the same as that term is defined pursuant to N.J.A.C. 6A:7.
23. “Multilingual learner” or “ML” means a student whose primary language is not English, who is identified through the process set forth in N.J.A.C. 6A:15, and who is developing proficiency in multiple languages (e.g., English and a primary language). The term is synonymous with “English learner” or “English language learner.”
24. “Newcomer” means any student born outside of the United States who has recently arrived in the United States. Newcomer is an umbrella term that includes a heterogenous group of immigrants; some newcomers may also be MLs or students with interrupted formal education (SIFE).
25. “NJSLS” means the New Jersey Student Learning Standards as defined at N.J.A.C. 6A:8-1.3.
26. “Parent(s)” means the natural or adoptive parent, legal guardian, surrogate parent appointed pursuant to N.J.A.C. 6A:14-2.2, or a person acting in the place of a parent (such as a grandparent or stepparent with whom the student lives or a person legally responsible for the student’s welfare). Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights pursuant to N.J.A.C. 6A:32. In addition, a resource family parent may act as a parent pursuant to N.J.A.C. 6A:32 if the parent’s authority to make education decisions on the student’s behalf has been terminated by a court of appropriate jurisdiction.
27. “Primary language” means the language or mode of communication in which a ML is most fluent or speaks more regularly than any other language. In the case of a student, the primary language is the language normally used by the student’s parent.

28. “Sheltered English instruction” means an instructional program alternative to make academic instruction in English understandable to MLs. Sheltered English classes are taught by classroom teachers who deliver instruction in English, may not hold a bilingual/ESL endorsement, but have received training on strategies for instructional adaptation, pursuant to N.J.A.C. 6A:8-1.3, to make academic content areas comprehensible for MLs.
 29. “State Seal of Biliteracy” means a recognition awarded pursuant to N.J.A.C. 6A:8-5.3.
 30. “Statewide home-language survey” or “Statewide HLS” means a standardized questionnaire developed by the Department for school districts to use to help identify which students are potential MLs and which students will require a record review and an ELP assessment to determine whether they are eligible for placement in a LIEP.
 31. “Student with interrupted formal education” or “SIFE” means a ML in grades four to twelve who has experienced disruptions in their formal education that took place outside of the United States.
- B. Identification of Eligible Multilingual Learners – N.J.A.C. 6A:15-1.3
1. The school district shall use, at the time of enrollment, the multi-step process set forth at N.J.A.C. 6A:15-1.3(a)1 through (a)3 and B.1.a. through B.1.c. below to identify MLs enrolled in the school district.
 - a. The district shall administer to each student enrolled in the school district the Statewide HLS. The district shall use the Statewide HLS to determine which students in preschool to twelfth-grade have a primary language(s) other than English and, therefore, may be a ML. The Statewide HLS shall be completed, in writing, or by verbal interview by an individual with knowledge of the student, such as a parent(s), trained school district personnel, or a bilingual or ESL teacher;
 - b. Following the administration of the Statewide HLS, the district shall conduct a records review process to determine whether the student is a ML.

- (1) The records review process may include, but is not limited to, reviewing available information about the student’s overall academic performance from current or prior years; observations of teaching staff members who have worked with the student; interviews with the student or the student’s parent or family in their primary language; and/or additional school records as needed in compliance with State and Federal student privacy laws; and
- c. The district shall then determine the English language proficiency of all Kindergarten to twelfth-grade students who are found eligible through N.J.A.C. 6A:15-1.3(a)1 or (a)2 and B.1.a. or B.1.b. above and whose primary language is other than English by administering an ELP assessment. Students who do not meet the Department-established cut score on the ELP assessment shall be considered MLs and shall be offered entry into the district’s LIEP.
- (1) Preschool students who are identified, pursuant to the processes set forth at N.J.A.C. 6A:15-1.3(a)1 and (a)2 and B.1.a. and B.1.b. above, as having a primary language other than English shall be identified as MLs. Prior to the start of their Kindergarten year, the district shall administer an ELP assessment to preschool MLs as part of the screener process to determine the ML’s English language proficiency level.
 - (2) The district shall also use age-appropriate methodologies to identify preschool MLs to determine their individual language development needs.
2. The district shall maintain a roster indicating all identified students whose primary language is other than English and who are MLs.
- C. Board Requirements, Including Language Instruction Educational Programs for Multilingual Learners – N.J.A.C. 6A:15-1.4
1. The district shall provide all preschool to twelfth-grade MLs enrolled in the school district pursuant to N.J.S.A. 18A:7F-46 and 18A:7F-54 with equal educational opportunities and all educational activities and programs, including required courses and support services defined at N.J.A.C. 6A:15-1.4(b) through (e) and C.2. through C.5. below to prepare MLs to meet or exceed the NJSLS for high school graduation. The instructional opportunities shall be designed to assist MLs to fully comprehend all subject matter and demonstrate their mastery of all NJSLS academic content areas.

- a. Instructional opportunities may also include individualized and targeted supports, as needed by MLs.
 - b. The district shall ensure that all educational services, activities, and programs incorporate a linguistically and culturally responsive, multicultural curriculum in accordance with N.J.S.A. 18A:35-4.35, 18A:35-4.36, and 18A:35-4.36a. to ensure educational equity aligned to the Board of Education's Comprehensive Equity Plan, pursuant to N.J.A.C. 6A:7.
2. The Board shall provide all MLs with a LIEP.
- a. The Board shall provide appropriate instructional programs to preschool MLs pursuant to N.J.A.C. 6A:15-1.4(c) and C.3. below.
 - b. Whenever there are twenty or more MLs in Kindergarten through twelfth-grade in any one language classification enrolled in the school district, a LIEP shall include bilingual education or dual language immersion programs pursuant to N.J.A.C. 6A:15-1.4(e) and C.5. below, unless waived pursuant to N.J.A.C. 6A:15-1.15 and N. below.
 - c. Whenever there are ten or more MLs in Kindergarten through twelfth-grade enrolled in the school district, an ESL program shall be provided.
 - d. Whenever there are at least one, but fewer than ten MLs in Kindergarten through twelfth-grade enrolled in the school district, the Board shall provide the MLs with English language services. English language services shall be provided as part of the regular school program.
 - e. Instructional program alternatives may be implemented pursuant to N.J.A.C. 6A:15-1.15 and N. below.
3. The Board shall provide appropriate instructional programs to eligible preschool MLs based on the New Jersey Preschool Program Implementation Guidelines and the New Jersey Preschool Teaching and Learning Standards of Quality, pursuant to N.J.A.C. 6A:13A – Elements of High-Quality Preschool Programs.
- a. A program that meets the New Jersey Preschool Teaching and Learning Standards of Quality and is approved, pursuant to N.J.A.C. 6A:13A, will be considered a preschool LIEP.

4. The Board shall establish bilingual education or dual language immersion programs whenever there are twenty or more MLs in any one language classification enrolled in the school district in Kindergarten through twelfth-grade, pursuant to N.J.S.A. 18A:35-18. Bilingual education or dual language immersion programs shall:
 - a. Be designed to prepare MLs to acquire sufficient English knowledge and skills to meet the NJSLS. All MLs participating in bilingual and dual language immersion programs shall also receive a class period of ESL instruction each day in session;
 - b. Include a curriculum that is aligned to the NJSLS and the ELD standards and includes primary language instruction delivered to further master literacy in the primary language and as a support in the development of English proficiency;
 - c. Include the full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the school district; and
 - d. Utilize a curriculum for bilingual education programs that is adopted by the Board.
5. The Board shall provide at least one class period of ESL instruction each day in session based on a student's English language level to all MLs placed in a LIEP.
 - a. The Board shall develop and adopt an ESL curriculum that addresses the ELD standards to address the instructional needs of MLs.
 - b. The ESL curriculum shall be cross-referenced to the school district's bilingual education and academic content area curricula to ensure that ESL instruction is correlated to all academic content areas taught.
6. The Board may establish dual language immersion programs to meet the requirement at N.J.A.C. 6A:15-1.4(b)2. and C.2.b. above and N.J.S.A. 18A:35-15 through 18A:35-26.
 - a. Dual language immersion programs shall be designed to help students achieve proficiency in English and in a second language while mastering academic content area skills.

- b. Instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards.
 - c. Classes in dual language immersion programs shall be comprised of at least fifty percent MLs.
 - d. The program may be coordinated with the school district's world languages program.
 - e. Dual language immersion programs that are not established to provide the LIEP services required pursuant to N.J.S.A. 18A:35-15 through 18A:35-26 do not have to comply with the requirements of N.J.A.C. 6A:15, Policy 2423, and this Regulation.
7. The Board may establish a newcomer program for a limited duration in time to address the needs of recent immigrant students, particularly SIFEs, before the students transition to a general education classroom. A high-quality newcomer program shall:
 - a. Be age-appropriate;
 - b. Include content that relates to the NJSLs;
 - c. Include social-emotional learning; and
 - d. Include courses that are credit-bearing and count toward graduation pursuant to N.J.A.C. 6A:8, or promotion requirements to allow students to meet grade-level standards within a reasonable period of time.
8. The Board shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable MLs to meet or exceed the NJSLs for graduation. When sufficient numbers of students are not available to form a bilingual class in an academic content area, the Board shall develop, in consultation with and approved by the Department, plans to meet the needs of the students.
9. In addition to N.J.A.C. 6A:15-1.4(a) through (h) and C.1. through C.8. above, the Board shall design additional programs and services to meet the special needs of eligible MLs. The additional programs and services shall include, but not be limited to, individualized and targeted supports through Title I programs; special education; career and technical education programs; gifted and talented education services; supports to help MLs earn a State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3; and individualized learning opportunities pursuant to N.J.A.C. 6A:8-5.1.

10. The Board may establish a program in bilingual education or dual language immersion for any language classification with fewer than twenty students.
 11. The Board shall establish a process for how MLs in high school may meet the world language or ELA course graduation requirements, pursuant to N.J.A.C. 6A:8-5.1, by applying credits earned in an ESL course. The Board shall verify on a student's record that the applicable ESL credits meet or exceed the NJSLS at the high school level.
- D. Approval Procedures – N.J.A.C. 6A:15-1.5
1. The school district providing a LIEP shall submit a plan every three years to the Department for approval.
 2. The Board of Education's LIEP plan shall demonstrate that:
 - a. For Kindergarten through twelfth-grade, LIEP curricula include or are aligned with:
 - (1) The NJSLS;
 - (2) The ELD standards; and
 - (3) A multicultural curriculum, pursuant to N.J.S.A. 18A:35-4.36a and N.J.A.C. 6A:7.
 - b. For preschool, the ML instruction and support meets the language instruction requirements in the New Jersey Preschool Program Implementation Guidelines and the New Jersey Preschool Teaching and Learning Standards of Quality, pursuant to N.J.A.C. 6A:13A and the curricula include or are aligned with:
 - (1) The NJSLS;
 - (2) The ELD standards for preschool; and
 - (3) A multicultural curriculum, pursuant to N.J.S.A. 18A:35-4.36a and N.J.A.C. 6A:7.

- c. MLs have equitable access to educational activities and programs in a manner aligned to the Board's Comprehensive Equity Plan, pursuant to N.J.A.C. 6A:7.
 - d. School district staff engage in ongoing and continuous program evaluations that shall include regular reviews of student performance data (for example, graduation rates and assessment results) and other measures (for example, absenteeism, disciplinary records, and course enrollment) to evaluate whether MLs in the district have equitable access to educational opportunities, including, but not limited to, gifted and talented programs; advanced coursework and dual enrollment; work-based learning opportunities; extra-curricular activities; and career counseling.
 - e. Preschool students participate in instructional activities pursuant to N.J.A.C. 6A:13A.
 - f. Bilingual and dual language immersion programs promote bilingualism, biliteracy, cross-cultural competency, high levels of academic achievement in both languages, and a path, if available, toward attaining the State Seal of Biliteracy.
3. The Board's LIEP plan submitted to the Department for approval shall include information on the following:
 - a. Identification of MLs in preschool through twelfth-grade;
 - b. LIEP description;
 - c. The number of staff hired for the LIEP by certificate type;
 - d. Bilingual and ESL curriculum;
 - e. Evaluation design;
 - f. Review process for a student's exit from ML status; and
 - g. A budget for all components of the LIEP.
 4. The Department will review the plan to ensure the Board has a system of support for all MLs that is aligned to N.J.A.C. 6A:15, Policy 2423, and this Regulation. The Department may request modifications of the plan, as appropriate, and shall determine whether to approve the Board's plan.

E. Supportive Services – N.J.A.C. 6A:15-1.6

1. Students enrolled in a LIEP shall have equal educational opportunities, including full access to educational opportunities and services available to other students in the district.
2. The school district shall provide MLs with linguistically and culturally responsive supportive services, such as academic counseling; tutoring; career guidance; and mental health counseling. Bilingual personnel who are trained in social-emotional learning and are familiar with and knowledgeable about the unique assets and needs of the MLs, including newcomers and SIFEs, and their parents, shall provide the services.

F. Professional Development – N.J.A.C. 6A:15-1.7

1. As part of the district- and school-level plans for professional development requirements at N.J.A.C. 6A:9C-4.2, the Board of Education shall describe professional learning for bilingual, ESL, and academic content teachers whose classroom instruction is in English; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of MLs.
2. The district- and school-level professional development plan shall:
 - a. Include instructional adaptational strategies, pursuant to N.J.A.C. 6A:8-3.1, and training on appropriate assessments to help MLs meet the NJSLS and the ELD standards;
 - b. Address the needs of bilingual and ESL teachers, who shall receive training in the use of the ESL curriculum and the ELD standards; and
 - c. Ensure all teachers receive training on the ELD standards and how to provide linguistically and culturally accessible instruction and appropriate modifications and accommodations for MLs.

G. Certification – N.J.A.C. 6A:15-1.8

1. All teachers of bilingual programs shall hold a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or academic content area and a standard certificate with a bilingual/bicultural education endorsement, pursuant to N.J.S.A. 18A:6-38 et seq., N.J.S.A. 18A:35-15 to 26, and N.J.A.C. 6A:9B-11.5.

2. Dual language immersion programs, for the purpose of meeting the LIEP requirements at N.J.S.A. 18A:35-18; N.J.A.C. 6A:15; Policy 2423; and this Regulation may be taught by one or more teaching staff members. In these dual language immersion programs, the following endorsements to an instructional certificate shall be fulfilled by one or more teaching staff members:
 - a. An endorsement for the appropriate grade level and/or academic content area being taught; and
 - b. An endorsement in bilingual/bicultural education or world languages.
 - (1) A teaching staff member of a language other than English has demonstrated linguistic competence in the language of their instruction, pursuant to N.J.A.C. 6A:9B-10.5 or 11.5(a)2.
 3. All teaching staff members of ESL classes shall hold a valid New Jersey instructional certificate with an ESL endorsement, pursuant to N.J.S.A. 18A:6-38 et seq. and N.J.A.C. 6A:9B-11.6.
 4. All teaching staff members providing English language services shall hold a valid New Jersey instructional certificate.
- H. Language Instruction Educational Program Placement, Assessment, Exit, and Reentry – N.J.A.C. 6A:15-1.9
1. All MLs from Kindergarten through twelfth-grade shall be enrolled in a LIEP established by the Board of Education in accordance with N.J.A.C. 6A:15-1.4(b) through (f) and C.2. through C.6. above, N.J.A.C. 6A:15-1.15(a) and N.1. below, and N.J.S.A. 18A:35-18 and N.J.S.A. 18A:35-22.
 2. Students identified as MLs shall be assessed annually using ELP assessments to measure the progress toward English language proficiency and to determine readiness for exiting the LIEP. Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2, shall be assessed annually using an alternate ELP assessment.

3. A ML enrolled in the LIEP shall be placed in a classroom(s) where the primary language of instruction is English when the ML has demonstrated readiness to exit a LIEP first by achieving the Department-established cut score on an ELP or alternate ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the observations of the teaching staff members responsible for the educational program of the student; and performance on achievement tests in English.
 - a. Pursuant to 34 CFR §200.6(h)(4)(ii), a ML with a disability whose disability makes it impossible for the student to be assessed in a particular domain because there are no appropriate accommodations for assessing the student in that domain may be exited from ML status based on the student meeting the Department-determined cut score on the remaining domains in which the student was assessed.
4. When the review process for exiting a student from a LIEP has been completed, the district shall notify, by written communication, the student's parent of the placement determination. If the parent or a teaching staff member disagrees with the student's placement, the parent or teaching staff member may appeal the placement to the Commissioner of Education, pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, after exhausting the school district's appeal process.
5. A parent may remove a student who is enrolled in a LIEP pursuant to N.J.S.A. 18A:35-22.1.
 - a. A student who is identified as a ML and whose parent refuses placement in a LIEP shall still access and meet the academic expectations of the NJSLS. Pursuant to N.J.A.C. 6A:8, N.J.A.C. 6A:15-1.6, and E. above, the district shall ensure that students whose parents refuse placement are provided the appropriate instructional adaptations and appropriate assessment modifications and accommodations for Statewide assessments.
6. The district shall monitor, for a minimum of two years, the academic progress of students who are exited from a LIEP to ensure that the students are continually meeting or exceeding the NJSLS when the curriculum and instruction are delivered in English.

7. Newly exited students who are not academically progressing in classes where English is the primary language of instruction may be considered for reentry to a LIEP as follows:
 - a. After a minimum of one-half an academic year and within two years of exit, the teaching staff member delivering instruction in English may recommend retesting with the approval of the Principal.
 - b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon request of the Superintendent if the student is experiencing extreme difficulty in adjusting to classes where English is the primary language of instruction.
 - c. The recommendation for retesting shall be based on the teaching staff member's documented observation of a student's academic performance and data-based determination that the student is experiencing difficulties due to problems in using the English language to communicate effectively with peers and adults; understand directions given by the teaching staff member; and/or comprehend basic verbal and written materials.
 - d. The student shall be tested using a different form of the English language proficiency assessment than the one used to exit the student from the LIEP.
 - e. If the student scores below the Department-determined cut score on the English language proficiency assessment, the student shall be reenrolled into a LIEP.
- I. Graduation Requirements for Multilingual Learners – N.J.A.C. 6A:15-1.10

All MLs shall satisfy requirements for high school graduation pursuant to N.J.A.C. 6A:8-5.1(a).
- J. Location – N.J.A.C. 6A:15-1.11
 1. All Kindergarten through twelfth-grade LIEPs shall be conducted within classrooms within the school district pursuant to N.J.S.A. 18A:35-20, except under the following circumstances:
 - a. A LIEP is conducted in another school district as part of a joint program, pursuant to N.J.A.C. 6A:15-1.13 and L. below; or

- b. A ML's individualized learning opportunity, pursuant to N.J.A.C. 6A:8-5.1(a)2, occurs outside of the school district's classrooms.

K. Notification – N.J.A.C. 6A:15-1.12

1. The district shall notify, by written communication, the parent of a ML of the fact that their child has been identified as eligible for placement in a LIEP.
 - a. The district shall issue the notification within thirty calendar days of the start of the school year.
 - b. For a student who enrolls after the beginning of the school year, the district shall issue the notification within fourteen calendar days of the student being placed in a LIEP.
2. The notice shall be in writing and in the language in which the parent possesses a primary speaking ability, and in English, and shall include the following information:
 - a. Why the student was identified as a ML;
 - b. Why the school district determined the student needs to be placed in a LIEP that will help the student develop and attain English proficiency and meet the NJSLS;
 - c. The student's level of English language proficiency, how the level of English language proficiency was assessed, and the student's performance in academic content areas;
 - d. The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a primary language, if applicable;
 - e. How the program will meet the student's specific needs in attaining English language proficiency and meeting or exceeding the NJSLS;
 - f. The program's exit requirements, the expected amount of time that the ML will need to successfully achieve in classrooms where the language of instruction is English, and, in the case of high school students, the expected rate of graduation;

2. With the exception of a Board implementing an English language services or ESL program, each Board implementing a LIEP shall establish a parent advisory committee on bilingual education of which the majority membership shall be the parents of MLs.
- N. Waiver Process Provided by Statute – N.J.A.C. 6A:15-1.15
1. A school district that has twenty or more students eligible for the bilingual education program in Kindergarten through twelfth-grade may request annual approval from the Department to waive the requirement at N.J.A.C. 6A:15-1.4(d) and C.4. above and, instead, to establish an instructional program alternative if the school district is able to demonstrate that it would be impractical to provide a full-time bilingual program due to the age range, grade span, and/or geographic location of eligible students.
 - a. Instructional program alternatives that shall be established include, but are not limited to: the bilingual part-time program; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high-intensity ESL program.
 - b. All instructional program alternatives shall be designed to assist MLs to develop English language proficiency while learning the knowledge and skills for academic content areas to meet or exceed the NJSLS.
 - c. Instructional program alternatives shall be developed in consultation with the Department based on student enrollment and achievement data.
 - d. A Board of Education implementing instructional program alternatives annually shall submit to the Department student enrollment and achievement data that demonstrate the continued need for the programs.
 - e. Instructional program alternatives shall be approved annually by the Department based on the Department's review of student enrollment and achievement data.

Issued:

R 2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED
CONCUSSIONS AND HEAD INJURIES

The following procedures shall be followed to implement N.J.S.A. 18A:40-41.1 et seq., the New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions, and Policy 2431.4.

A. Prevention

1. The following steps may be taken to prevent concussions and head injuries and ensure the safety of student-athletes:
 - a. Limit the number of stunts during cheerleading practice.
 - (1) When stunting is performed, spotters shall be used and the surface shall be soft and in good condition; and
 - (2) Safe stunting techniques shall be taught and student-athletes shall not be permitted to attempt new or difficult stunts without proper instruction and a coach on hand.
 - b. Ensure student-athletes have appropriate supervision during practices and a designated safe practice facility in good condition for the activity.
 - c. Ensure the use of appropriate fitted and maintained safety equipment.
 - d. Ensure student-athletes avoid unsafe actions such as:
 - (1) Hitting another student-athlete in the head;
 - (2) Using their head to contact another student-athlete;
 - (3) Making illegal contacts; and
 - (4) Trying to injure or put another student-athlete at risk for injury.

- e. Limit the amount of contact during practices. This may include:
 - (1) Limiting the amount of practice time that includes scrimmages or full-speed drills.
- f. Teach student-athletes proper techniques and ways to avoid hits to the head.
- g. Keep a close eye on student-athletes in positions that are at increased risk for concussion to help spot a potential concussion.

B. Possible Signs or Symptoms of Concussion

- 1. Some mild traumatic brain injuries and concussion symptoms may appear right away, while others may not appear for hours or days after the injury. These symptoms may be observed by coaches, licensed athletic trainers, school/team physicians, school nurses, teachers, parents, or a teammate. Below are a few examples of possible signs and symptoms of a concussion:
 - a. The student-athlete grabs or holds head after a play or hit - “Hands to Head”;
 - b. The student-athlete appears to be “shaking it off”;
 - c. The student-athlete appears dazed or “foggy”;
 - d. The student-athlete forgets plays or demonstrates short term memory difficulty;
 - e. The student-athlete cannot recall injury or events just before or just after the injury;
 - f. The student-athlete answers questions slowly or inaccurately;
 - g. The student-athlete has a headache;
 - h. The student-athlete is nauseous or is vomiting;
 - i. The student-athlete is experiencing balance problems or dizziness;

- j. The student-athlete is experiencing double vision or changes in vision;
 - k. The student-athlete is experiencing sensitivity to light or sound/noise;
 - l. The student-athlete is feeling sluggish or foggy;
 - m. The student-athlete is having difficulty with concentration and short-term memory;
 - n. The student-athlete is experiencing sleep disturbance; and
 - o. The student-athlete is experiencing irritability and/or mood changes.
2. Any possible signs or symptoms of a concussion shall be reported by the student-athlete participating in a program of athletic competition to the coach(es), athletic trainer, school or team physician, school nurse, and/or parent.

C. Treatment

- 1. Pursuant to N.J.S.A. 18A:40-41.4, a student-athlete who participates in a program of athletic competition and who sustains or is suspected of having sustained a concussion or other head injury while engaged in a program of athletic competition shall be immediately removed from the program of athletic competition by the staff member supervising the program of athletic competition.
- 2. The staff member supervising the student-athlete during the program of athletic competition shall immediately contact the school physician, athletic trainer, or school nurse to examine the student-athlete.
- 3. Emergency medical responders (911) shall be called if the student-athlete is experiencing a deterioration of symptoms, loss of consciousness, or direct neck pain associated with the injury pursuant to D. below.
- 4. A student-athlete who is removed from a program of athletic competition shall not participate in further programs of athletic competition until:
 - a. The student-athlete is evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions and receives written clearance from a physician trained in the evaluation and management of concussions to return to the program of athletic competition; and

- (1) The student-athlete's written medical clearance from a physician must indicate a medical examination has determined:
 - (a) The student-athlete's injury was not a concussion or other head injury, the student-athlete is asymptomatic at rest, and the student-athlete may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities; or
 - (b) The student-athlete's injury was a concussion or other head injury and the student-athlete's physician will monitor the student-athlete to determine when the student-athlete is asymptomatic at rest and when the student-athlete may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.
 - (2) The student-athlete's written medical clearance shall be reviewed and approved by the school physician.
 - (3) A student-athlete who has suffered a concussion or other head injury may not begin the CDC's Six-Step Return to Play Progression as outlined in E. below until the student-athlete receives a medical examination and provides the required written medical clearance to the Principal or designee.
 - (4) A written medical clearance not in compliance with the provisions of C.4.a. above will not be accepted.
- b. A student-athlete who has suffered a concussion or other head injury returns to regular school activities without the need for additional support and is no longer experiencing symptoms of the injury when conducting those activities.
- (1) If school is in session, a student-athlete who has suffered a concussion or other head injury must return to regular school activities without symptoms or need for additional support before returning to a program of athletic competition as part of the CDC's Six-Step Return to Play Progression.

- (2) If school is not in session, a student-athlete who has suffered a concussion or other head injury must return to their normal daily activities without symptoms as part of the CDC's Six-Step Return to Play Progression.

D. Symptoms Requiring Immediate Medical Assessment (911/Emergency Evaluation)

1. The following symptoms requiring immediate medical assessment include, but are not limited to:
 - a. The student-athlete loses consciousness;
 - b. The student-athlete has a headache that gets worse and does not go away;
 - c. The student-athlete is experiencing weakness, numbness, decreased coordination, convulsions, or seizure;
 - d. The student-athlete is experiencing repeated vomiting and/or intractable retching;
 - e. The student-athlete is slurring speech or exhibiting unusual behavior (disoriented);
 - f. The student-athlete has one pupil (the black part in the middle of the eye) larger than the other; and
 - g. The student-athlete cannot recognize people or places and/or gets confused, restless, or agitated.

E. CDC's Six-Step Return to Play Progression for Students Who Have Suffered a Concussion or Other Head Injury

1. The return of a student-athlete to a program of athletic competition shall be in accordance with the CDC's Six-Step Return to Play Progression recommendations and any subsequent changes or other updates to those recommendations as developed by the CDC. Recovery is individual.
 - a. As applicable, the student-athlete's treating healthcare provider may guide the student-athlete through the return to play protocol while experiencing mild symptoms as part of the treatment.

- b. In addition, the student-athlete's treating healthcare provider may adjust the treatment plan prior to Step Six, full return to competition.
- c. Clearance from a student-athlete's physician trained in the evaluation and management of concussions is required before returning to full competition.

2. Six-Step Return to Play Progression

a. Step 1: Back to Regular Activities

The student-athlete is back to their regular activities (such as school).

b. Step 2: Light Aerobic Activity

The student-athlete shall begin with light aerobic exercise only to increase a student-athlete's heart rate. This means about five to ten minutes on an exercise bike, walking, or light jogging. No weightlifting at this point.

c. Step 3: Moderate Activity

The student-athlete shall continue with activities to increase a student-athlete's heart rate with body or head movement. This includes moderate jogging, brief running, moderate-intensity stationary biking, or moderate-intensity weightlifting (less time and/or less weight from their typical routine).

d. Step 4: Heavy, Non-Contact Activity

The student-athlete shall add heavy, non-contact physical activity, such as sprinting/running, high-intensity stationary biking, regular weightlifting routine, or non-contact sport-specific drills (in three planes of movement).

e. Step 5: Practice & Full Contact

The student-athlete may return to practice and full contact (if appropriate for the sport) in controlled practice.

f. Step 6: Competition

The student-athlete may return to competition.

3. It is important for a student-athlete's parent(s), coach(es), and teachers to watch for concussion symptoms after each day's Six-Step Return to Play Progression activity.
 4. A student-athlete should only move to the next step if they do not exhibit any new symptoms at the current step.
 5. If a student-athlete's symptoms return or if they develop new symptoms, this could be a sign the student-athlete is overexerting. The student-athlete shall stop these activities and the student-athlete's medical provider shall be contacted. After more rest and no concussion symptoms, the student-athlete can start at the previous step.
- F. Temporary Supports for Student-Athletes with Sports-Related Head Injuries or Concussions
1. Initial rest followed by a gradual return to activity during healing is recommended. Accordingly, consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports-related concussions and head injuries.
 2. Mental exertion increases the symptoms from concussions and affects recovery. To recover, cognitive rest is just as important as physical rest. Reading, studying, computer usage, texting, even watching movies if a student-athlete is sensitive to light/sound, can slow a student-athlete's recovery. Managing the symptoms through a balance of rest and activity is the key to recovery.
 - a. The district will provide support for student-athletes diagnosed with a concussion.
 - b. The student-athlete's health care provider will handle short-term medical accommodations.
 3. Collaboration between the student-athlete's health care provider and the school may be necessary. If accommodations are needed for an extended time, the district may want to consider implementing accommodations via a formalized 504 plan.

4. The Principal or designee may address the student-athlete's cognitive needs in the following ways:
 - a. Limit the student-athlete's screen time;
 - b. Have the student-athlete take rest breaks as needed;
 - c. Have the student-athlete spend fewer hours at school;
 - d. Provide the student-athlete more time to take tests or complete assignments. (All courses should be considered);
 - e. Provide the student-athlete help with schoolwork;
 - f. Reduce the student-athlete's time spent on the computer, reading, and writing;
 - g. Provide or grant the student-athlete early passing time to avoid crowded hallways; and/or
 - h. Allow the student-athlete extra time to complete tests or coursework.
5. These supports and/or short-term medical accommodations may be addressed in an individualized healthcare plan for a student-athlete who has suffered a concussion or other head injury.
6. Concussions affect several aspects of brain function, including cognition, balance and coordination, visual tracking and processing, behavior, and others. The symptoms experienced, difficulties faced, and timeline for recovery will vary for each individual.
7. A brief period of relative rest followed by a gradual return to lighter activities is generally considered the best "medicine" for healing concussions or other head injuries. This may include relative rest from both physical and cognitive activities. Each injury, and therefore each treatment plan, is different. School personnel, in collaboration with the student-athlete, parents, and the student-athlete's health care provider, are in the best position to create flexible, temporary supports to meet the needs of each student-athlete.

G. Education

1. The CDC offers tips for health professionals and educators on their website. Interscholastic Head Injury Training Programs are available via the CDC website or the National Federation of State High School Associations.
2. This training shall be completed by the school/team physician, licensed athletic trainer, school nurses, coaches, and other relevant school personnel.

H. Other Considerations

1. Educational information for student-athletes on the prevention of concussions shall be reviewed.
2. The importance of early identification and treatment of concussions to improve recovery shall be reinforced.
3. School personnel shall contact the student-athlete's parent and inform them of the suspected sports-related concussion or head injury before allowing the student-athlete to go home after a program of athletic competition.
4. School personnel shall provide the parent of the student-athlete with a checklist or copy of the return to play protocols including the requirement of written clearance from a physician trained in the evaluation and management of concussions before the student-athlete is able to return to a program of athletic competition.

I. Interscholastic Head Injury Training Program

1. The district will adopt an Interscholastic Head Injury Training Program to be completed by the school/team physician, licensed athletic trainer, coaches, and other appropriate district personnel pursuant to N.J.S.A. 18A:40-41.2. The training program shall include:
 - a. The recognition of the signs of head and neck injuries, concussions, and second impact syndrome; and
 - (1) Pursuant to N.J.S.A. 18A:40-41.1.d., if a student-athlete sustains a second concussion while still having symptoms of a previous concussion, it can lead to the severe impairment and even the death of the student-athlete, and is referred to as second-impact syndrome.

- b. The CDC's Six-Step Return to Play Progression or any subsequent changes or other updates developed by the CDC.

J. "Return to Play Progressions" vs. "Therapeutic Progressions"

- 1. In many cases, after the initial rest period, concussed individuals may be encouraged to resume limited activities, including light physical and cognitive activities, even in the presence of some continued symptoms. This may be referred to as "therapeutic progressions," and while some of the activities may overlap with the CDC's Six-Step Return to Play Progression, it is different in the goals and intent from "return to play."
 - a. "Return to play" progressions are intended to test the concussed individual's readiness to perform the activity correctly, and to do so with no symptoms.
 - b. "Therapeutic" progressions are intended to help the individual recover and to help them improve their performance and tolerance to those activities. This may take several days, or longer, at any given step.
 - c. "Therapeutic progressions" should be recommended and supervised by a health care provider familiar with the evaluation and management of concussions, and monitored by a team including the student-athlete, parents, health care provider, and school personnel. Adjustments to the program should be in response to the student-athlete's overall symptom load and progress. It should be remembered that student-athletes may progress at different rates for various aspects of their injury, such as tolerating light to moderate aerobic activity before tolerating being in the classroom, or tolerating schoolwork done at home before tolerating the classroom and school environment. Of note, progressions in one aspect of the treatment plan can have a positive effect on other areas as the brain is returning to a more typical overall level of function. A successful treatment plan is one that can adapt appropriately for each student-athlete.

K. Educating the Community on the District Sports-Related Concussions and Head Injuries Policy

- 1. The Board shall review Policy 2431.4 and this Regulation annually, and update as necessary to ensure Policy 2431.4 and this Regulation reflect the most current information available on the prevention, risk, and treatment of sports-related concussions and head injuries.

2. The district may provide regular education and training for staff including administrators, teachers, paraprofessionals, and school counselors regarding concussions and other head injuries as head injuries can happen at any time during the school day or outside of school.
3. The district is in a unique position to promote healthy behaviors. The district can embed education related to the prevention and treatment of concussions and head injuries through the New Jersey Student Learning Standards Comprehensive Health and Physical Education Standard 2.3 – Safety. In addition, N.J.S.A. 18A:6-2 requires education in accident and fire prevention and N.J.S.A. 18A:35-5 requires education in injury or illness emergencies.

Adopted:

R 5440 HONORING STUDENT ACHIEVEMENT

A. Honor Rolls

1. Students in grades six through twelve who distinguish themselves by high academic achievement will be listed on an honor roll at the end of each marking period. Two rolls will be published: honors and high honors.
 - a. The high honor roll will include all students who have achieved a grade of not less than A for Middle School students and an A- for High School students in all subjects in that marking period except one, and that grade shall be no less than a B.
 - b. The honor roll will include all students who have an A for Middle School students and an A- for High School students in at least one subject area and B in all other subject areas. No grade shall be below a B.
 - c. A student who has been given a grade of incomplete in any subject will be ineligible for an honor roll in that marking period.
 - d. A student who has dropped a course after the mid-point of the marking period will be ineligible for an honor roll in that marking period.
2. The honor rolls will be prepared by Director of Student Personnel Services, who will review all report cards to ensure that all eligible students are listed.
3. Each Principal will display in their school the honor rolls listing students enrolled in that school.

B. Academic Awards

1. The High School student who has achieved the highest scholastic rank in the graduating class will be recognized as class valedictorian and will be presented with certificate and opportunity to deliver a graduation address.
2. The High School student who has achieved the second highest scholastic rank in the graduating class will be recognized as class salutatorian and will be presented with certificate and opportunity to deliver a graduation address.

3. High School academic achievement(s) departmental awards will be recognized by the presentation of a certificate during the scholarship awards program by Supervisors.
4. The selection of students for academic recognition on a basis other than numerical ranking will be made by an awards committee comprised of Students, faculty members and representatives of district administration.
 - a. The committee will annually review all academic awards for their continuing relevance to the educational goals and objectives established by the Board of Education and will recommend to the Principal the removal and/or addition of awards.
 - b. The committee will establish and publish specific criteria for each academic award.
 - c. The committee will rigorously ensure that no student is denied an award or the opportunity to compete for an award on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) in accordance with law and Policy 5750.
5. Academic awards offered by individuals and special interest organizations will be permitted subject to Policy 9700.

C. National Honor Society

Students who meet the admission qualifications established by the National Honor Society and the Glen Rock High School Chapter will be elected to membership in the Society.

D. Co-curricular Awards

1. The following recognitions will be made of individual students who have achieved distinction in co-curricular activities other than athletics.
Graduation cords for departmental honor societies and the Unsung Hero awards.

2. Individual students selected to participate on one of the following all-state organizations will be recognized by the presentation of New Jersey Governor's School of Engineering and Technology and New Jersey Governor's School in the Sciences.
 3. The selection of students for co-curricular recognition on a basis other than their membership in an organization will be made by an awards committee comprised of Staff members and representatives of Community organizations.
 - a. The committee will annually review all co-curricular awards for their continuing relevance to the educational goals and objectives established by the Board and will recommend to the Principal the removal and/or addition of awards.
 - b. The committee will establish and publish specific criteria for each co-curricular award.
 - c. The committee will rigorously ensure that no student is denied an award or the opportunity to compete for a co-curricular award on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a), in accordance with law and Policy 5750.
 4. Co-curricular awards offered by individuals and special interest organizations will be permitted subject to Policy 9700.
- E. Additional Recognitions
- Because it is not possible to anticipate the achievements of students in all areas of school and community life, all teaching staff members are directed to be alert to the outstanding accomplishments of students other than those listed in this regulation. Any such accomplishment should be reported to the principal with a recommendation that the Board consider appropriate recognition of the student.
- F. Presentations
1. The following award(s) Valedictorian, Salutatorian, and Unsung Hero will be announced and presented at the high school graduation ceremony.

2. The following award(s) Valedictorian, Salutatorian, and Unsung Hero will be announced and presented at an awards ceremony preceding graduation.
3. Honor rolls and awards, academic and co-curricular, will be released for publication in accordance with Policy 8330.

Issued:

R 7610 VANDALISM

A. Definitions

1. “Vandalism” means the willful and malicious acts of any person that result in the destruction, defacement, or damage of any property, real or personal, belonging to or entrusted to the Board of Education. Vandalism includes arson and acts of graffiti.
2. “Arson” means the willful and malicious burning or setting on fire of any building or part of any building owned or operated by the Board, by any person.
3. “Act of graffiti” means the drawing, painting, or making of any mark or inscription on school district real or personal property without the permission of the school district.

B. Reporting Vandalism

1. Any school employee who has reason to believe an act of vandalism has occurred shall immediately report that belief or suspicion to the Principal of the affected building or, if the vandalism occurs at a facility other than a school, the supervisor in charge of the facility.
2. The Principal or supervisor shall promptly institute an investigation of the report by taking these steps as appropriate to the extent and seriousness of the vandalism:
 - a. Requesting the reporting employee to file a report of the evidence giving rise to their belief or suspicion that vandalism has occurred;
 - b. Visiting the site of the vandalism and examining its extent, taking photographs as necessary;
 - c. Determining and recording the names of witnesses, if any;
 - d. Interviewing witnesses and requesting their written reports of events;
 - e. Assessing the costs of repair and replacement of any parts of the building, furnishings, and/or equipment; and
 - f. Questioning the person(s), if any, identified as having caused the vandalism.

3. The Principal will complete and file with the Superintendent a detailed vandalism and property damage report.
 4. The Principal will notify law enforcement when appropriate and in accordance with applicable laws.
- C. Penalties and Restitution
1. A student who vandalizes school property is subject to discipline, which may include suspension or expulsion, in accordance with Board Policy, Board Regulation, and law.
 2. A student who vandalizes school property will be held liable for any damages caused by the act of vandalism.
 3. The parent(s) of any minor who shall injure any public or nonpublic school property shall be liable for damages for the amount of the injury to be collected by the Board or the owner of the premises in any Court of competent jurisdiction, together with costs of suit in accordance with N.J.S.A. 18A:37-3.
 - a. The Principal or designee shall obtain a professional estimate of the cost of repairs and/or replacements necessitated by the vandalism.
 - b. The Principal or designee shall present the student's parent(s) with an itemized bill based on the estimated costs.
 - c. If, within thirty calendar days, the student's parent(s) has not paid the bill or made arrangements with the Principal or designee for the payment of the bill in periodic installments, the Superintendent shall inform the Board and may recommend the Board Attorney commence civil action for the amount due together with costs.
 - d. No diploma, transcript, transfer card, or report card will be issued to the student until all obligations to the Board have been met.
 4. Any person who purposely defaces or damages school property with any symbol that exposes persons to violence, contempt, or hatred on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) may have committed a crime and shall be reported to the appropriate law enforcement agency in accordance with Policy and Regulation 8465; N.J.A.C. 6A:16-6.3; and the Memorandum of Agreement with Local Law Enforcement.

5. Any person who purposely or knowingly damages school district property recklessly or negligently in the employment of fire, explosives, or another dangerous means listed in accordance with N.J.S.A. 2C:17-2, or purposely or recklessly tampers with the tangible property of the school district so as to endanger school district property, will be reported to the appropriate law enforcement agency.
6. A person convicted of an offense of criminal mischief that involves an act of graffiti may, in addition to any other penalty imposed by the Court, be required to pay the school district monetary restitution in the amount of the pecuniary damage caused by the act of graffiti and to perform community service, which may include removing the graffiti from the property, in accordance with N.J.S.A. 2C:17-3.c. If community service is ordered by the Court, it shall be for either not less than twenty days or not less than the number of days necessary to remove the graffiti from the property.

Issued:

APPENDIX

D

**GLEN ROCK SCHOOL DISTRICT
JOB DESCRIPTION**

TITLE: MAINTENANCE WORKER

LOCATION: District-Wide

QUALIFICATIONS:

1. Skill in a particular trade.
2. Knowledge of methods, procedures, materials and equipment used in buildings and grounds maintenance work.
3. Possession of a valid New Jersey Driver's License.

REPORTS TO: Supervisor of Buildings & Grounds

BASIC FUNCTIONS: Employed primarily for specialized and recognized skill in one or more branches of the building trades (such as carpenter, electrician, painter, plumber, etc.). While employed because of proficiency in the building trades, the individual will be expected to perform in a variety of functions, other than in their specialty.

PERFORMANCE RESPONSIBILITIES:

A. Maintenance and Repairs:

Most of the work will involve repairs and upkeep of school buildings, furniture and equipment. The repairs may either be of major or minor in nature, such as:

1. Repaint walls and ceilings.
2. Repair broken furniture.
3. Replace or repair locks.
4. Renew or change electrical wiring.
5. Repair heating and cooling equipment.
6. Repair steam lines.
7. Repair broken water lines.
8. Open a clogged sewer line.
9. Adjust automatic temperature controls.
10. Replace plumbing fixtures.
11. Repair defective window shades and blinds.
12. Repair flooring.
13. Other jobs as the need indicates consistent with maintenance and construction.

B. Construction and Alterations:

There may be some new construction work or alterations involving buildings, equipment and grounds such as:

1. Installation of acoustical tile, shelving, new dry erase or bulletin boards.
2. Construction of a case or cabinet for storage purposes.
3. Installation of heavier electrical wiring or lighting fixtures.
4. Install door closers.
5. Other jobs as the need indicates.

C. Individuals may be required to complete work ordinarily done by custodians or other classifications of employees such as:

1. Removal of snow from walks, driveways and parking areas.
2. Drive a bus or truck, providing the appropriate license is held.
3. Load and unload supplies or equipment from a truck.
4. Perform custodial duties.
5. Other jobs as the need indicates.

D. Clerical Work: Written work to include but not limited to:

1. Complete requisitions for materials.
2. Fill out work orders, note time spent on jobs, materials used, place, date of completion and costs. This work is to be completed using the School Dude work order system.
3. Other documentation as necessary and associated with district responsibilities.

TERMS OF EMPLOYMENT: 12 month salaried employee.

EVALUATION: Performance of this job will be evaluated by the Supervisor of Buildings and Grounds.

Approved: 1981

Revised: March 18, 2024

APPENDIX

E

**GLEN ROCK BOARD OF EDUCATION
REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION**

**DISTRICT OF GLEN ROCK
ALL FUNDS**

For the Month Ending February 29, 2024

CASH REPORT				
FUNDS	(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances (1) + (2) - (3)
GOVERNMENTAL FUNDS				
1a Fund 10 - General Fund	14,698,611.02	5,115,253.03	5,529,976.70	14,283,887.35
2 Fund 20 - Special Revenue Fund	-15,851.46	17,140.00	65,620.93	-64,332.39
3a Fund 30 - Capital Projects Fund	3,874,198.37	4,272.73	0.00	3,878,471.10
3 Sub-Total Fund 30 - Capital Projects Fund	3,874,198.37	4,272.73	0.00	3,878,471.10
4 Fund 40 - Debt Service Fund	-286,069.05	705,206.00	0.00	419,136.95
5 Total Governmental Funds	18,270,888.88	5,841,871.76	5,595,597.63	18,517,163.01
ENTERPRISE FUNDS				
6c Fund 60 - Cafeteria Fund	41,019.84	66,359.47	90,934.16	16,445.15
Fund 65 -Community School Accounts	1,353,401.67	219,174.70	70,756.06	1,501,820.31
6d Fund 65 - Community School-Custodian Acct	0.00	0.00	0.00	0.00
6 Total Enterprise Funds	1,394,421.51	285,534.17	161,690.22	1,518,265.46
TRUST AND AGENCY FUNDS				
7 Payroll	3,323.44	1,812,044.46	1,811,967.67	3,400.23
8 Payroll Agency	355,559.06	1,355,440.14	1,634,327.25	76,671.95
9 Scholarship	78,545.19	98.73	0.00	78,643.92
10 Unemployment	608,043.39	15,954.94	5,127.71	618,870.62
11 Flexible Spending Account	36,451.34	5,505.36	2,958.70	38,998.00
12 Student Activity Fund	384,883.07	79,773.93	112,315.15	352,341.85
Student Activity Fee Account	68,121.67	36,467.04	64,966.01	39,622.70
13 Total Trust & Agency Funds	1,534,927.16	3,305,284.60	3,631,662.49	1,208,549.27
14 Total All Funds	21,200,237.55	9,432,690.53	9,388,950.34	21,243,977.74

Prepared and Submitted By:

Antoinetta Kelly
Treasurer of School Monies

03/11/2024
Date

Assets and Resources

Assets:			
101	Cash in Bank	14,281,534.54	
102-106	Cash Equivalents	2,352.81	
107	Cash Management	.00	
	Total Cash		14,283,887.35
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		17,063,792.00
Accounts Receivable:			
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	1,591,661.55	
142	Intergovernmental - Federal	.00	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		1,591,661.55
Loans Receivable:			
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		-41,079.24
Resources:			
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	55,433,145.00	
302	Less Revenues	-55,312,136.94	
			121,008.06
Total Assets and Resources			33,019,269.72

Liabilities and Fund Equity

Liabilities:			
101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		.00
412	Intergovernmental Accounts Payable - Federal		.00
421	Accounts Payable		.00
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		.00
	Other Current Liabilities		41,079.24
Total Liabilities			41,079.24

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year		-17,880,996.73
754	Reserve for Encumbrances - Prior Year		-12,342.86

Reserved Fund Balance:

764	Maintenance Reserve Account	.00	
765	Tuition Reserve Account	.00	
606	Add: Increase in Maintenance Reserve	.00	
310	Less: Budgeted W/D from Maint. Reserve	.00	
			.00

761	Capital Reserve Account	-6,500,329.29	
604	Add: Increase in Capital Reserve	.00	
307	Less: Budgeted W/D Local Share < Exc Cost	.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc	.00	
			-6,500,329.29

766	Emergency Reserve Account	-209,496.00	
607	Add: Increase in Emergency Reserve	.00	
312	Less: Budgeted W/D from Emergency Reserve	.00	
			-209,496.00

762	Adult Education Programs		.00
750,751,752	Reserved Fund Balance		.00
	Other Reserves		.00

601	Appropriations	-57,959,721.08	
602	Less: Expenditures	34,785,969.82	
603	Encumbrances	17,893,339.59	
		52,679,309.41	-5,280,411.67

Total Appropriated **-29,883,576.55**

Unappropriated:

712	Investment in Gen Fixed Assets		.00
770	Fund Balance		-5,238,619.49
771	Fund Balance - Designated		.00
772	Fund Balance - Undesignated		.00
303	Budgeted Fund Balance		2,061,847.08
311	Budget Withdr Fm Tuition Reserve-Adjust/SU		.00
740	Unreserved Retain Earnings		.00

Total Unappropriated **-3,176,772.41**

Total Fund Equity **-33,060,348.96**

Total Liabilities and Fund Equity **-33,019,269.72**

Recapitulation of Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	57,959,721.08	52,679,309.41	5,280,411.67
Revenues	-55,433,145.00	-55,312,136.94	-121,008.06
Sub Total	2,526,576.08	-2,632,827.53	5,159,403.61

Change in Reserve Accounts:

Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	2,526,576.08	-2,632,827.53	5,159,403.61
Less: Adjustment For Prior Year Encumbrance	-347,251.23	-347,251.23	.00
Budget Fund Balance	2,179,324.85	-2,980,078.76	5,159,403.61

	Budget Estimated	Actual To Date	Unrealized Balance
Budgeted Fund Balance	2,179,324.85	-2,980,078.76	5,159,403.61

Revenues/Sources of Funds

Revenues from Local Sources

10-12XX Local Tax Levy	51,191,413.00	51,191,413.00	.00	.00
10-13XX Tuition	105,000.00	99,257.16	.00	5,742.84
10-15XX Interest Revenue	550.00	.00	.00	550.00
10-1XXX Unrestricted Revenue	703,514.00	588,798.78	.00	114,715.22
Total Revenues from Local Sources	52,000,477.00	51,879,468.94	.00	121,008.06

Revenues from Intermediate Sources

Total Revenues from Intermediate Sources	.00	.00	.00	.00
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Revenues from State Sources

10-312X Transportation Aid	131,824.00	131,824.00	.00	.00
10-313X Special Education Aid	3,099,249.00	3,099,249.00	.00	.00
10-3XXX Other State Aids	201,595.00	201,595.00	.00	.00
Total Revenues from State Sources	3,432,668.00	3,432,668.00	.00	.00

Revenues from Local Sources

Total Revenues from Local Sources	.00	.00	.00	.00
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Total Revenues/Sources of Funds	57,612,469.85	52,332,058.18	.00	5,280,411.67
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Expenditures and Other Uses

Instruction

	Appropriations	Expenditures	Encumbrances	Avail Bal
11-1XX-XXX-XXX Regular Programs-Instruct	17,596,308.78	10,397,139.11	6,162,585.60	1,036,584.07
11-2XX-XXX-XXX Special Education-Instruc	4,313,726.32	2,524,943.15	1,747,823.56	40,959.61
11-230-XXX-XXX Basic Skills/ Remedial-In	475,703.51	272,716.13	172,737.16	30,250.22
11-606 Increase in Maint Reserve	300.00	.00	.00	300.00
240-100-XXX Bilingual Education - Instru	225,161.00	137,137.00	87,581.77	442.23
Total Instruction	22,611,199.61	13,331,935.39	8,170,728.09	1,108,536.13

Distributed Expenditures

11-401-XXX-XXX Cocurricular Activities	209,679.00	40,272.76	9,089.54	160,316.70
11-402-XXX-XXX Athletics	990,887.76	636,867.63	72,764.31	281,255.82
2XX-100-XXX Special Education - Instruct	9,802.02	6,750.00	.00	3,052.02
401-100-XXX School Sponsored Cocurricula	16,307.00	16,307.00	.00	.00
Total Distributed Expenditures	1,226,675.78	700,197.39	81,853.85	444,624.54

Undistributed Expenditures

11-000-1XX-XXX Instruction	2,839,780.43	1,606,419.18	935,201.28	298,159.97
11-000-211-XXX Attendance & Social Work	117,895.00	74,128.72	42,024.82	1,741.46
11-000-213-XXX Health	704,193.15	383,121.39	289,309.47	31,762.29
11-000-21X-XXX Related & Extraordinary	3,259,068.05	1,512,323.67	1,676,920.60	69,823.78
11-000-218-XXX Students - Regular	1,065,274.84	643,182.14	374,133.76	47,958.94
11-000-219-XXX Students - Special	1,418,533.67	839,280.73	529,616.75	49,636.19
11-000-221-XXX Improvement of Instructio	683,623.27	438,422.31	140,715.89	104,485.07

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Undistributed Expenditures				
11-000-222-XXX Educational Media Service	648,887.23	406,372.36	195,727.95	46,786.92
11-000-223-XXX Instructional Staff Train	210,794.00	49,527.73	57,749.76	103,516.51
11-000-23X-XXX General Administration	1,377,581.05	878,416.06	419,104.92	80,060.07
11-000-24X-XXX School Administration	2,510,909.51	1,620,431.46	787,194.60	103,283.45
11-000-251-XXX Central Services	656,707.88	438,480.23	207,711.69	10,515.96
11-000-252-XXX Administrative Info Tech	740,386.85	472,254.41	187,197.22	80,935.22
11-000-26X-XXX Operation and Maintenance	6,510,548.50	4,404,620.75	1,744,961.86	360,965.89
11-000-27X-XXX Student Transportation Se	1,559,379.00	808,520.89	522,942.65	227,915.46
11-XXX-XXX-2XX Employee Benefits	8,401,951.14	4,785,803.63	1,527,087.44	2,089,060.07
Total Undistributed Expenditures	32,705,513.57	19,361,305.66	9,637,600.66	3,706,607.25
Total Expenditures and Other Uses	56,543,388.96	33,393,438.44	17,890,182.60	5,259,767.92

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Capital Outlay				
12-XXX-XXX-73X Equipment	177,805.77	174,648.78	3,156.99	.00
12-XXX-4XX-XXX Construction Services	480,625.00	480,625.00	.00	.00
000-4XX-XXX Facilities Acquisition & Con	147,613.35	127,219.60	.00	20,393.75
Total Capital Outlay	806,044.12	782,493.38	3,156.99	20,393.75
Total Expenditures and Other Uses	806,044.12	782,493.38	3,156.99	20,393.75

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Other Special Schools				
Total Other Special Schools	.00	.00	.00	.00
Total Expenditures and Other Uses	.00	.00	.00	.00
Total Expenditures	57,959,721.08	34,785,969.82	17,893,339.59	5,280,411.67

	Budget Estimated	Actual To Date	Unrealized Balance
Budgeted Fund Balance	2,179,324.85	-2,980,078.76	5,159,403.61
General Fund			
Local Sources			
1XXX Miscellaneous	550.00	.00	550.00
121X Local Tax Levy	51,191,413.00	51,191,413.00	.00
1310 Tuition from Individuals	30,000.00	64,610.62	-34,610.62
132X Tuition from LEAs within State	75,000.00	34,646.54	40,353.46
1990 Miscellaneous	703,514.00	588,798.78	114,715.22
Total Local Sources	52,000,477.00	51,879,468.94	121,008.06
Intermediate Sources			
Total Intermediate Sources	.00	.00	.00
State Sources			
3XXX Other State Aids	3,432,668.00	3,432,668.00	.00
Total State Sources	3,432,668.00	3,432,668.00	.00
Transfer from Other Funds			
Total Transfer from Other Funds	.00	.00	.00
Total General Fund	57,612,469.85	52,332,058.18	5,280,411.67

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
General Current Expense (Fund11)				
Behavioral Disabilities				
Total Behavioral Disabilities	.00	.00	.00	.00
Preschool Disabilities - Full Time				
216-1XX-101 Salaries Of Teachers	77,124.00	46,274.40	30,849.60	.00
Total Preschool Disabilities - Full Time	77,124.00	46,274.40	30,849.60	.00
Total Special Education - Instruction	77,124.00	46,274.40	30,849.60	.00
Regular Programs - Instruction				
140-1XX-101 Grade 9-12 Teacher Salaries	5,156,435.19	3,045,052.61	2,023,661.61	87,720.97
150-1XX-320 Home Instr - Purchase Ed Ser	19,500.00	2,805.36	1,000.00	15,694.64
190-1XX-34X Purchase Tech Services	12,650.00	435.00	.00	12,215.00
190-1XX-5XX Other Purchased Services	811,054.92	738,186.49	50,019.74	22,848.69
190-1XX-61X General Supplies	15,703.00	9,792.64	.00	5,910.36
110-1XX-101 Kindergarten - Salaries Of T	658,800.00	395,280.00	263,520.00	.00
120-1XX-101 Grades 1-5 -Salaries Of Teac	5,305,223.90	2,961,626.98	1,933,799.18	409,797.74
130-1XX-101 Grades 6-8 -Salaries Of Teac	3,938,747.87	2,192,684.72	1,517,992.57	228,070.58
150-1XX-101 Salaries Of Teachers	15,000.00	9,860.00	.00	5,140.00
190-1XX-320 Purchased Professional Ed Se	600,274.95	316,137.46	275,713.60	8,423.89
190-1XX-5XX Other Purchased Services	85,600.00	37,027.79	32,222.21	16,350.00
190-1XX-61X General Supplies	537,218.55	353,257.87	50,391.49	133,569.19
190-1XX-64X Textbooks	127,920.74	49,445.93	331.20	78,143.61
190-1XX-8XX Miscellaneous Expenditures	312,179.66	285,546.26	13,934.00	12,699.40
Total Regular Programs - Instruction	17,596,308.78	10,397,139.11	6,162,585.60	1,036,584.07
Learning and/or Language Disabilities				
204-1XX-101 Salaries Of Teachers	420,209.02	252,994.20	164,162.80	3,052.02
204-1XX-61X General Supplies	4,000.00	1,628.14	.00	2,371.86
Total Learning and/or Language Disabilities	424,209.02	254,622.34	164,162.80	5,423.88
Resource Room/Resource Center				
213-1XX-101 Salaries Of Teachers	3,401,011.00	2,004,232.32	1,396,778.68	.00
213-1XX-320 Purchased Prof Ed Service	3,000.00	.00	.00	3,000.00
213-1XX-8XX Other Objects	6,450.00	.00	.00	6,450.00
213-1XX-61X General Supplies	24,434.74	8,908.40	1,386.38	14,139.96
213-1XX-64X Textbooks	1,000.00	.00	.00	1,000.00
Total Resource Room/Resource Center	3,435,895.74	2,013,140.72	1,398,165.06	24,589.96
Autism				
214-1XX-101 Salaries Of Teachers	164,615.00	103,629.00	60,986.00	.00
214-1XX-61X General Supplies	12,058.33	6,100.70	3,150.00	2,807.63
214-1XX-8XX Other Objects	957.00	957.00	.00	.00
Total Autism	177,630.33	110,686.70	64,136.00	2,807.63
Preschool Disabilities - Part Time				
215-1XX-101 Salaries Of Teachers	118,369.00	73,121.40	45,247.60	.00
215-1XX-61X General Supplies	1,000.29	940.09	.00	60.20
215-1XX-8XX Other Objects	5,000.00	.00	.00	5,000.00
Total Preschool Disabilities - Part Time	124,369.29	74,061.49	45,247.60	5,060.20
Home Instruction				
219-1XX-101 Salaries Of Teachers	7,499.96	1,370.00	.00	6,129.96
219-1XX-320 Purchased Prof Ed Service	76,800.00	31,537.50	45,262.50	.00
Total Home Instruction	84,299.96	32,907.50	45,262.50	6,129.96
Basic Skills/Remedial - Instruction				
230-1XX-101 Salaries Of Teachers	473,097.28	270,264.63	172,734.40	30,098.25
230-1XX-61X General Supplies	2,606.23	2,451.50	2.76	151.97
Total Basic Skills/Remedial - Instruction	475,703.51	272,716.13	172,737.16	30,250.22
Bilingual Education - Instruction				
240-1XX-101 Salaries Of Teachers	217,661.00	130,596.60	87,064.40	.00
240-1XX-5Xx Other Purchased Services	7,000.00	6,516.90	440.87	42.23
240-1XX-4XX	500.00	23.50	76.50	400.00
Total Bilingual Education - Instruction	225,161.00	137,137.00	87,581.77	442.23

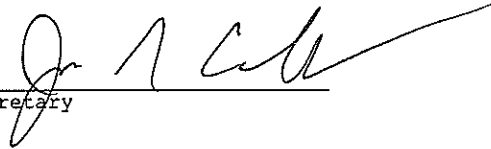
General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
General Current Expense (Fund11)				
BiLingual Education				
Total BiLingual Education	.00	.00	.00	.00
School Spons Cocurricular Activities - I				
401-1XX-8XX Other Objects	1,120.00	1,105.00	.00	15.00
Total School Spons Cocurricular Activities - I	1,120.00	1,105.00	.00	15.00
Schl Spons CoCurricular				
401-1XX-1XX Salaries	161,639.00	23,498.50	.00	138,140.50
401-1XX-5XX Other Purchased Services	2,620.00	.00	.00	2,620.00
401-1XX-600 Supplies And Materials	37,250.00	15,369.26	5,444.54	16,436.20
401-1XX-8XX Other Objects	7,050.00	300.00	3,645.00	3,105.00
401-1XX-930 Transfers to Cover Deficit	16,307.00	16,307.00	.00	.00
Total Schl Spons CoCurricular	224,866.00	55,474.76	9,089.54	160,301.70
School Sponsored Athletics - Instruction				
402-1XX-1XX Salaries	669,374.75	357,423.70	54,780.00	257,171.05
402-1XX-5XX Purchased Services	212,940.00	197,267.19	5,494.10	10,178.71
402-1XX-600 Supplies And Materials	58,073.01	40,066.88	11,365.21	6,640.92
402-1XX-8XX Other Objects	50,500.00	42,109.86	1,125.00	7,265.14
Total School Sponsored Athletics - Instruction	990,887.76	636,867.63	72,764.31	281,255.82
Facilities Acquisition and Construction				
000-400-100 Salaries	300.00	.00	.00	300.00
Total Facilities Acquisition and Construction	300.00	.00	.00	300.00
Total General Current Expense (Fund11)	23,837,875.39	14,032,132.78	8,252,581.94	1,553,160.67
Undistributed				
Undistributed Expenditures - Instruction				
000-1XX-562 Tuition To Other Leas W/I St	228,519.75	164,178.20	49,745.80	14,595.75
000-1XX-565 Tuition To Cstd & Reg Day Sc	198,541.00	193,500.00	5,041.00	.00
000-1XX-566 Tuition To Priv Sch For Hand	1,416,596.68	820,060.11	451,781.59	144,754.98
000-1XX-569 Tuition - Other	315,977.00	127,503.22	91,322.58	97,151.20
000-1XX-563 Tuition to County Vocational	538,488.00	259,511.00	278,977.00	.00
000-1XX-564 Tuition to County Vocational	12,283.00	.00	.00	12,283.00
000-1XX-567 Tuition to Private Schools	129,375.00	41,666.65	58,333.31	29,375.04
Total Undistributed Expenditures - Instruction	2,839,780.43	1,606,419.18	935,201.28	298,159.97
Attendance And Social Work Services				
000-211-1XX Salaries	115,895.00	73,868.72	42,024.82	1.46
000-211-6XX Supplies And Materials	2,000.00	260.00	.00	1,740.00
Total Attendance And Social Work Services	117,895.00	74,128.72	42,024.82	1,741.46
Health Services				
000-213-1XX Salaries	527,947.00	323,550.40	204,147.60	249.00
000-213-3XX Purchased Prof and Tech Serv	159,840.00	54,056.23	84,805.86	20,977.91
000-213-5XX Other Purchased Services	1,000.00	.00	.00	1,000.00
000-213-6XX Supplies and Materials	13,456.15	5,514.76	337.46	7,603.93
000-213-8XX Other Objects	1,950.00	.00	18.55	1,931.45
Total Health Services	704,193.15	383,121.39	289,309.47	31,762.29
Other Supp. Serv. Students-Related Servi				
000-216-1XX Salaries	621,375.75	374,092.95	247,282.80	.00
000-216-32X Purchased Prof Educational S	194,831.25	91,172.75	82,827.25	20,831.25
000-216-6XX Supplies and Materials	4,500.00	3,067.41	.00	1,432.59
Total Other Supp. Serv. Students-Related Servi	820,707.00	468,333.11	330,110.05	22,263.84
Other Supp. Serv. Students-Extra Service				
000-217-1XX Salaries	9,500.00	.00	.00	9,500.00
000-217-32X Purchased Prof Educational S	2,406,198.00	1,034,911.16	1,346,810.55	24,476.29
000-217-6XX Supplies And Materials	22,663.05	9,079.40	.00	13,583.65
Total Other Supp. Serv. Students-Extra Service	2,438,361.05	1,043,990.56	1,346,810.55	47,559.94

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
Undistributed				
Other Supp. Serv. - Students - Regular				
000-218-11X Other Salaries	4,196.00	.00	.00	4,196.00
000-218-104 Salaries/Other Prof Staff	967,811.98	585,411.93	349,093.20	33,306.85
000-218-105 Salaries of Secretaries & Cl	56,847.00	37,898.08	18,948.92	.00
000-218-32X Purchased Prof.- Ed. Service	3,500.00	.00	3,000.00	500.00
000-218-390 Purchased Prof. Technical Se	6,775.00	2,000.27	1,355.73	3,419.00
000-218-5XX Other Purchased Services	16,998.84	11,138.99	1,545.76	4,314.09
000-218-6XX Supplies and Materials	5,096.02	4,805.87	190.15	100.00
000-218-8XX Other Objects	4,050.00	1,927.00	.00	2,123.00
Total Other Supp. Serv. - Students - Regular	1,065,274.84	643,182.14	374,133.76	47,958.94
Other Supp. Serv. - Students - Special				
000-219-104 Salaries Of Other Profession	1,168,668.50	676,172.28	480,059.85	12,436.37
000-219-105 Salaries Of Secr. And Cleric	91,626.00	61,084.00	30,542.00	.00
000-219-11X Other Salaries	33,862.95	29,387.76	.00	4,475.19
000-219-390 Purchased Prof. Technical Se	90,657.00	55,431.84	14,000.00	21,225.16
000-219-5XX Other Purchased Services	9,648.72	4,602.42	3,678.07	1,368.23
000-219-6XX Supplies And Materials	22,070.50	12,052.98	1,336.83	8,680.69
000-219-8XX Other Objects	2,000.00	549.45	.00	1,450.55
Total Other Supp. Serv. - Students - Special	1,418,533.67	839,280.73	529,616.75	49,636.19
Improvement Of Instruction Services				
000-221-11X Other Salaries	31,096.44	12,493.00	.00	18,603.44
000-221-5XX Other Purchased Services	15,500.00	10,373.59	136.29	4,990.12
000-221-6XX Supplies And Materials	4,000.00	765.84	220.65	3,013.51
000-221-8XX Other Objects	114,700.00	82,839.41	.00	31,860.59
000-221-102 Salaries Supervisor of Instr	518,326.83	331,950.47	140,358.95	46,017.41
Total Improvement Of Instruction Services	683,623.27	438,422.31	140,715.89	104,485.07
Educational Media				
000-222-1XX Salaries	470,512.40	286,799.92	182,363.88	1,348.60
000-222-6XX Supplies And Materials	137,475.80	85,771.83	6,265.65	45,438.32
000-222-8XX Other Objects	26,702.19	26,702.19	.00	.00
000-222-5XX Other Purchased Services	14,196.84	7,098.42	7,098.42	.00
Total Educational Media	648,887.23	406,372.36	195,727.95	46,786.92
Instructional Staff Training				
000-223-11X Other Salaries	12,400.00	.00	.00	12,400.00
000-223-32X Purchased Prof. - Ed. Servi	64,889.00	10,785.00	34,516.20	19,587.80
000-223-390 Purchased Prof. Technical Se	41,000.00	15,975.00	18,900.00	6,125.00
000-223-5XX Other Purchased Services	91,505.00	22,577.00	4,333.56	64,594.44
000-223-6XX Supplies And Materials	1,000.00	190.73	.00	809.27
Total Instructional Staff Training	210,794.00	49,527.73	57,749.76	103,516.51
Support Services - General Administratio				
000-23X-1XX Salaries	788,343.97	480,823.24	271,713.04	35,807.69
000-23X-331 Legal Services	124,588.00	55,269.50	69,318.50	.00
000-230-332 Audit Fees	72,250.00	49,145.00	780.00	22,325.00
000-23X-33X Other Purchased Prof. Servic	75,250.65	41,556.33	21,634.53	12,059.79
000-23X-4XX Other Purchased Services	4,750.00	2,207.88	2,207.88	334.24
000-23X-53X Communications / Telephone	82,616.00	48,599.74	34,016.26	.00
000-23X-585 Board of Ed Other Purchases	7,935.95	6,539.95	.00	1,396.00
000-23X-5XX Other Purchased Services	129,402.48	127,741.14	39.00	1,622.34
000-23X-5XX Other Purchased Services	7,767.54	3,451.12	2,053.04	2,263.38
000-23X-6XX Supplies And Materials	2,625.00	1,072.15	1,389.55	163.30
000-230-895 BOE Membership Dues & Fees	22,067.36	22,067.36	.00	.00
000-23X-89X Miscellaneous Expenditures	59,984.10	39,942.65	15,953.12	4,088.33
Total Support Services - General Administratio	1,377,581.05	878,416.06	419,104.92	80,060.07

General Current Expense Undistributed	Appropriations	Expenditures	Encumbrances	Avail Bal
School Administration				
000-24X-104 Salaries Of Other Profession	577,714.76	384,599.36	175,964.21	17,151.19
000-24X-1XX Other Salaries	3,012.00	.00	.00	3,012.00
000-24X-103 Salaries Principals & Asst.	1,287,927.16	836,256.39	425,788.57	25,882.20
000-24X-105 Salaries Secretaries & Cleri	496,625.00	325,484.01	164,774.02	6,366.97
000-24X-3XX Purchased Prof & Tech Servic	6,450.00	625.00	1,435.00	4,390.00
000-24X-5XX Other Purchased Services	49,443.38	24,216.38	4,526.58	20,700.42
000-24X-6XX Supplies and Materials	49,178.21	31,137.22	4,506.32	13,534.67
000-24X-8XX Other Objects	40,559.00	18,113.10	10,199.90	12,246.00
Total School Administration	2,510,909.51	1,620,431.46	787,194.60	103,283.45
Central Services				
000-251-100 Salaries	575,421.55	383,542.51	191,601.84	277.20
000-251-340 Purchased Technical Services	47,660.00	36,922.50	10,712.50	25.00
000-251-500 Misc Purchased Services	21,478.50	11,523.23	3,264.90	6,690.37
000-251-600 Supplies And Materials	6,500.00	2,266.01	2,132.45	2,101.54
000-251-8XX Other Objects	5,647.83	4,225.98	.00	1,421.85
Total Central Services	656,707.88	438,480.23	207,711.69	10,515.96
Administrative Info Technology				
000-252-100 Salaries	551,552.89	361,038.60	178,868.65	11,645.64
000-252-330 Purchased Professional Servi	72,683.44	67,788.44	895.00	4,000.00
000-252-500 Misc Purchased Services	28,218.23	6,560.00	.00	21,658.23
000-252-600 Supplies And Materials	3,650.29	2,341.97	935.68	372.64
000-252-800 Miscellaneous Expenditures	80,342.00	32,985.40	5,247.89	42,108.71
000-252-8XX Other Objects	3,940.00	1,540.00	1,250.00	1,150.00
Total Administrative Info Technology	740,386.85	472,254.41	187,197.22	80,935.22
Required Maintenance Of School Facilitie				
000-261-42X Cleaning, Repair, And Maint.	715,356.89	578,854.46	112,803.54	23,698.89
000-261-1XX Salaries	568,478.43	379,725.21	165,586.60	23,166.62
000-261-42X Purchased Maintenance Serv	3,234.45	3,234.45	.00	.00
000-261-61X General Supplies	36,612.36	23,782.15	11,714.77	1,115.44
Total Required Maintenance Of School Facilitie	1,323,682.13	985,596.27	290,104.91	47,980.95
Custodial Services				
000-262-300 Purchased Prof. And Tech. Se	103,863.00	74,611.20	29,097.30	154.50
000-262-420 Cleaning Repair and Maint	2,432,946.24	1,602,005.38	799,107.58	31,833.28
000-262-590 Miscellaneous Purchased Serv	30,652.49	11,072.20	4,331.97	15,248.32
000-262-1XX Salaries	242,375.72	95,413.49	.00	146,962.23
000-262-49X Other Purchased Property Ser	61,697.62	43,533.85	18,163.77	.00
000-262-52X Property Insurance	476,486.04	476,486.04	.00	.00
000-262-61X General Supplies	231,900.00	177,278.59	38,375.13	16,246.28
000-262-62X Energy (Heat & Electric)	931,371.50	560,326.62	371,044.88	.00
000-262-8XX Other Objects	10,177.76	4,649.12	4,628.64	900.00
Total Custodial Services	4,521,470.37	3,045,376.49	1,264,749.27	211,344.61
Care and Upkeep of Grounds				
000-262-1XX Salaries	154,501.00	103,000.48	51,500.52	.00
000-263-420 Cleaning Rep & Maint Svcs	162,550.00	91,032.88	70,936.92	580.20
000-263-610 General Supplies	10,000.00	780.12	3,939.68	5,280.20
Total Care and Upkeep of Grounds	327,051.00	194,813.48	126,377.12	5,860.40
Security				
000-266-420 Cleaning Rep & Maint Svcs	38,333.00	17,704.00	16,719.32	3,909.68
000-266-110 Security Staff Stipends	268,231.00	153,774.08	29,576.92	84,880.00
000-262-61X General Supplies	28,971.00	6,801.27	17,241.48	4,928.25
000-262-8XX Other Objects	2,810.00	555.16	192.84	2,062.00
Total Security	338,345.00	178,834.51	63,730.56	95,779.93

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
Undistributed				
Student Transportation Services				
000-27X-107 Sal For Pupil Transp (Home/S	60.00	60.00	.00	.00
000-27X-161 Sal For Pupil Transp (Home/S	57,051.00	38,034.08	19,016.88	.04
000-270-420 Contracted Services-Bus Main	15,980.00	12,841.82	37.00	3,101.18
000-27X-511 Contracted Services (Home/Sc	2,000.00	.00	.00	2,000.00
000-27X-512 Contr Serv (Other Than Home/	275,207.20	118,866.46	152,053.54	4,287.20
000-27X-6XX Supplies And Materials	8,800.00	1,280.30	7,219.70	300.00
000-27X-8XX Miscellaneous Expenditures	8,750.00	.00	.00	8,750.00
000-27X-513	238,411.80	83,650.30	92,826.54	61,934.96
000-27X-514 Contracted Serv. (Sp.Ed.Stud.	2,010.00	2,010.00	.00	.00
000-27X-515	951,109.00	551,777.93	251,788.99	147,542.08
Total Student Transportation Services	1,559,379.00	808,520.89	522,942.65	227,915.46
Unallocated Benefits				
000-291-22X Social Security Contribution	586,555.01	264,153.05	.00	322,401.96
000-291-241 Other Retirement - Regular	505,332.50	-559.20	.00	505,891.70
000-291-26X Workmen's Compensation	201,276.00	151,973.00	10,602.00	38,701.00
000-291-27X Health Benefits	6,761,655.00	4,210,140.18	1,514,985.44	1,036,529.38
000-291-28X Tuition Reimbursement	107,500.00	1,000.00	1,500.00	105,000.00
000-291-290 Other Employee Benefits	239,632.63	159,096.60	.00	80,536.03
Total Unallocated Benefits	8,401,951.14	4,785,803.63	1,527,087.44	2,089,060.07
Total Undistributed	32,705,513.57	19,361,305.66	9,637,600.66	3,706,607.25
Total General Current Expense	56,543,388.96	33,393,438.44	17,890,182.60	5,259,767.92
Capital Outlay				
Capital Outlay				
18240 EXPENSES3				
000-400-100 Salaries	610,288.00	610,038.00	.00	250.00
Total 18240 EXPENSES3	610,288.00	610,038.00	.00	250.00
Facilities Acquisition and Construction				
000-100-730 Undistributed Expenditures -	14,633.99	11,477.00	3,156.99	.00
000-251-730 School Administration	2,299.12	2,299.12	.00	.00
15-XXX-252-73X	125,020.16	125,020.16	.00	.00
000-260-730 Operation & Maintenance Of P	35,852.50	35,852.50	.00	.00
000-400-390 Other Purchased Services	147,613.35	127,219.60	.00	20,393.75
000-400-800 Other Objects	15,896.00	15,896.00	.00	.00
000-400-931 Capital Reserve	464,729.00	464,729.00	.00	.00
Total Facilities Acquisition and Construction	806,044.12	782,493.38	3,156.99	20,393.75
Total Capital Outlay	1,416,332.12	1,392,531.38	3,156.99	20,643.75
Total Capital Outlay	1,416,332.12	1,392,531.38	3,156.99	20,643.75
Special Schools				
Special Schools				
Post Secondary Programs - Instruction				
Total Post Secondary Programs - Instruction	.00	.00	.00	.00
Post Secondary Programs - Support				
Total Post Secondary Programs - Support	.00	.00	.00	.00
Total Special Schools	.00	.00	.00	.00
Total Special Schools	.00	.00	.00	.00
Grand Totals:	57,959,721.08	34,785,969.82	17,893,339.59	5,280,411.67

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

Assets and Resources

Assets:		
101	Cash in Bank	-64,332.39
102-106	Cash Equivalents	.00
107	Cash Management	.00
	Total Cash	-64,332.39
109	Payments	.00
111	Investments	.00
116	Capital Reserve Account	.00
117	Maintenance Reserve Investment Account	.00
118	Emergency Reserve Account	.00
121	Tax Levy Receivable	.00
Accounts Receivable:		
132	Interfund	.00
140	Intergovernmental	.00
141	Intergovernmental - State	214.00
142	Intergovernmental - Federal	.06
143	Intergovernmental - Other	.00
153,154	Other - Net of Estimated Uncollectable of	.00
161	Bond Proceeds Receivables	.00
171	Inventories for Consumption	.00
172	Inventory	.00
155	Interfund	.00
	Total Accounts Receivable	214.06
Loans Receivable:		
131	Interfund Loans Receivable	.00
151,152	Other - Net of Estimated Uncollectable of	.00
181	Prepaid Expenses	.00
192	Deferred Expenditures	.00
	Total Loans Receivable	.00
	Other Current Assets	.00
Resources:		
241	Machinery and Equipment	.00
242	Accumulated Depreciation on Machinery & Equipment	.00
301	Estimated revenues	1,202,089.91
302	Less Revenues	-721,275.70
		480,814.21
	Total Assets and Resources	416,695.88

Liabilities and Fund Equity

Liabilities:		
101	Cash Overdraft	.00
402	Interfund Accounts Payable	.00
411	Intergovernmental Accounts Payable - State	-1.54
412	Intergovernmental Accounts Payable - Federal	-7.00
421	Accounts Payable	.58
431	Contracts Payable	.00
451	Loans Payable	.00
423	Accounts Payable / Previous Years	.00
461	Accrued Salaries and Benefits	.00
481	Deferred Revenues	30,661.10
	Other Current Liabilities	.00
	Total Liabilities	30,653.14

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year			-262,728.45
754	Reserve for Encumbrances - Prior Year			
Reserved Fund Balance:				
764	Maintenance Reserve Account		.00	
765	Tuition Reserve Account		.00	
606	Add: Increase in Maintenance Reserve		.00	
310	Less: Budgeted W/D from Maint. Reserve		.00	
				<u>.00</u>
761	Capital Reserve Account		.00	
604	Add: Increase in Capital Reserve		.00	
307	Less: Budgeted W/D Local Share < Exc Cost		.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc		.00	
				<u>.00</u>
766	Emergency Reserve Account		.00	
607	Add: Increase in Emergency Reserve		.00	
312	Less: Budgeted W/D from Emergency Reserve		.00	
				<u>.00</u>
762	Adult Education Programs			.00
750,751,752	Reserved Fund Balance			.00
	Other Reserves			.00
601	Appropriations		-1,202,089.91	
602	Less: Expenditures	754,740.89		
603	Encumbrances	262,728.45	1,017,469.34	-184,620.57
	Total Appropriated			-447,349.02

Unappropriated:

712	Investment in Gen Fixed Assets			.00
770	Fund Balance			.00
771	Fund Balance - Designated			.00
772	Fund Balance - Undesignated			.00
303	Budgeted Fund Balance			.00
311	Budget Withdr Fm Tuition Reserve-Adjust/SU			.00
740	Unreserved Retain Earnings			.00
	Total Unappropriated			.00

Total Fund Equity	-447,349.02
Total Liabilities and Fund Equity	-416,695.88

Recapitulation of Fund Balance:

	Budgeted	Actual	Variance
Appropriations	1,202,089.91	1,017,469.34	184,620.57
Revenues	-1,202,089.91	-721,275.70	-480,814.21
Sub Total	<u>.00</u>	<u>296,193.64</u>	<u>-296,193.64</u>
Change in Reserve Accounts:			
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	<u>.00</u>	<u>296,193.64</u>	<u>-296,193.64</u>
Less: Adjustment For Prior Year Encumbrance	.00	.00	.00
Budget Fund Balance	<u>.00</u>	<u>296,193.64</u>	<u>-296,193.64</u>

	Budget Estimated	Actual To Date		Unrealized Balance
Special Revenue Fund				
Revenues from Local Sources				
2X-1XXX Local Sources	145.64	45.64	.00	100.00
Total Revenues from Local Sources	145.64	45.64	.00	100.00
Revenues from State Sources				
2X-3XXX Other Restricted Entitle.	279,251.00	183,335.00	.00	95,916.00
Total Revenues from State Sources	279,251.00	183,335.00	.00	95,916.00
Revenues from Federal Sources				
2X-4XXX Other	922,693.27	537,895.06	.00	384,798.21
Total Revenues from Federal Sources	922,693.27	537,895.06	.00	384,798.21
Total Special Revenue Fund	1,202,089.91	721,275.70	.00	480,814.21
Revenues/Sources of Funds				
Revenues from Local Sources				
Total Revenues from Local Sources	.00	.00	.00	.00
Revenues from State Sources				
Total Revenues from State Sources	.00	.00	.00	.00
Revenues from Federal Sources				
Total Revenues from Federal Sources	.00	.00	.00	.00
Total Revenues/Sources of Funds	.00	.00	.00	.00
Expenditures and Other Uses				
	Appropriations	Expenditures	Encumbrances	Avail Bal
Local Projects				
2X-XXX-XXX-XXX Other Special Projects	45.64	.00	.00	45.64
Total Local Projects	45.64	.00	.00	45.64
Local Projects				
Total Local Projects	.00	.00	.00	.00
State Projects				
2X-511-XXX-XXX NJ Character Educaation	40,590.00	21,038.00	19,315.21	236.79
2X-212-1XX-XXX Demonstrably Effective pr	100.00	.00	.00	100.00
2X-501-4XX-XXX NP Textbooks	11,389.00	11,389.00	.00	.00
2X-502/505-XXX-XXX Nonpublic Auxiliary S	70,642.00	26,015.34	40,089.66	4,537.00
2X-506-XXX-XXX Nonpublic Auxillary	29,323.00	10,159.80	17,098.20	2,065.00
2X-509-XXX-XXX Nonpublic Nursing Srvc.	36,023.00	6,824.68	17,821.32	11,377.00
2X-509-XXX-XXX Nonpublic Nursing Srvc.	31,248.00	10,881.00	20,367.00	.00
2X-511-XXX-XXX NJ Character Education	23,760.00	14,757.80	8,244.40	757.80
2X-XXX-XXX-XXX Other Special Projects	36,276.00	26,623.00	7,159.05	2,493.95

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
State Projects				
Total State Projects	279,351.00	127,688.62	130,094.84	21,567.54
Federal Projects				
2X-25X-XXX-XXX IDEA	742,500.78	523,256.27	89,572.73	129,671.78
2X-XXX-XXX-XXX OTHER FEDERAL PROJECT	180,192.49	103,796.00	43,060.88	33,335.61
Total Federal Projects	922,693.27	627,052.27	132,633.61	163,007.39
Total Expenditures and Other Uses	1,202,089.91	754,740.89	262,728.45	184,620.57
Total Expenditures	1,202,089.91	754,740.89	262,728.45	184,620.57

	Budget Estimated	Actual To Date	Unrealized Balance
Special Revenue Fund			
Local Sources			
1XXX Miscellaneous	145.64	45.64	100.00
Total Local Sources	145.64	45.64	100.00
State Sources			
3XXX Revenues from State Sources	279,251.00	183,335.00	95,916.00
Total State Sources	279,251.00	183,335.00	95,916.00
Federal Sources			
32XX Other Restricted Entitlements	122,539.99	75,196.06	47,343.93
I.D.E.A. Part B (Handicapped)	742,500.78	442,449.00	300,051.78
No Child Left Behind Title II	26,867.75	20,250.00	6,617.75
No Child Left Behind Title III	9,197.00	.00	9,197.00
4XXX Other	21,587.75	.00	21,587.75
Total Federal Sources	922,693.27	537,895.06	384,798.21
Transfer from Other Funds			
Total Transfer from Other Funds	.00	.00	.00
Total Special Revenue Fund	1,202,089.91	721,275.70	480,814.21

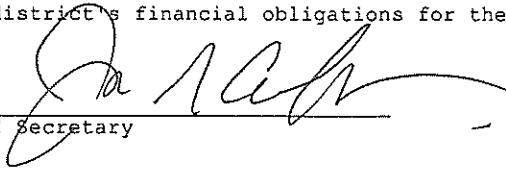
Special Revenue Fund	Appropriations	Expenditures	Encumbrances	Avail Bal
Early Childhood Program				
Instruction				
Total Instruction	.00	.00	.00	.00
Total Early Childhood Program	.00	.00	.00	.00
Demonstrably Effective Program				
Instruction				
2X-21X-XXX Early Childhood Program	100.00	.00	.00	100.00
Total Instruction	100.00	.00	.00	100.00
Total Demonstrably Effective Program	100.00	.00	.00	100.00
Local Projects				
Prior Year Encumbrances				
Total Prior Year Encumbrances	.00	.00	.00	.00
Local Project				
2X-21X-XXX Early Childhood Program	45.64	.00	.00	45.64
Total Local Project	45.64	.00	.00	45.64
Support Services				
Total Support Services	.00	.00	.00	.00
Nonpublic School Projects				
Total Nonpublic School Projects	.00	.00	.00	.00
Total Local Projects	45.64	.00	.00	45.64
State Project				
Other State Projects				
SDA Emergent Need & Capital Maint	26,623.00	26,623.00	.00	.00
Total Other State Projects	26,623.00	26,623.00	.00	.00
Total State Project	26,623.00	26,623.00	.00	.00
State Project				
Nonpublic School Projects				
501-XXX-XXX Nonpublic Textbooks	11,389.00	11,389.00	.00	.00
502-XXX-XXX Non-Public Comp. Ed.	62,127.00	24,275.70	35,603.30	2,248.00
503-XXX-XXX Non-Public ESL	8,515.00	1,739.64	4,486.36	2,289.00
506-XXX-XXX Non-Public Supp. Inst.	29,323.00	10,159.80	17,098.20	2,065.00
507-XXX-XXX NJ Nonpublic Hand. Servcs..	36,023.00	6,824.68	17,821.32	11,377.00
508-XXX-XXX Nonpublic Handicapped-Corr.	31,248.00	10,881.00	20,367.00	.00
509-XXX-XXX NJ Nonpublic Nursing Service	23,760.00	14,757.80	8,244.40	757.80
510-XXX-XXX Nonpublic Technology Initiat	9,653.00	.00	7,159.05	2,493.95
Total Nonpublic School Projects	212,038.00	80,027.62	110,779.63	21,230.75
Other State Projects				
511-XXX-XXX NJ Character Education	40,590.00	21,038.00	19,315.21	236.79
Total Other State Projects	40,590.00	21,038.00	19,315.21	236.79
Total State Project	252,628.00	101,065.62	130,094.84	21,467.54
Federal Projects				
Federal Projects				
29730 EXPENSES4	21,587.75	6,707.75	14,880.00	.00
241/245 NCLB Title III	9,197.00	.00	.00	9,197.00
XXX-520-930 Contribution to WSR	7,816.00	1,390.00	.00	6,426.00
25X-XXX-XXX I.D.E.A. Part B.	734,684.78	521,866.27	89,572.73	123,245.78
27X-XXX-XXX NCLB Title IIA-Teach.&Princ.	26,867.75	21,500.00	4,136.35	1,231.40
CARES Act	122,539.99	75,588.25	24,044.53	22,907.21
Total Federal Projects	922,693.27	627,052.27	132,633.61	163,007.39
29870 EXPENSES3				
Total 29870 EXPENSES3	.00	.00	.00	.00
Total Federal Projects	922,693.27	627,052.27	132,633.61	163,007.39
Total Special Revenue Fund	1,202,089.91	754,740.89	262,728.45	184,620.57
Grand Totals:	1,202,089.91	754,740.89	262,728.45	184,620.57

Report Date 03/15/24 10:28 AM
Period 00 - 08
Budget Year 24 For Funds 20- 20

Glen Rock School District
Board Secretary Report
Statement of Appropriations

Page No 7
ENJBAS07B

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

Assets and Resources**Assets:**

101	Cash in Bank	3,878,471.10	
102-106	Cash Equivalents	.00	
107	Cash Management	.00	
	Total Cash		3,878,471.10
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		.00
	Accounts Receivable:		
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	309,819.00	
142	Intergovernmental - Federal	.00	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		309,819.00
	Loans Receivable:		
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		.00
	Resources:		
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	774,548.00	
302	Less Revenues	-812,349.39	
			-37,801.39
	Total Assets and Resources		4,150,488.71

Liabilities and Fund Equity**Liabilities:**

101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		.00
412	Intergovernmental Accounts Payable - Federal		.00
421	Accounts Payable		.00
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		.00
	Other Current Liabilities		.00
	Total Liabilities		.00

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year		-973.25
754	Reserve for Encumbrances - Prior Year		-667,797.59

Reserved Fund Balance:

764	Maintenance Reserve Account	.00	
765	Tuition Reserve Account	.00	
606	Add: Increase in Maintenance Reserve	.00	
310	Less: Budgeted W/D from Maint. Reserve	.00	
			.00

761	Capital Reserve Account	.00	
604	Add: Increase in Capital Reserve	.00	
307	Less: Budgeted W/D Local Share < Exc Cost	.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc	.00	
			.00

766	Emergency Reserve Account	.00	
607	Add: Increase in Emergency Reserve	.00	
312	Less: Budgeted W/D from Emergency Reserve	.00	
			.00

762	Adult Education Programs		.00
750,751,752	Reserved Fund Balance		.00
	Other Reserves		.00

601	Appropriations	-4,927,806.68	
602	Less: Expenditures	788,159.70	
603	Encumbrances	668,770.84	
		1,456,930.54	-3,470,876.14

Total Appropriated

-4,139,646.98

Unappropriated:

712	Investment in Gen Fixed Assets		.00
770	Fund Balance		-4,164,100.41
771	Fund Balance - Designated		.00
772	Fund Balance - Undesignated		.00
303	Budgeted Fund Balance		4,153,258.68
311	Budget Withdr Fm Tuition Reserve-Adjust/SU		.00
740	Unreserved Retain Earnings		.00

Total Unappropriated

-10,841.73

Total Fund Equity

-4,150,488.71

Total Liabilities and Fund Equity

-4,150,488.71

Recapitulation of Fund Balance:

	Budgeted	Actual	Variance
Appropriations	4,927,806.68	1,456,930.54	3,470,876.14
Revenues	-774,548.00	-812,349.39	37,801.39
Sub Total	<u>4,153,258.68</u>	<u>644,581.15</u>	<u>3,508,677.53</u>

Change in Reserve Accounts:

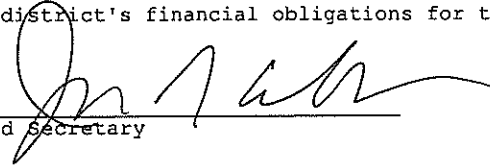
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	<u>4,153,258.68</u>	<u>644,581.15</u>	<u>3,508,677.53</u>
Less: Adjustment For Prior Year Encumbrance	-939,234.04	-939,234.04	.00
Budget Fund Balance	<u><u>3,214,024.64</u></u>	<u><u>-294,652.89</u></u>	<u><u>3,508,677.53</u></u>

	Budget Estimated	Actual To Date		Unrealized Balance
Capital Projects Fund				
Revenue/Sources of Funds				
3X-3XXX State Sources	309,819.00	309,819.00	.00	.00
52XX Transfers From Other Funds	464,729.00	464,729.00	.00	.00
Total Revenue/Sources of Funds	774,548.00	774,548.00	.00	.00
Total Capital Projects Fund	774,548.00	774,548.00	.00	.00
Revenues/Sources of Funds				
Sources of Funds				
Total Sources of Funds	.00	.00	.00	.00
Revenue/Sources of Funds				
3X-1XXX Local Sources	.00	37,801.39	.00	-37,801.39
Total Revenue/Sources of Funds	.00	37,801.39	.00	-37,801.39
Total Revenues/Sources of Funds	.00	37,801.39	.00	-37,801.39
Expenditures and Other Uses				
Appropriations Expenditures Encumbrances Avail Bal				
Undistributed Expenditures				
XXX-4XX-1XX Salaries	4,250.00	.00	.00	4,250.00
XXX-4XX-45X Construction Services	3,022,645.83	260,178.33	660,477.20	2,101,990.30
XXX-4XX-61X Materials & Supplies	113,009.70	.00	.00	113,009.70
3X-XXX-4XX-XXX Construction Services	1,787,901.15	527,981.37	8,293.64	1,251,626.14
Total Undistributed Expenditures	4,927,806.68	788,159.70	668,770.84	3,470,876.14
Total Expenditures and Other Uses	4,927,806.68	788,159.70	668,770.84	3,470,876.14
999 INTERIM STATE1				
Appropriations Expenditures Encumbrances Avail Bal				
Facilities Acquisition & Construction				
Total Facilities Acquisition & Construction	.00	.00	.00	.00
Total 999 INTERIM STATE1	.00	.00	.00	.00
Total Expenditures	4,927,806.68	788,159.70	668,770.84	3,470,876.14

	Budget Estimated	Actual To Date	Unrealized Balance
Capital Projects Fund			
Local Sources			
1510 Earnings on Investments	.00	37,801.39	-37,801.39
Total Local Sources	.00	37,801.39	-37,801.39
State Sources			
3XXX Other State Aids	309,819.00	309,819.00	.00
Total State Sources	309,819.00	309,819.00	.00
Transfer from Other Funds			
52XX Other Transfers	464,729.00	464,729.00	.00
Total Transfer from Other Funds	464,729.00	464,729.00	.00
Total Capital Projects Fund	774,548.00	812,349.39	-37,801.39

Capital Projects Fund	Appropriations	Expenditures	Encumbrances	Avail Bal
Capital Projects				
1205 EXPENSES3				
Total 1205 EXPENSES3	.00	.00	.00	.00
Equipment				
Total Equipment	.00	.00	.00	.00
Facilities Acquisition and Construction				
000-400-390 Other Purchased Services	32,875.00	.00	.00	32,875.00
000-400-390 Other Purchased Services	336,060.55	27,981.37	8,293.64	299,785.54
000-400-610 General Supplies	113,009.70	.00	.00	113,009.70
000-400-800 Other Objects	214,122.60	.00	.00	214,122.60
000-400-930 Facilities Grant	500,000.00	500,000.00	.00	.00
4492 EXPENSES4	4,250.00	.00	.00	4,250.00
CONSTRUCTION SERVICES	3,727,488.83	260,178.33	660,477.20	2,806,833.30
Total Facilities Acquisition and Construction	4,927,806.68	788,159.70	668,770.84	3,470,876.14
Total Capital Projects	4,927,806.68	788,159.70	668,770.84	3,470,876.14
Total Capital Projects Fund	4,927,806.68	788,159.70	668,770.84	3,470,876.14
Grand Totals:	4,927,806.68	788,159.70	668,770.84	3,470,876.14

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.


 Board Secretary

Assets and Resources

Assets:			
101	Cash in Bank	419,136.95	
102-106	Cash Equivalents	.00	
107	Cash Management	.00	
	Total Cash		419,136.95
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		.00
Accounts Receivable:			
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	152,539.00	
142	Intergovernmental - Federal	.00	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		152,539.00
Loans Receivable:			
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		.00
Resources:			
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	4,281,263.00	
302	Less Revenues	-4,281,263.00	
			.00
Total Assets and Resources			571,675.95

Liabilities and Fund Equity

Liabilities:			
101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		.00
412	Intergovernmental Accounts Payable - Federal		.00
421	Accounts Payable		.00
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		.00
	Other Current Liabilities		.00
Total Liabilities			.00

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year			-571,675.00	
754	Reserve for Encumbrances - Prior Year				
Reserved Fund Balance:					
764	Maintenance Reserve Account		.00		
765	Tuition Reserve Account		.00		
606	Add: Increase in Maintenance Reserve		.00		
310	Less: Budgeted W/D from Maint. Reserve		.00		.00
					<hr/>
761	Capital Reserve Account		.00		
604	Add: Increase in Capital Reserve		.00		
307	Less: Budgeted W/D Local Share < Exc Cost		.00		
309	Less: Budgeted W/D from Cap. Reserve-Exc		.00		.00
					<hr/>
766	Emergency Reserve Account		.00		
607	Add: Increase in Emergency Reserve		.00		
312	Less: Budgeted W/D from Emergency Reserve		.00		.00
					<hr/>
762	Adult Education Programs				.00
750,751,752	Reserved Fund Balance				.00
	Other Reserves				.00
601	Appropriations		-4,281,263.00		
602	Less: Expenditures	3,709,588.00			
603	Encumbrances	571,675.00	4,281,263.00		.00
					<hr/>
Total Appropriated					-571,675.00

Unappropriated:

712	Investment in Gen Fixed Assets				.00
770	Fund Balance				- .95
771	Fund Balance - Designated				.00
772	Fund Balance - Undesignated				.00
303	Budgeted Fund Balance				.00
311	Budget Withdr Fm Tuition Reserve-Adjust/SU				.00
740	Unreserved Retain Earnings				.00
					<hr/>
Total Unappropriated					- .95

Total Fund Equity	-571,675.95
Total Liabilities and Fund Equity	-571,675.95

Recapitulation of Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	4,281,263.00	4,281,263.00	.00
Revenues	-4,281,263.00	-4,281,263.00	.00
Sub Total	.00	.00	.00

Change in Reserve Accounts:

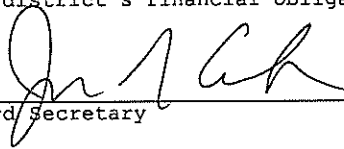
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	.00	.00	.00
Less: Adjustment For Prior Year Encumbrance	.00	.00	.00
Budget Fund Balance	.00	.00	.00

	Budget Estimated	Actual To Date		Unrealized Balance
Budgeted Fund Balance	.00	.00		.00
Revenues/Sources of Funds				
Sources of Funds				
4X-5XXX Other Financing Sources	500,000.00	500,000.00	.00	.00
Total Sources of Funds	500,000.00	500,000.00	.00	.00
Revenues from Local Sources				
4X-1XXX Miscellaneous	2,638,895.00	2,638,895.00	.00	.00
Total Revenues from Local Sources	2,638,895.00	2,638,895.00	.00	.00
Revenues from State Sources				
4X-3160 Debt Service Aid Type II	1,142,368.00	1,142,368.00	.00	.00
Total Revenues from State Sources	1,142,368.00	1,142,368.00	.00	.00
Total Revenues/Sources of Funds	4,281,263.00	4,281,263.00	.00	.00
Expenditures and Other Uses				
Debt Service				
4X-701-510-XXX Debt Service - Regular	4,281,263.00	3,709,588.00	571,675.00	.00
Total Debt Service	4,281,263.00	3,709,588.00	571,675.00	.00
Total Expenditures and Other Uses	4,281,263.00	3,709,588.00	571,675.00	.00
Total Expenditures	4,281,263.00	3,709,588.00	571,675.00	.00

	Budget Estimated	Actual To Date	Unrealized Balance
Budgeted Fund Balance	.00	.00	.00
Debt Service Fund			
Local Sources			
121X Local Tax Levy	2,638,895.00	2,638,895.00	.00
Total Local Sources	2,638,895.00	2,638,895.00	.00
State Sources			
3160 Debt Service Aid Type II	1,142,368.00	1,142,368.00	.00
Total State Sources	1,142,368.00	1,142,368.00	.00
Transfer from Other Funds			
5210 Transfer from Capital Reserve	500,000.00	500,000.00	.00
Total Transfer from Other Funds	500,000.00	500,000.00	.00
Total Debt Service Fund	4,281,263.00	4,281,263.00	.00

	Appropriations	Expenditures	Encumbrances	Avail Bal
Debt Service Fund				
Debt Service				
Regular Debt Service				
701-510-910 Redemption of Principle	2,805,000.00	2,805,000.00	.00	.00
701-510-834 Interest on Bonds	1,476,263.00	904,588.00	571,675.00	.00
Total Regular Debt Service	4,281,263.00	3,709,588.00	571,675.00	.00
Total Debt Service	4,281,263.00	3,709,588.00	571,675.00	.00
Total Debt Service Fund	4,281,263.00	3,709,588.00	571,675.00	.00
Grand Totals:	4,281,263.00	3,709,588.00	571,675.00	.00

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

APPENDIX

F

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000567	4282	02/02/24	08	Feb Transfer		
	4-65-430-100-101-34-56-123			Adult Ed/Enrichment Salary	55,000.00	
	4-65-430-100-300-34-56-129			Adult Ed/Enrichment Cont Services		55,000.00
				Total Reference No. 4282	55,000.00	55,000.00
				Total Batch No. 000567	55,000.00	55,000.00
000576	4284	02/02/24	08	Feb xfers		
	4-65-430-100-300-34-56-129			Adult Ed/Enrichment Cont Services		1,500.00
	4-65-430-200-590-34-50-137			PreSchool Postage	1,500.00	
				Total Reference No. 4284	1,500.00	1,500.00
000576	4286	02/05/24	08	Feb xfers		
	4-11-000-261-420-40-10-750			Byrd Admin Contracted Svcs.		3,300.00
	4-11-000-262-610-40-32-742			SW Bldg Equipment/Supplies	3,300.00	
				Total Reference No. 4286	3,300.00	3,300.00
				Total Batch No. 000576	4,800.00	4,800.00
000581	4294	02/07/24	08	NP 192-193 Budget Adjustments		
	4-20-3232-502-00			Np- Comp. Ed.	5,934.00	
	4-20-3233-503-00			Np EsL	1,648.00	
	4-20-3238-508-00			Np- Corrective Speech	3,348.00	
	4-20-502-200-320-00-00-000			Non-Pub Comp. Ed.		5,934.00
	4-20-503-200-320-00-00-000			Non-Public EsL		1,648.00
	4-20-508-100-300-00-00-000			Np Corrective Speech		3,348.00
				Total Reference No. 4294	10,930.00	10,930.00
				Total Batch No. 000581	10,930.00	10,930.00
000582	4295	02/07/24	08	NP 192-193 Budget Adjustments		
	4-20-3236-506-00			Np- Supp. Instr.	2,478.00	
	4-20-506-200-320-00-00-000			N/P Supp Instruction		2,478.00
				Total Reference No. 4295	2,478.00	2,478.00
				Total Batch No. 000582	2,478.00	2,478.00
000590	4298	02/09/24	08	February Appropriation Adjustmen		
	4-11-000-100-562-30-16-000			Tuition- Lea In State		14,595.75
	4-11-000-261-420-40-13-000			Hamilton Fire-Contracted Services	24,920.55	
	4-11-190-100-610-13-03-240			Hamilton Teacher Supplies		2,494.80
	4-11-402-100-610-20-30-075			Athletic Uniforms		7,830.00
				Total Reference No. 4298	24,920.55	24,920.55
				Total Batch No. 000590	24,920.55	24,920.55
000598	4296	02/09/24	08	Feb xfers		
	4-11-000-261-610-40-10-741			Byrd Admin Supplies	700.00	
	4-11-000-261-610-40-11-741			Central Admin Bldg Supplies	700.00	
	4-11-000-261-610-40-12-741			Coleman Bldg Supplies	800.00	
	4-11-000-261-610-40-13-741			Hamilton Bldg Supplies	700.00	
	4-11-000-262-610-40-32-650			SW Custodial Supplies	4,000.00	

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000598	4296	02/09/24	08	Feb xfers		
	4-11-000-262-610-40-32-742			SW Bldg Equipment/Supplies		6,900.00
				Total Reference No. 4296	6,900.00	6,900.00
000598	4297	02/09/24	08	Feb xfers		
	4-11-000-261-420-40-32-722			DW Admin. Contracted Services		10,000.00
	4-11-000-262-890-40-32-260			SW In-Service Training	2,000.00	
	4-11-000-262-890-40-32-260			SW In-Service Training	2,000.00	
	4-11-000-263-420-40-32-720			SW Grounds Contracted Svcs.	4,000.00	
	4-11-000-263-610-40-32-721			SW Grounds Supplies/Materials	2,000.00	
				Total Reference No. 4297	10,000.00	10,000.00
000598	4299	02/09/24	08	Feb xfers		
	4-11-190-100-610-20-30-731			Hs Athletic Equipment		2,200.00
	4-11-402-100-610-20-30-075			Athletic Uniforms	2,200.00	
				Total Reference No. 4299	2,200.00	2,200.00
				Total Batch No. 000598	19,100.00	19,100.00
000599	4301	02/12/24	08	Feb xfer		
	4-11-000-219-390-30-16-434			Cst Rel Svc/Other Evals	1,800.00	
	4-11-219-100-320-30-16-437			Cst Rel Svc Home Prog.		1,800.00
				Total Reference No. 4301	1,800.00	1,800.00
				Total Batch No. 000599	1,800.00	1,800.00
000605	4300	02/12/24	08	Feb xfer		
	4-11-000-252-330-35-00-001			Tech-Pur Prof Svcs		4,000.00
	4-11-000-252-420-35-00-000			Technology-Contracted Services	4,000.00	
				Total Reference No. 4300	4,000.00	4,000.00
				Total Batch No. 000605	4,000.00	4,000.00
000607	4302	02/14/24	08	Feb xfers		
	4-11-000-223-580-20-45-004			SLE Conferences & Travel	500.00	
	4-11-000-223-580-21-10-251			Ms Math Travel		500.00
				Total Reference No. 4302	500.00	500.00
000607	4305	02/15/24	08	Feb xfers		
	4-11-000-261-420-40-20-750			HS/MS Admin Contracted Svcs.		3,000.00
	4-11-000-263-420-40-32-720			SW Grounds Contracted Svcs.	3,000.00	
				Total Reference No. 4305	3,000.00	3,000.00
000607	4306	02/15/24	08	Feb xfers		
	4-11-000-261-420-40-32-722			DW Admin. Contracted Services		5,000.00
	4-11-000-263-420-40-32-720			SW Grounds Contracted Svcs.	5,000.00	
				Total Reference No. 4306	5,000.00	5,000.00
000607	4307	02/15/24	08	Feb xfers		
	4-11-000-261-420-40-32-722			DW Admin. Contracted Services		1,500.00
	4-11-000-263-420-40-32-720			SW Grounds Contracted Svcs.	1,500.00	
				Total Reference No. 4307	1,500.00	1,500.00
000607	4308	01/15/24	08	Feb xfers		
	4-11-000-262-890-40-32-660			SW Operations Misc. Expenses		1,100.00

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000607	4308	01/15/24	08	Feb xfers		
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	1,100.00
					Total Reference No. 4308	1,100.00
					Total Batch No. 000607	11,100.00
000612	4310	02/16/24	08	Feb Xfer		
				4-11-000-223-580-20-45-004	SLE Conferences & Travel	270.00
				4-11-401-100-580-20-02-251	DECA Travel Related Expenses	
					Total Reference No. 4310	270.00
					Total Batch No. 000612	270.00
000618	4317	02/22/24	08	Business Office Budget Transfer		
				4-11-190-100-320-12-01-218	Coleman Teacher Substitute	5,932.01
				4-11-190-100-320-12-02-218	Coleman Daily Teacher Substitutes	
				4-11-190-100-320-13-01-218	Hamilton Teacher Substitute	8,937.35
				4-11-190-100-320-13-02-218	Hamilton Daily Teacher Substitutes	
					Total Reference No. 4317	14,869.36
					Total Batch No. 000618	14,869.36
000622	4319	02/23/24	08	Feb Xfers		
				4-11-000-218-610-23-23-250	Guidance Office Supplies	4,000.00
				4-11-150-100-320-23-19-000	Regular Ed. Home Inst. Prof. Service	
				4-11-190-100-610-20-30-731	Hs Athletic Equipment	1,000.00
				4-11-402-100-610-20-30-075	Athletic Uniforms	1,000.00
					Total Reference No. 4319	5,000.00
					Total Batch No. 000622	5,000.00
000623	4322	02/23/24	08	February Budget Transfer		
				4-20-511-200-420-00-00-000	AOL Security Aid Contracted Services	7,808.21
				4-20-511-200-610-00-00-000	AOL Security Aid Supplies/Materials	7,808.21
					Total Reference No. 4322	7,808.21
					Total Batch No. 000623	7,808.21
000626	4309	02/16/24	08	Feb xfers		
				4-11-190-100-610-20-30-731	Hs Athletic Equipment	1,000.00
				4-11-402-100-610-20-30-075	Athletic Uniforms	1,000.00
					Total Reference No. 4309	1,000.00
000626	4311	02/16/24	08	Feb xfers		
				4-11-000-261-420-40-20-750	HS/MS Admin Contracted Svcs.	5,700.00
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	5,700.00
					Total Reference No. 4311	5,700.00
000626	4312	02/16/24	08	Feb xfers		
				4-11-000-261-420-40-32-722	DW Admin. Contracted Services	2,000.00
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	2,000.00
					Total Reference No. 4312	2,000.00
000626	4314	02/21/24	08	Feb xfers		

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit	
<u>Account No/Description</u>							
000626	4314	02/21/24	08	Feb xfers			
				4-11-000-218-610-23-23-250	Guidance Office Supplies	4,000.00	
				4-11-150-100-320-23-19-000	Regular Ed. Home Inst. Prof. Service		4,000.00
				Total Reference No. 4314	4,000.00	4,000.00	
000626	4316	02/21/24	08	Feb xfers			
				4-11-000-261-420-40-12-750	Coleman Admin Contracted Svcs.		500.00
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	500.00	
				Total Reference No. 4316	500.00	500.00	
000626	4318	02/22/24	08	Feb xfers			
				4-11-000-261-420-40-13-750	Hamilton Admin Contracted Svcs.		3,000.00
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	3,000.00	
				Total Reference No. 4318	3,000.00	3,000.00	
000626	4320	02/23/24	08	Feb xfers			
				4-11-000-218-890-23-23-253	Guidance Memberships	1,500.00	
				4-11-150-100-320-23-19-000	Regular Ed. Home Inst. Prof. Service		1,500.00
				Total Reference No. 4320	1,500.00	1,500.00	
				Total Batch No. 000626	17,700.00	17,700.00	
000636	4323	02/23/24	08	Feb xfers			
				4-11-000-261-420-40-20-750	HS/MS Admin Contracted Svcs.		5,000.00
				4-11-000-263-420-40-32-720	SW Grounds Contracted Svcs.	5,000.00	
				Total Reference No. 4323	5,000.00	5,000.00	
000636	4324	02/23/24	08	Feb xfers			
				4-11-000-262-420-40-32-560	SW Vehicle Maint. Services	3,000.00	
				4-11-000-262-610-40-32-742	SW Bldg Equipment/Supplies		5,000.00
				4-11-000-263-610-40-32-721	SW Grounds Supplies/Materials	1,000.00	
				4-11-000-270-420-40-32-520	SW Van Maint Contracted Svcs.	1,000.00	
				Total Reference No. 4324	5,000.00	5,000.00	
000636	4328	02/26/24	08	Feb xfers			
				4-11-000-223-320-35-00-000	Technology-Staff Development		975.00
				4-11-000-252-420-35-00-000	Technology-Contracted Services	975.00	
				Total Reference No. 4328	975.00	975.00	
000636	4329	02/27/23	08	Feb xfers			
				4-11-000-261-420-40-20-750	HS/MS Admin Contracted Svcs.		5,500.00
				4-11-000-262-420-40-32-560	SW Vehicle Maint. Services	5,500.00	
				Total Reference No. 4329	5,500.00	5,500.00	
				Total Batch No. 000636	16,475.00	16,475.00	
000646	4333	02/29/24	08	February Appropriation Adjustmen			
				4-11-000-100-564-30-16-000	Tuition Co Voc Sp Ed.	4,267.00	
				4-11-000-100-565-30-16-000	Tuition Cssid & Reg. Day		5,041.00
				4-11-000-100-566-30-16-000	Tuition Priv. In-State	5,041.00	
				4-11-000-213-100-10-44-418	Byrd Nurse Substitutes	251.00	
				4-11-000-213-100-11-44-418	Central Nurse Substitutes	500.00	
				4-11-000-213-100-12-44-418	Coleman Nurse Substitutes		385.00
				4-11-000-213-100-13-44-418	Hamilton Nurse Substitutes		119.50
				4-11-000-213-100-20-44-418	Hs Nurse Substitutes		531.00

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000646	4333	02/29/24	08	February Appropriation Adjustmen		
				4-11-000-213-100-21-44-418 Ms Sub Nurse		127.50
				4-11-000-213-110-11-44-413 Central Nurse Summer Salary	165.00	
				4-11-000-213-110-13-44-413 Hamilton Nurse Summer Salary	247.00	
				4-11-000-218-104-11-00-213 Elementary Guidance Salary-Central	2,306.02	
				4-11-000-218-104-20-23-210 Guidance Summer Salaries	3,000.00	
				4-11-000-218-104-20-23-213 Guidance Salary		3,000.00
				4-11-000-218-610-23-23-250 Guidance Office Supplies		2,306.02
				4-11-000-221-102-32-01-213 Supervisor of English Salary	.02	
				4-11-000-221-102-32-02-213 Supervisor of IT/Media Cntr Salary		.01
				4-11-000-221-102-32-03-213 Supervisor of Science Salary		.01
				4-11-000-230-100-05-42-213 Supt. Office Salary		4,267.32
				4-11-000-230-331-05-40-122 Legal Fees	.32	
				4-11-000-230-339-05-40-124 Board Consulting Svcs	456.54	
				4-11-000-230-580-05-00-002 Supt Staff Travel Expenses		456.54
				4-11-000-230-580-05-40-002 PBOE Communications Travel Expenses		39.00
				4-11-000-230-580-31-00-001 Assistant Superintendent's Travel Ex	39.00	
				4-11-000-230-890-05-00-000 Employee Health Evaluations		1,000.00
				4-11-000-230-890-05-40-136 Advertising	1,000.00	
				4-11-000-240-105-10-44-219 Byrd Sub Secretary Sala		17.82
				4-11-000-240-105-12-44-219 Cole Sub Sec Salary	47.72	
				4-11-000-240-105-13-44-219 Hamilton Sub Secretary		13.89
				4-11-000-240-105-20-44-219 Hs Admin. Sub Secretary		16.01
				4-11-000-240-890-21-44-253 Ms Admin Memberships		710.00
				4-11-000-240-890-32-00-000 District Online Registration Fees	710.00	
				4-11-000-251-100-05-41-213 Business Office Salary	209.33	
				4-11-000-252-110-35-19-000 Board Meeting Video Salaries		209.33
				4-11-000-262-100-32-19-713 Sw Summer Maintenance	1,382.50	
				4-11-000-262-490-12-98-640 Cole Utilities - Water		2,267.86
				4-11-000-262-590-32-00-001 DW Extra Curricular Police Coverage	2,267.86	
				4-11-000-262-622-20-98-641 HS/MS Utilities- Electric	51.50	
				4-11-000-262-890-40-32-260 SW In-Service Training		1,900.00
				4-11-000-262-890-40-32-660 SW Operations Misc. Expenses	38.00	
				4-11-000-266-100-32-00-213 Director of Security Salary	428.00	
				4-11-000-266-890-39-00-000 Visitor Access Desk Software	40.00	
				4-11-000-270-107-32-00-000 SW Bus Aides		40.00
				4-11-000-291-220-32-19-812 Sw Social Security	1,071.49	
				4-11-000-291-241-32-20-810 DCRP Pension Payments		1,071.49
				4-11-120-100-101-11-12-213 Cent Phys Ed Salary	2,366.00	
				4-11-120-100-101-11-44-217 Cent Teach Lunch Superv		2,366.00
				4-11-120-100-101-12-12-213 Cole Phys. Ed. Salary	616.00	
				4-11-120-100-101-12-44-217 Cole Teach. Lunch Super		616.00
				4-11-140-100-101-20-01-213 Hs Art Salary		1,150.12
				4-11-140-100-101-20-04-213 Hs English Salary		5,336.68
				4-11-140-100-101-20-10-213 Hs Math Salary		771.24
				4-11-140-100-101-20-12-213 Hs Phys. Ed. Salary	7,258.04	
				4-11-190-100-640-31-33-220 C&I New Prog Textbooks	2,929.26	
				4-11-213-100-101-20-49-213 Hs Res Cent Salary		2,780.38
				4-11-213-100-101-21-49-213 Ms Res Cent Salary		148.88

Glen Rock School District
Budget Journal By Reference

Batch No.	Ref No.	Date	Period	Description	Debit	Credit
Account No/Description						
000646	4333	02/29/24	08	February Appropriation Adjustmen		
				Total Reference No. 4333	36,688.60	36,688.60
				Total Batch No. 000646	36,688.60	36,688.60
000664	4343	02/29/24	08	192/193 Budget Adjustments		
4-20-3232-502-00				Np- Comp. Ed.	2,248.00	
4-20-3233-503-00				Np Es1	2,289.00	
4-20-3236-506-00				Np- Supp. Instr.	2,065.00	
4-20-3237-507-00				Np- Initial Exam & Class	7,957.00	
4-20-3240-507-00				Np- Annual Exam & Class	3,420.00	
4-20-502-200-320-00-00-000				Non-Pub Comp. Ed.		2,248.00
4-20-503-200-320-00-00-000				Non-Public Es1		2,289.00
4-20-506-200-320-00-00-000				N/P Supp Instruction		2,065.00
4-20-507-100-320-00-00-000				Np- Annual Exam/Class		3,420.00
4-20-507-100-320-00-00-001				Np- Initial Exam/Class		7,957.00
				Total Reference No. 4343	17,979.00	17,979.00
				Total Batch No. 000664	17,979.00	17,979.00
000665	4345	02/29/24	08	February Appropriation Adjustmen		
4-11-000-230-331-05-40-122				Legal Fees	3,500.00	
4-11-000-240-105-20-44-219				Hs Admin. Sub Secretary		3,500.00
				Total Reference No. 4345	3,500.00	3,500.00
				Total Batch No. 000665	3,500.00	3,500.00
000666	4346	02/29/24	08	February Appropriation Adjustmen		
4-11-000-100-566-30-16-000				Tuition Priv. In-State		155,146.30
4-11-000-100-569-30-16-000				Tuition Sp. Ed. Other		36,123.71
4-11-000-230-331-05-40-122				Legal Fees	60,518.08	
4-11-000-230-332-05-40-121				Audit Fees	40,751.93	
4-11-000-240-105-21-44-219				Ms Admin. Sub. Sec. Sal	5,000.00	
4-11-000-251-340-05-43-128				Software Maintenance	50,000.00	
4-11-000-251-610-05-43-137				Business Office Supplies	10,000.00	
4-11-000-252-420-35-00-000				Technology-Contracted Services	25,000.00	
				Total Reference No. 4346	191,270.01	191,270.01
000666	4347	02/29/24	08	February Appropriation Adjustmen		
4-11-000-230-332-05-40-121				Audit Fees		14,000.00
4-11-000-240-105-21-44-219				Ms Admin. Sub. Sec. Sal	9,000.00	
4-11-000-251-340-05-43-128				Software Maintenance	5,000.00	
				Total Reference No. 4347	14,000.00	14,000.00
000666	4348	02/29/24	08	February Appropriation Adjustmen		
4-11-000-100-566-30-16-000				Tuition Priv. In-State	18,067.00	
4-11-000-100-567-30-16-000				Tuition Priv. Out Of St.		18,067.00
				Total Reference No. 4348	18,067.00	18,067.00
000666	4349	02/29/24	08	February Appropriation Adjustmen		
4-11-000-230-331-05-40-122				Legal Fees		3,500.00
4-11-000-240-105-20-44-219				Hs Admin. Sub Secretary	3,500.00	
				Total Reference No. 4349	3,500.00	3,500.00

Glen Rock School District
Budget Journal By Reference

<u>Batch No.</u>	<u>Ref No.</u>	<u>Date</u>	<u>Period</u>	<u>Description</u>	<u>Debit</u>	<u>Credit</u>	
				<u>Account No/Description</u>			
				Total Batch No.	000666	226,837.01	226,837.01
000667	4350	02/29/24	08	ARP PK Expansion budget setup			
	4-20-4547-460-00			ARP PK Expansion	21,587.75		
	4-20-460-400-339-20-00-000			APR PreK Expansion Abatement Service		14,880.00	
	4-20-460-400-890-20-00-000			ARP PreK Expansion NJDOE review		6,707.75	
				Total Reference No. 4350	21,587.75	21,587.75	
				Total Batch No. 000667	21,587.75	21,587.75	
000668	4351	02/29/24	08	February Appropriation Adjustmen			
	4-11-000-100-566-30-16-000			Tuition Priv. In-State	5,350.32		
	4-11-000-230-331-05-40-122			Legal Fees		5,000.32	
	4-11-000-251-340-05-43-128			Software Maintenance		350.00	
				Total Reference No. 4351	5,350.32	5,350.32	
				Total Batch No. 000668	5,350.32	5,350.32	
Grand Total					508,193.80	508,193.80	

APPENDIX

G

General Acct

5148

Payroll

Bank Name _____
 Account Number _____
 Fund _____

Bank of America
 5148
 Custodian

<u>Date</u>	<u>Ck#</u>	<u>Amount</u>	
6/30/2022	96541	11,162.35	TREAS., STATE OF N.J.
6/30/2022	96754	2,030.00	RESA AND WILLIAM IVERS
8/31/2022	97148	44.73	OFELIA RODRIGUEZ-HIGH SCHOOL
1/31/2023	98282	85.00	FAMILY & PLAY THERAPY CENTER, INC.
5/31/2023	98992	960.00	JELL AFC BERGEN WEST ONE LLC
5/31/2023	99010	14.00	ELLY MANOOCHEHRI
6/30/2023	99090	375.75	Brother's Smokehouse

<u>Date</u>	<u>Ck#</u>	<u>Amount</u>
8/31/2022	97148	44.73
8/31/2022	98282	85.75
	99010	14.00
		144.48

Bank Name _____
 Account Number _____
 Fund _____

Bank of America
 5423
 Athletic

<u>Date</u>	<u>Check #</u>	<u>Amount</u>
10/11/2022	26546	75.00
1/10/2023	26741	96.00
1/25/2023	26785	800.00
		971.00