



LIVINGSTON BOARD OF EDUCATION VOTING MEETING AGENDA

Wednesday, July 15, 2020

Public Session - Virtual Meeting Via Zoom and Facebook Live – 7:00 p.m.

This is a public meeting of the Board of Education. The Livingston Board of Education will be video recording and posting its open public meetings on the district website. The Board reserves the right to edit the videotape prior to posting to protect the privacy of students and staff.

The Board's Bylaw #0168 allows videotaping and livestreaming of public meetings with prior approval from the Board Secretary. Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, distract Board members or other observers present at the meeting, or violate the privacy of students and staff. The Board will permit the use of tape recorder(s), video camera(s) or live streaming only when notice of such intended use has been given to the Board Secretary five days in advance of the meeting. Any camera(s) must be operated in an inconspicuous location in the meeting room. The Board reserves the right to request a copy of the tape. The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

While the Board of Education discourages the videotaping/livestreaming of students without written parental consent, public meetings are not subject to the same restrictions as other school events. Please be aware that you and your children may be videotaped or livestreamed as a result of your participation at this meeting.

In accordance with Policy #9131, the Livingston Board of Education members, district administration, and staff will treat students, parents/guardians and other members of the public with respect and expect the same consideration in return. The district is committed to maintaining orderly educational and administrative processes in keeping schools and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds.

I. OPEN SESSION

A. Call to Order – Ronnie Konner, President

B. Reading of Meeting Notice

Adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 7, 2020 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

C. Pledge of Allegiance / Roll Call

D. Superintendent's Report

1. Reopening Survey/Letter to Families
2. 2020-2021 Academic Calendar
3. Curriculum Department Leadership

E. Board Reports

1. Restart Committees
2. Board Self Evaluation

F. Approval of Minutes

The Superintendent recommends the following:

1. Voting Meeting Minutes of April 23, 2020
2. Workshop/Voting Meeting Minutes of June 1, 2020
3. Public Portion of Executive Session Meeting Minutes of June 2, 2020
4. Public Portion of Executive Session Meeting Minutes of June 11, 2020
5. Voting Meeting Minutes of June 15, 2020
6. Voting Meeting Minutes of June 22, 2020
7. Public Portion of Executive Session Meeting Minutes of June 23, 2020
8. Public Portion of Executive Session Meeting Minutes of July 7, 2020

ROLL CALL VOTE

G. Public Input on Agenda Items ~ up to 15 minutes

An excerpt from Policy #0167 adopted on January 10, 2011 and reviewed on March 4, 2013 states that The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

Public participation shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. Each statement made by a participant shall be limited to three minutes' duration;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually.

The portion of the meeting during which the participation of the public is invited shall be limited to fifteen minutes, or at the discretion of the presiding officer.

II. RECOMMENDATIONS FOR APPROVAL

1. PROGRAM/CURRICULUM

The Superintendent recommends the following:

1.1 Books

Resolved, that the Livingston Board of Education approves the books as shown on **Attachment A**.

1.2 Student Teachers

Resolved, that the Livingston Board of Education approves the student teachers as shown on **Attachment B**.

ROLL CALL VOTE

2. STUDENT SERVICES

The Superintendent recommends the following:

2.1 Out of District Placements

Resolved, that the Livingston Board of Education approves placement for the academic year 2020-2021 for 12 (twelve) Livingston students with disabilities and for Extended School Year 2020 (Summer Programs) for 9 (nine) Livingston students with disabilities, as classified and recommended by the Child Study Team, in facilities with tuition costs to be determined within the limits established by the New Jersey Board of Education as shown on ***Attachment C***.

2.2 Related Services/Medical Consultants

Resolved, that the Livingston Board of Education approves the following consultants that will be utilized to provide related services for the 2020-2021 school year:

BEHAVIORAL TRAINING & ASSISTANCE / APPLIED BEHAVIORAL ANALYSIS

North Jersey Outreach	\$125.00/hour
The Uncommon Thread	\$100.00/hour

ITINERANT SERVICES FOR STUDENTS WITH HEARING LOSS

Mountain Lakes Board of Education - Lake Drive Program	\$165.00/hour
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NURSING SERVICES

Starlight Homecare Agency, Inc./b/a Star Pediatric Home Care Agency	
LPN	\$45.00/hour
RN	\$55.00/hour

OCCUPATIONAL THERAPIST

Oxford Consulting Services, Inc.	\$87.00/hour
Pillar Care Continuum	\$120.00/hour

PHYSICAL THERAPIST

Oxford Consulting Services, Inc.	\$87.00/hour
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SPEECH AND LANGUAGE THERAPIST

Creative Speech Solutions	\$90.00/hour
Oxford Consulting Services, Inc.	\$93.00/hour

THERAPIST FOR THE VISUALLY IMPAIRED

Thrapp, Patricia	\$140.00/hour
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VISION THERAPY

State of New Jersey, Commission of the Blind	\$2,100.00/Level-1 Service
	\$5,000.00/Level-2 Service
	\$13,900.00/Level-3 Service

ROLL CALL VOTE

3. BUSINESS

The Superintendent recommends the following:

3.1 Payment of Bills

Whereas, the Board Secretary has audited certain vendor claims as required by N.J.S.A. 18A:19-2 and Board Policy 6470 and presented them to the Livingston Board of Education with the recommendation they be paid, now therefore be it

Resolved, that the Livingston Board of Education approves the payment of the following bills in the amounts listed and attach a complete copy of these bills to the minutes of this meeting.

Fund	Name	Amount
10&11	Regular	1,639,297.93
12	Regular	9,579.95
20	Regular	40,111.46
	TOTAL	\$1,688,989.34

Regular Checks	86688-87846	1,688,989.34
	TOTAL	\$1,688,989.34

3.2 Board Secretary Report – May 2020

Whereas, the Livingston Board of Education has received the Report of the Board Secretary for May 31, 2020, consisting of:

- 1) Interim Balance Sheets
- 2) Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date
- 3) Schedule of Revenues - Actual Compared with Estimated
- 4) Statement of Appropriations Compared with Expenditures and encumbrances, and

Whereas, the Livingston Board of Education has received the report of the Treasurer for May 31, 2020, which report is in agreement with the Report of the Board Secretary, and

Whereas, these reports show the following balances on the date indicated:

	Cash Balance	Appropriation Balance	Fund Balance
(10) General Current Exp. Fund	13,730,963		
(11) Current Expense		3,760,100	4,946,969
(12) Capital Outlay		84,063	1,978,235
(20) Special Revenue Fund	282,759		
(30) Capital Projects Fund	182,918		
(40) Debt Service Fund	90,312		
Total:	\$14,286,952	\$3,844,163	\$6,925,204

Whereas, pursuant to N.J.A.C. 6:20-212(d), the Board Secretary has certified that as of May 31, 2020, no budgetary line item account has obligations and payments contractual orders which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8, 18A:22-8.1, now therefore be it

Resolved, the Livingston Board of Education accepts the above referenced reports and certification and directs that they be made part of this resolution by reference, and be it

Further Resolved, the Livingston Board of Education certifies that, after review of the Secretary's monthly financial report (appropriations section) and upon consultation with

the appropriate district officials, to the best of its knowledge no major account or fund has been over-expended in violation of N.J.A.C.6:20-2.13(d) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

3.3 Transfers

Whereas, the Superintendent of Schools recommends certain transfers among accounts in the 2019-2020 budget for May pursuant to Board of Education Policy 6422, now therefore be it

Resolved, that the Livingston Board of Education ratify transfers pursuant to N.J.S.A. 18A:22-8.1 and N.J.A.C. 6:20-2A.10:

<u>Object</u>	<u>Description</u>	<u>To</u>	<u>From</u>
0610	General Supplies	\$37,407	
0640	Textbooks		\$37,407
	TOTALS	\$37,407	\$37,407

3.4 Approval of Property, Liability and Workers Compensation Insurance for 2020-2021

Resolved, that the Livingston Board of Education awards the property and liability insurance policies to:

<u>New Jersey School Boards Association Insurance Group</u>		
Brown and Brown Insurance (Broker)		
Comprehensive Board Program includes Property, General Liability, Auto Liability, Crime, Pollution and Cyber Coverages.	(7/1/20-7/1/21)	\$365,331.00
School Board Legal Liability	(7/1/20-7/1/21)	\$166,111.00
Workers' Compensation and Supplemental Indemnity	(7/1/20-7/1/21)	\$452,820.00
<u>Monarch</u>		
Brown and Brown Insurance (Broker)		
Student/Athletic Accident Insurance	(7/1/20-7/1/21)	\$44,076.00
		\$1,028.338.00

3.5 Conferences and Overnight Trips

Resolved, that the Livingston Board of Education approves the conferences and overnight trips as shown on **Attachment D**.

3.6 Contract for Supervisory Services for L.I.N.K.S.

Be It Resolved, Drs. Eric Herschman and Susan Herschman have the experience and expertise to provide professional development for mental health services. Drs. Eric Herschman and Susan Herschman have provided a proposed Agreement, dated September 1, 2020 regarding the nature of their services to the satisfaction of the Board.

Be It Further Resolved, that Drs. Eric Herschman and Susan Herschman be approved by the Board of Education for the period September 1, 2020 through June 30, 2021 at the professional fees provided in the proposed Agreement.

Be It Further Resolved, that this appointment is made without advertising for bids because the services rendered are professional services as defined by the statute and not subject to competitive bidding.

3.7 Addition of LBOE Meetings

Resolved, that the Livingston Board of Education approves the addition of two voting meetings to be held on Tuesday, July 28, 2020 and Wednesday, August 5, 2020 to the board's Annual Meeting Calendar that was previously approved on January 7, 2020. Both meetings will begin at 6:30 p.m.

3.8 Policies

Resolved, that the Livingston Board of Education approves the following policies for first reading:

Policy #1110 - Organizational Chart

Policy #1649 - Federal Families First Coronavirus (COVID-19) Response Act (M) (new to district)

Policy #2431.3 - Heat Participation Policy for Student Athlete Safety (M) (new to district)

ROLL CALL VOTE

4. PERSONNEL

The Superintendent recommends the following

4.1 Resignations

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Thomas Zampano III</i>	School Psychologist	Retirement	District	June 30, 2020
<i>Stacey Dworazanski</i>	Teacher of Family & Consumer Science	Resignation	LHS	June 30, 2020

<i>Mary Beth Kopacz*</i>	Director of C&I	Resignation	CO	July 20, 2020
<i>Brian Micciche</i>	Teacher of Technology Ed	Resignation	LHS	June 30, 2020

**as amended from a previous agenda*

Resolved, that the Livingston Board of Education approves the resignation of employee #5962 effective March 31, 2021 for the purpose of disability retirement effective April 1, 2021.

4.2 Leaves of Absences

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Position	Location	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Carmela Damante</i>	Elementary School Teacher	Hillside	9/1/2020-2/22/2021	2/23/2021-5/25/2021**	5/26/2021-6/30/2021	8/30/2021
<i>Jacqueline Kestler</i>	Elementary School Teacher	Hillside	NA	NA	9/1/2020-6/30/2021	8/30/2021
<i>Vanessa Barboza*</i>	Secretary	LHS	4/23/2020-5/29/2020	6/1/2020-6/18/2020 & 6/19/2020 - 9/2/2020**	NA	9/3/2020
<i>Theodore Paris</i>	Maintenance	District	9/1/2020-3/31/2021	NA	NA	TBD

**as amended from a previous agenda*

***Designates time counted toward NJFLA/FMLA*

4.3 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
<i>Nathalie Ricot</i>	HMS	Teacher of French	First Year Tenure Track	E. Bernstein	MA+32	12	\$92,405*	9/1/2020
<i>Nicole Guzman</i>	HMS	Teacher of Science	First Year Tenure Track	P. Ciccarino	MA	1	\$59,803*	9/1/2020
<i>Breanne Mannes***</i>	HMS	TOSD	First Year Tenure Track	K. Alicea	MA+16	6	\$67,230*	9/1/2020
<i>Margaret Davis</i>	Harrison	Reading Intervention ist	First Year Tenure Track	J. Corrado	MA	7	\$64,223*	9/1/2020
<i>Nicole Grecco</i>	RHE	Elementary School Teacher	One Year Leave Replacement	G. Kelly (transfer)	BA	1	\$52,673*	9/1/2020

<i>Eric Hazelcorn</i>	Hillside	Elementary School Teacher	One Year Leave Replacement	C. Damante	MA	2**	\$60,462*	9/1/2020
<i>Ryan Brown</i>	LHS	Teacher of Health & PE	Leave Replacement	P. Gillen	MA	2**	\$60,462*	9/1/2020-1/29/2021
<i>Dylan Liu</i>	LHS	Teacher of Biology	Leave Replacement	J. McCarthy	BA	1	\$52,673* (pro-rated)	9/1/2020-1/31/2021
<i>Vanessa Barboza</i>	LHS	Admin. Secretary 12 month	Third Year Tenure Track	T. Daher	AS-12> 7/12	8**	\$59,990* plus \$1,200 degree	7/1/2020

**all salaries after 7/1/2020 may be adjusted in accordance with contract negotiations*

***will remain at the same step in 2020-2021 in accordance with Article X, Section II.C. of the LEA contract*

****as amended from a previous agenda*

Resolved, that the Livingston Board of Education approves *Jose Negron* to continue his work as an Interim Supervisor of ESL for the month of July 2020 at the rate of \$450 per day for all days worked.

Resolved, that the Livingston Board of Education amends its reinstatement of Employee #4635 to April 1, 2020, and places this individual on a retroactive unpaid leave of absence under the FMLA for the period of April 1, 2020 through June 30, 2020.

Resolved, that the Livingston Board of Education approves the appointment* of the ABA Discrete Trial TA's and Instructional Aides as listed on **Attachment E**.

**all salaries after 7/1/2020 may be adjusted in accordance with contract negotiations*

4.4 Extra Work Pay

Resolved, that the Livingston Board of Education approves the appointment of all instructional aides, teacher assistants and job coaches for Livingston Public Schools as 1:1 aides as required by IEP(s) for students involved in an after school co-curricular activity, during the summer of 2020 and the 2020-2021 school year. These individuals will be compensated at their hourly rate*.

4.5 Summer Work

Resolved, that the Livingston Board of Education approves the individuals on **Attachment F** for secretarial work over the summer of 2020 at their per diem rate*.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment G** to work over the summer of 2020 at the request of the Assistant Superintendent to assist with sports physicals at their hourly rate*.

Resolved, that the Livingston Board of Education authorizes all Child Study Team Members listed on **Attachment H** to work up to 10 days over the summer of 2020, with the prior approval of the Assistant Superintendent, at their hourly/per diem rate in accordance with the contract between the Livingston Board of Education and the Livingston Education Association. These days will become part of their pensionable salary. Any days worked in excess of the aforementioned 10 days, must also be pre-approved by the Assistant Superintendent, and will be paid by green sheet at their hourly/per diem rate*.

Resolved, that the Livingston Board of Education authorizes all regular and special education teachers to participate in summer IEP meetings during the summer of 2020 at the request of the Assistant Superintendent. Individuals who participate will be compensated at their 2020-2021 hourly rate of pay*.

Resolved, that the Livingston Board of Education approves all Livingston Public Schools Related Service Providers to work over the summer of 2020 on an as needed basis, by request or with prior approval of the Assistant Superintendent, at their 2020-2021 hourly rates*.

Resolved, that the Livingston Board of Education approves the School Nurses listed on **Attachment I** to work over the summer of 2020 to assist with health screenings if/when in person sports practice/season commences. They will be compensated at their hourly rate*.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment J** for security work over the summer of 2020 at the listed hourly rate.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment K** as Summer Bus Drivers and Bus Aides at their hourly rate*.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment L** to write curriculum over the summer of 2020 at the approved rate*.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment M** for Extended School Year (ESY) staffing at the listed hourly rates.

**the rate may be adjusted in accordance with contract negotiations*

4.6 2020-2021 Daily & Hourly Rates

Resolved, that the Livingston Board of Education approves the daily and hourly rates listed on **Attachment N** for the 2020-2021 school year.

4.7 Coaches

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment O** as volunteer coaches while we are in the virtual practice period for the athletic season in accordance with NJSIAA regulations.

ROLL CALL VOTE

5. MISCELLANEOUS

The Superintendent recommends the following:

5.1 HIB Report

Resolved, that the Livingston Board of Education accepts the findings of HIB cases.

ROLL CALL VOTE

H. Public Comment ~ up to 15 minutes

An excerpt from Policy #0167 adopted on January 10, 2011 and reviewed on March 4, 2013 states that The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

Public participation shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. Each statement made by a participant shall be limited to three minutes' duration;

3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually.

The portion of the meeting during which the participation of the public is invited shall be limited to fifteen minutes, or at the discretion of the presiding officer.

I. Old Business

J. New Business

III. ADJOURNMENT

EXECUTIVE SESSION

1. Legal Matters
2. Negotiations
3. Personnel

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on July 15, 2020 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matter.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

PROPOSED FUTURE AGENDA ITEMS (dates subject to change)

July 28, 2020 (*voting*)

August 5, 2020 (*voting*)

August 12, 2020 (*voting*)

- District Goals
- Enrollment Update
- Food Service Renewal
- Travel and Conferences Expenses
- Livingston Chinese School Contract
- Livingston Huaxia Chinese School Contract

July 15, 2020

September 9, 2020 (*workshop*)

September 21, 2020 (*voting*)

- District Nursing Services Plan

October 12, 2020 (*workshop*)

- Public Hearing for District and School HIB Self-Assessment Report
- NJSLA (as per Policy 2610)

October 19, 2020 (*voting*)

- Conference with the Livingston Education Association
- Summer Curriculum Writing Update

November 9, 2020 (*workshop*)

- Board Budget Goals
- Assessment Update

November 23, 2020 (*voting*)

- NJQSAC Statement of Assurance

December 7, 2020 (*voting*)

- Comprehensive Annual Financial Report
- Counseling Report – LHS Report on Graduates for Class of 2020 (as per Policy 2610)
- New Course Offerings
- Approval of Comprehensive Annual Financial Report (Corrective Action Plan)

January 4, 2021 (*Reorganization*)

PROGRAM/CURRICULUM

<u>Title</u>	<u>Author/Publisher</u>	<u>Year</u>	<u>Grade</u>	<u>Subject/Course</u>	<u>Rationale</u>
All Are Welcome	Alexandra Penfeld and Susanne Kaufman	2018	Kindergarten	ELA	Parent group organizing a community fundraiser to buy books to donate to the Livingston schools' classrooms and libraries. We believe that education is the best way to promote change and by exposing our children to a large selection of multicultural and social justice books, we will help to equip them with the tools to become more aware citizens.
Lola Goes to School	Anna McQuinn	2020	Kindergarten	ELA	
The King of Kindergarten	Derrick Barnes and Vanessa Brantley	2019	Kindergarten	ELA	
Kenya's Art	Linda Trice	2016	1st Grade	ELA	
Imani's Moon	JaNay Brown -Wood	2014	1st Grade	ELA	
This is the Rope: A Story From the Great Migration	Jaqueline Woodson	2017	1st Grade	ELA	
Sisters: Venus & Serena Williams	Jeanette Winter	2019	2nd Grade	ELA	
The Youngest Marcher	Cynthia Levinson	2017	2nd Grade	ELA	
The Real Slam Dunk	Charrisse K. Richardson	2005	2nd Grade	ELA	
Young, Gifted, and Black	Jamia Wilson	2018	3rd Grade	ELA	
Ellray Jakes the Recess King	Sally Warner	2015	3rd Grade	ELA	
Shari & Emmie Star in Break an Egg!	Quvenzhane Wallis	2018	3rd Grade	ELA	

PROGRAM/CURRICULUM

<u>Title</u>	<u>Author/Publisher</u>	<u>Year</u>	<u>Grade</u>	<u>Subject/Course</u>	<u>Rationale</u>
American Slave, American Hero: York of the Lewis and Clark Expedition	Laurence Pringle	2006	4th Grade	ELA	Parent group organizing a community fundraiser to buy books to donate to the Livingston schools' classrooms and libraries. We believe that education is the best way to promote change and by exposing our children to a large selection of multicultural and social justice books, we will help to equip them with the tools to become more aware citizens.
Liberty Porter, First Daughter: Cleared for Takeoff	Julia DeVillus	2012	4th Grade	ELA	
Go Long!	Tiki and Ronde Barber	2011	4th Grade	ELA	
Roll of Thunder, Hear My Cry	Mildred D. Taylor	2016	5th Grade	ELA	
Courage	Barbara Binnis	2018	5th Grade	ELA	
Twination: Double Dare	Tia and Tamara Mowry	2018	5th Grade	ELA	

Name	School	Type of Placement	In-District Location	Assigned Staff	Date
Christina Galese	Kean University	Psychology Externship	Burnet/ Riker Hill	Sarah Stefanakis & Mallory Seidman	Sept. 1 - Aug. 2021
Louella Selby	Caldwell University	Clinical Practice	Collins Elementary School	Marlena Baird	Sept. 1 - Dec. 20, 2020
Rachel Flint	Rutgers University	Social Work Practicum	Hillside/ Collins	Dean Smith	Sept. 1 - Dec. 9, 2020 Jan. 20 - May 7, 2021
Tristan Shafran	Rutgers University	Clinical Practice	Mount Pleasant Middle & Livingston High School	Etleva Vatoci & Mike Jedwabnik	Sept. 1 - Dec. 18, 2020 Jan. 25 - May 7, 2021

School	Program Type	Type	School Year 2020-2021			Extraordinary Services			Extended School Year			Total School
			# of Stud.	Tuition 2020-2021	Total Tuition	# of Stud.		Aide(s)	# of Stud.	ESY Tuition	Total ESY Tuition	
Academy 360 - Lower School	Autism & Behavioral Disabilities	R	2	\$ 72,455.19	\$ 144,910.38	1	\$ 35,875.00	\$ 35,875.00	3	\$8,710.46	\$ 26,131.38	\$ 206,916.76
Academy 360 - Upper School	Behavioral Disabilities & Multiple Disabilities	R	4	\$ 71,172.36	\$ 284,689.44	2	\$ 35,875.00	\$ 71,750.00	3	\$8,556.24	\$ 25,668.72	\$ 382,108.16
Bancroft NeuroHealth	Multiple Disabilities	R	1	\$ 70,552.80	\$ 70,552.80	1	\$ 44,096.00	\$ 44,096.00	1	\$12,542.72	\$ 12,542.72	\$ 127,191.52
Celebrate the Children	Multiple Disabilities	R	3	\$ 73,260.00	\$ 219,780.00	2	\$ 27,000.00	\$ 54,000.00				\$ 273,780.00
Holmstead School	Behavioral Disabilities	R	1	\$ 59,058.00	\$ 59,058.00							\$ 59,058.00
Roxbury Township Board of Education	Multiple Disabilities	R	1	\$ 32,964.00	\$ 32,964.00	1	\$ 29,265.00	\$ 29,265.00	1	\$7,248.00	\$ 7,248.00	\$ 69,477.00
Windsor Learning Center	Multiple Disabilities	R							1	\$9,660.00	\$ 9,660.00	\$ 9,660.00
Total			12		\$ 811,954.62	7		\$ 234,986.00	9		\$ 81,250.82	\$ 1,128,191.44

Type

Renewal (R) indicates that the student has been at that OOD school and is continuing to be placed there.

New (N) indicates that the student is a newly placed OOD student or an additional service has been added.

Transfer (T) indicates that the student has been OOD, but has transferred to another OOD school.

New to District (ND) indicated that the student moved in and was already placed OOD.

Conference	Attendee(s)	Date(s)	Location	Cost
AP Chinese Summer Institute	Xin Cai	July 6-10, 2020 & July 27-30, 2020	Virtually	Not to exceed \$1220
AP Psychology Summer Institute	Geraldine Volonnino	July 20-23, 2020	Virtually	Not to exceed \$975
AP Studio Art Summer Institute	Deniz Olcay	Aug. 3-7, 2020	Virtually	Not to exceed \$1320
AP US History Summer Institute	Brett Biscont	June 22-25, 2020	Virtually	Not to exceed \$550
DISTANCE LEARNING: Strengthening Online SOCIAL STUDIES Instruction (Grades 6-12)	Charlie Raphael	July 20, 2020	Virtually	Not to exceed \$279
Learning and Planning for Educational Equity	Chris Bickel	Aug. 4-6, 2020	Virtually	Not to exceed \$350
NCI Certification and Verbal Training	Jennifer Alvich	July 14, 2020	Virtually	Not to exceed \$1285

School	First Name	Last Name	Position	Hours/Week	Step	Base Salary	Longevity	Total Salary
Burnet Hill Elementary	Marni	Askinazy	Instructional Aide	28.75	6	\$28,749		\$28,749
Burnet Hill Elementary	Jill	Barouch	Instructional Aide	28.75	2	\$24,939		\$24,939
Burnet Hill Elementary	Barbara	Bennett	Instructional Aide	28.75	1	\$24,379		\$24,379
Burnet Hill Elementary	Khyati	Chhadwa	Instructional Aide	28.75	1	\$24,379		\$24,379
Burnet Hill Elementary	Fabiana	Farinhas	Instructional Aide	28.75	2	\$24,939		\$24,939
Burnet Hill Elementary	Victoria	Guardabasco	Instructional Aide	28.75	6	\$28,749		\$28,749
Burnet Hill Elementary	Nagwa	Kanzi	Instructional Aide	28.75	2	\$24,939		\$24,939
Burnet Hill Elementary	Luyi	Liu-Hom	Instructional Aide	28.75	1	\$24,379		\$24,379
Burnet Hill Elementary	Linda	Mavromatis	Instructional Aide	28.75	6	\$28,749		\$28,749
Burnet Hill Elementary	Sumi	Pillai	Instructional Aide	28.75	1	\$24,379		\$24,379
Burnet Hill Elementary	Mindy	Pritikin	Instructional Aide	28.75	6	\$28,749		\$28,749
Burnet Hill Elementary	Gina	Rossell	Instructional Aide	28.75	3	\$25,525		\$25,525
Burnet Hill Elementary	Allison	Sommer	Instructional Aide	28.75	2	\$24,939		\$24,939
Burnet Hill Elementary	Wendy	Straussman	Instructional Aide	28.75	6	\$28,749		\$28,749
Burnet Hill Elementary	Olivia	Vollbrecht	Instructional Aide	28.75	1	\$24,379		\$24,379
Burnet Hill Elementary	Carroll	Alston	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Lucia	Ammerata	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Sophia	Avellanal	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Shivani	Baijal	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Jamal	Chavis	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Suzanne	DiTacconi	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Randy	Dulny	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Joseph	Fischer	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Zachary	Gurmankin	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Tianne	Hunt	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Celina	Lewis	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Ivelisse	Lopez	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Vivianna	Machuca	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Keelin	O'Connor	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Rumana	Patra	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Cheri	Ratner	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Eileen	Riddle	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Freddie	Ruth Jr	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Debra	Scheibe	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Daniel	Sullivan	ABA Discrete Trial TA	35	1	\$35,723		\$35,723

Burnet Hill Elementary	Laurensa	Theodore	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Benny	Thomas	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Hilary	Turnbull	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Melissa	Volante	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Burnet Hill Elementary	Alexandra	Wynn	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Shiva	Zehtabchi	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Lisa	Haaker	Preschool Teacher Asst.	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Jennifer	Hubert	Preschool Teacher Asst.	35	2	\$36,544		\$36,544
Burnet Hill Elementary	Catherine	Lindsey	Preschool Teacher Asst.	35	3	\$37,404		\$37,404
Burnet Hill Elementary	Sharon	Petrillo	Preschool Teacher Asst.	35	3	\$37,404		\$37,404
Collins Elementary	Mark	Benaksas	Instructional Aide	28.75	3	\$25,525		\$25,525
Collins Elementary	Lauri	Brown	Instructional Aide	28.75	2	\$24,939		\$24,939
Collins Elementary	Courtney	Cox	Instructional Aide	28.75	1	\$24,379		\$24,379
Collins Elementary	Cindy	DeFuria	Instructional Aide	28.75	1	\$24,379		\$24,379
Collins Elementary	Maureen	Dente	Instructional Aide	23.75	2	\$20,604		\$20,604
Collins Elementary	Laurie	Fern	Instructional Aide	28.75	4	\$26,599		\$26,599
Collins Elementary	Nicole	Griffin	Instructional Aide	15.83	1	\$13,424		\$13,424
Collins Elementary	Lisa	Kahl	Instructional Aide	28.75	1	\$24,379		\$24,379
Collins Elementary	Kimberly	Maute	Instructional Aide	28.75	2	\$24,939		\$24,939
Collins Elementary	Megan	Murtagh	Instructional Aide	28.75	2	\$24,939		\$24,939
Collins Elementary	Marlena	Pasquarosa	Instructional Aide	28.75	1	\$24,379		\$24,379
Collins Elementary	Barbara	Racaniello	Instructional Aide	28.75	6	\$28,749		\$28,749
Collins Elementary	Danielle	Stecki	Instructional Aide	28.75	2	\$24,939		\$24,939
Collins Elementary	Lauren	Vultaggio	Instructional Aide	23.75	2	\$20,604		\$20,604
Collins Elementary	Jill	Weiss	Instructional Aide	23.75	1	\$20,141		\$20,141
Collins Elementary	Ellen	Wilder	Instructional Aide	28.75	6	\$28,749		\$28,749
Harrison Elementary	Janice	Backman-Glasspool	Instructional Aide	28.75	4	\$26,599		\$26,599
Harrison Elementary	Reena	Bahadur	Instructional Aide	28.75	6	\$28,749		\$28,749
Harrison Elementary	Dulce	Binsol	Instructional Aide	28.75	1	\$24,379		\$24,379
Harrison Elementary	Lauren	Cullen	Instructional Aide	28.75	6	\$28,749	\$1,513	\$30,262
Harrison Elementary	Aimee	DeRonde	Instructional Aide	28.75	1	\$24,379		\$24,379
Harrison Elementary	Bonnie	Goldman	Instructional Aide	28.75	3	\$25,525		\$25,525
Harrison Elementary	Tania	Hill	Instructional Aide	28.75	1	\$24,379		\$24,379
Harrison Elementary	Eniko	Mandler	Instructional Aide	28.75	1	\$24,379		\$24,379

Harrison Elementary	Christopher	Mattia	Instructional Aide	28.75	1	\$24,379		\$24,379
Harrison Elementary	Meghan	McAuley	Instructional Aide	28.75	1	\$24,379		\$24,379
Harrison Elementary	Kelly-Ann	Russo	Instructional Aide	28.75	6	\$28,749		\$28,749
Harrison Elementary	Jamie	Singer	Instructional Aide	28.75	2	\$24,939		\$24,939
Harrison Elementary	Pamela	Volpe	Instructional Aide	28.75	4	\$26,599		\$26,599
Hillside Elementary	Josephine	Agostinelli	Instructional Aide	28.75	2	\$24,939		\$24,939
Hillside Elementary	Denise	Galluzzo	Instructional Aide	28.75	1	\$24,379		\$24,379
Hillside Elementary	Shirley Osco	Garrido	Instructional Aide	28.75	1	\$24,379		\$24,379
Hillside Elementary	Sharron	Gregory-Egypt	Instructional Aide	28.75	6	\$28,749		\$28,749
Hillside Elementary	Shari	Kane	Instructional Aide	28.75	6	\$28,749		\$28,749
Hillside Elementary	Helen	Katalifos	Instructional Aide	28.75	3	\$25,525		\$25,525
Hillside Elementary	Alison	Keane	Instructional Aide	28.75	2	\$24,939		\$24,939
Hillside Elementary	Donna	Patterson	Instructional Aide	28.75	1	\$24,379		\$24,379
Hillside Elementary	Florencia	Penetra	Instructional Aide	28.75	1	\$24,379		\$24,379
Hillside Elementary	Deanamarie	Salvadore	Instructional Aide	28.75	1	\$24,379		\$24,379
Hillside Elementary	Michelle	Schoenbach	Instructional Aide	28.75	6	\$28,749		\$28,749
Hillside Elementary	Melissa	Wolffe	Instructional Aide	28.75	1	\$24,379		\$24,379
Mt. Pleasant Elementary	Margaret	Atkins	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Elementary	Susan	Basarab	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Elementary	Andrew	Chen	Instructional Aide	28.75	1	\$24,379		\$24,379
Mt. Pleasant Elementary	MaryEllen	Fabrizio	Instructional Aide	28.75	6	\$28,749	\$780	\$29,529
Mt. Pleasant Elementary	Samantha	Goldberg	Instructional Aide	28.75	5	\$27,675		\$27,675
Mt. Pleasant Elementary	Lorrie	Hertzberg	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Elementary	Darlene	Mauti	Instructional Aide	28.75	3	\$25,525		\$25,525
Mt. Pleasant Elementary	Sejal	Mehta	Instructional Aide	28.75	3	\$25,525		\$25,525
Mt. Pleasant Elementary	Amy	Morgan	Instructional Aide	28.75	1	\$24,379		\$24,379
Mt. Pleasant Elementary	Marissa	Reynolds	Instructional Aide	28.75	1	\$24,379		\$24,379
Mt. Pleasant Elementary	Jonathan	Siniscal	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Elementary	Emily	Verniero	Instructional Aide	28.75	5	\$27,675		\$27,675
Mt. Pleasant Elementary	Nancy	Zolna	Instructional Aide	28.75	5	\$27,675		\$27,675
Riker Hill Elementary	Stacey	Adelson	Instructional Aide	28.75	6	\$28,749		\$28,749
Riker Hill Elementary	Carmella	Allen	Instructional Aide	28.75	6	\$28,749		\$28,749
Riker Hill Elementary	Catherine	Bitar	Instructional Aide	28.75	2	\$24,939		\$24,939

Riker Hill Elementary	Kayla	Choi	Instructional Aide	28.75	1	\$24,379		\$24,379
Riker Hill Elementary	Monica	Giambattista	Instructional Aide	28.75	2	\$24,939		\$24,939
Riker Hill Elementary	Emily	Hans	Instructional Aide	28.75	5	\$27,675		\$27,675
Riker Hill Elementary	Erhya Jean	Kang	Instructional Aide	28.75	2	\$24,939		\$24,939
Riker Hill Elementary	Teresa	Lockwood	Instructional Aide	28.75	6	\$28,749		\$28,749
Riker Hill Elementary	Camille	Massoni	Instructional Aide	28.75	2	\$24,939		\$24,939
Riker Hill Elementary	Jill	McLaughlin	Instructional Aide	28.75	5	\$27,675		\$27,675
Riker Hill Elementary	Lisa	Stefanelli	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Middle	Allison	Carolan	Instructional Aide	29.83	4	\$27,600		\$27,600
Mt. Pleasant Middle	Rachel	Montesion	Instructional Aide	29.83	1	\$25,296		\$25,296
Mt. Pleasant Middle	Joan	Powers	Instructional Aide	29.83	4	\$27,600		\$27,600
Mt. Pleasant Middle	Susan	Schwindel	Instructional Aide	29.83	2	\$25,878		\$25,878
Mt. Pleasant Middle	Diane	Sikora	Instructional Aide	29.83	6	\$29,831		\$29,831
Mt. Pleasant Middle	Marjhani	Simpson	Instructional Aide	29.83	1	\$25,296		\$25,296
Mt. Pleasant Middle	Susan	Siniscal	Instructional Aide	29.83	6	\$29,831		\$29,831
Mt. Pleasant Middle	John	Waddon	Instructional Aide	16.25	3	\$14,428		\$14,428
Heritage Middle	Luca	Bonvini	Instructional Aide	29.83	1	\$25,296		\$25,296
Heritage Middle	Terri	Ciecierski	Instructional Aide	29.83	5	\$28,717		\$28,717
Heritage Middle	Lisa	Dascoli	Instructional Aide	29.83	6	\$29,831		\$29,831
Heritage Middle	Samuel	Enright	Instructional Aide	29.83	1	\$25,296		\$25,296
Heritage Middle	Linda	Garrel	Instructional Aide	29.83	6	\$29,831		\$29,831
Heritage Middle	Deborah	Girone	Instructional Aide	29.83	4	\$27,600		\$27,600
Heritage Middle	Karen	Haley	Instructional Aide	29.83	2	\$25,878		\$25,878
Heritage Middle	Lauren	Harte	Instructional Aide	29.83	1	\$25,296		\$25,296
Heritage Middle	Ning	He	Instructional Aide	29.83	1	\$25,296		\$25,296
Heritage Middle	Laura	Hickey	Instructional Aide	29.83	2	\$25,878		\$25,878
Heritage Middle	Shari	Hudes	Instructional Aide	29.83	2	\$25,878		\$25,878
Heritage Middle	Elisa	Kominsky	Instructional Aide	29.83	1	\$25,296		\$25,296
Heritage Middle	Elisabeth	Miles	Instructional Aide	29.83	6	\$29,831		\$29,831
Heritage Middle	Laura	Novotny	Instructional Aide	29.83	2	\$25,878		\$25,878
Heritage Middle	Debra	Simet	Instructional Aide	29.83	6	\$29,831		\$29,831
Heritage Middle	Toni Lynn	Sisbarro	Instructional Aide	29.83	4	\$27,600		\$27,600
Heritage Middle	Allison	Tevlin	Instructional Aide	29.83	5	\$28,717		\$28,717
Heritage Middle	Matthew	Gervasio	ABA Discrete Trial TA	35	2	\$36,544		\$36,544

Heritage Middle	Amanda	Piscitelli	ABA Discrete Trial TA	35	3	\$37,404		\$37,404
Heritage Middle	Rachel	Rosenberg	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Heritage Middle	Margaret	Wescott	ABA Discrete Trial TA	35	1	\$35,723		\$35,723
Livingston High	Elizabeth	Arias	Instructional Aide	29.83	4	\$27,600		\$27,600
Livingston High	Brittany	Bernard	Instructional Aide	29.83	2	\$25,878		\$25,878
Livingston High	Lisa	Bonvini	Instructional Aide	29.83	6	\$29,831		\$29,831
Livingston High	Patricia	Christiano	Instructional Aide	29.83	2	\$25,878		\$25,878
Livingston High	Nicholas	Doblovosky	Instructional Aide	29.83	3	\$26,485		\$26,485
Livingston High	Josephine	Evangelista	Instructional Aide	29.83	4	\$27,600		\$27,600
Livingston High	Jennifer	Ferris-Hoagland	Instructional Aide	29.83	4	\$27,600		\$27,600
Livingston High	Anna	Kane	Instructional Aide	29.83	1	\$25,296		\$25,296
Livingston High	Steven	Kroeger	Instructional Aide	29.83	6	\$29,831		\$29,831
Livingston High	Donna	McGuigan	Instructional Aide	29.83	4	\$27,600		\$27,600
Livingston High	Sharon	Miller	Instructional Aide	29.83	6	\$29,831		\$29,831
Livingston High	Patricia	Rigas	Instructional Aide	29.83	4	\$27,600		\$27,600
Livingston High	Nancy	Shanker	Instructional Aide	29.83	5	\$28,717		\$28,717
Livingston High	Yasmin	Seabrook	Instructional Aide	29.83	1	\$25,296		\$25,296
Livingston High	Ericka	Simon	Instructional Aide	29.83	1	\$25,296		\$25,296
Livingston High	Phyllis	Smith	Instructional Aide	29.83	6	\$29,831	\$780	\$30,611
Livingston High	Ann	Szalay	Instructional Aide	29.83	6	\$29,831		\$29,831
Livingston High	Daniela	Brando	Job Coach	35	1	\$35,723		\$35,723
Livingston High	Marci	Rosenstark	Job Coach	35	3	\$37,404		\$37,404
Livingston High	Kate	Schwindel	Job Coach	35	2	\$36,544		\$36,544
Livingston High	Christina	Ciotola	Life Skills TA	35	3	\$37,404		\$37,404

TRANSFERS FOR 2020-2021

Hillside Elementary	Pin Hsuan	Sung	Instructional Aide	28.75	2	\$24,939		\$24,939
Hillside Elementary	Gabrielle	Titone	Instructional Aide	28.75	4	\$26,599		\$26,599
Mt. Pleasant Middle	Aneka	Brown	Instructional Aide	28.75	6	\$28,749		\$28,749
Heritage Middle	Jorge	Camacho	ABA Discrete Trial TA	35	2	\$36,544		\$36,544
Livingston High	Joanne	Blount	Instructional Aide	29.83	6	\$29,831		\$29,831

Livingston High	Joseph	Gill	Instructional Aide	29.83	5	\$28,717		\$28,717
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SUMMER SECRETARIAL WORK

Harrison Elementary School	Pat Fernandez Michelle Peters Lourdes Aguilera	1 day 3 days 1 day
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Summer Processing of Athletic Physicals

School Nursing Staff: Not to exceed 30 Hours Total

Carolyn Ross LHS School Nurse
Lisa Kindzierski LHS School Nurse

School Nursing Staff: Not to exceed 14 Hours Total

Jacqueline Gilker HMS School Nurse

Athletic Trainers: Not to exceed 10 Hours Each

Paul Ehrenfeld
Kerri Redden

CST Members

Natalie Bauer
Amanda Clayton
Sari Coppleson
Maryann D'Alessandro
Corrine D'Anna
Rebecca DeFrancisco
Meredith DelBello
Nicole DeStefano
Helene Fersko
Alexis Finley
Jennifer Lernihan
Kathryn Otterbein
Kristin Pannorfi
Nancy Petryna
Danusia Rampolla
Joe Route
Eileen Saladino
Barrie Satin
Mallory Seidman
Pearl Silva
Dean Smith
Catherine Steege
Sarah Stefanakis
Lauren Stern
Jessica Tavares
Gadi Ulysse

SCHOOL NURSES SUMMER 2020
For Health Screenings

Marianne Cullen
Enkelejda Dauti
Kathleen Giordano
Lisa Kindzierski
Pao Tseng
Carolyn Ross

July 15, 2020

SUMMER SECURITY WORKERS

Lester Ambio	\$25.00/hr
Deborah Murray	\$25.00/hr
Douglas Weber	\$25.00/hr
Stuart Lukowiak	\$25.00/hr

SUMMER BUS DRIVERS

<i>First Name</i>	<i>Last Name</i>	<i>Dates</i>
Aldo	Silva	7/1/20-8/28/20
Richard	Praitano	7/1/20-8/28/20
Dawn	Elsasser	7/1/20-8/28/20
Denise	Hicks	7/1/20-8/28/20
Cynthia	Katz-Cocuzza	7/1/20-8/28/20
Kevin	Lewis	7/1/20-8/28/20
Richard	Praitano	7/1/20-8/28/20
Maria	Rubio	7/1/20-8/28/20
Marlene	Zulauf	7/1/20-8/28/20

SUBSTITUTE SUMMER BUS DRIVERS

<i>First Name</i>	<i>Last Name</i>	<i>Dates</i>
Ertha	Piverger	7/1/20-8/28/20
Debbie	Adler	
Michael	Adler	

BUS AIDES

<i>First Name</i>	<i>Last Name</i>	<i>Dates</i>
Susan	LaGravenis	7/1/20-8/28/20
Cynthia	Retess-Cooper	7/1/20-8/28/20
Hermine	France	7/1/20-8/28/20
Leslie	Paris	7/1/20-8/28/20

Summer Curriculum Writing 2020

ART

Scott Patteson

Amy Newman

Supervisor: Mara Rubin

Business

Thad Acosta

Supervisor: Rob Rolling

ELA BSI

Melissa Serrani

Supervisor: Leala Baxter

Math (PreK-6)

Danielle Cataldo

Kevin Sinsimer

Gail Kelly

Nicole Monaco

**Supervisor: Angelina
Rodriguez**

Social Studies (7-12)

Kim Costanzo

Brian Carr

Geraldine Volonnino

**Supervisor: Charles
Raphael**

ESL Testing

Sarah O'Brien

Supervisor: Jose Negron

Teachers	Rate		Aides	Rate		Substitute Teacher	Rate
Shannon San George	60		Janice Glasspool	20		Matt Gervasio	60
Kim Withers	60		Karen Haley	20		Danielle Cohen	60
Deanna Iacullo	60		Samantha Bannon	20		Margaret Lafferty	60
			Gina Rossell	20		Kristina Duda	60
Nurses	Rate		Rachel Rosenberg	20		Kat Koury	60
Marianne Cullen	60		Rhonda Isakower	20		Samantha Bannon	60
Kathleen Giordano	60		Shari Kane	20			
			Meghan McAuley	20			
			Lisa Stefanelli	20			
			Amanda Piscitelli	20			
			Suzanne DiTaconni	20			
			Shiva Zehtabati	20			
			Rumana Patra	20			
			Freddie Ruth	20			

2020-2021
Daily/Hourly Rates

Substitute Teachers

\$100.00/day

Retired/ Former LPS Teachers

\$110.00/day

Substitute Nurses

\$200.00/day

Substitute Bus Drivers

\$22.50 per hour

Substitute Bus Aides**2020/21 Salary**

Step 1	\$14.00
Step 2	\$15.00
Step 3	\$16.00

Playground/Cafeteria/Media Aides**2020/21 Salary**

Step 1	\$15.50
Step 2	\$16.50
Step 3	\$17.50

Substitute Secretaries

Step 1	\$15.50/hour
Step 2	\$16.50/hour
Step 3	\$17.50/hour

Contracted 10-month support staff who substitute as a secretary when schools are not in session (i.e., Winter recess, Spring recess, summer, etc.) will be compensated at the rate of \$20.00/hour.

Substitute Custodians/Maintenance

\$15.50/hour

Summer Security

\$25.00/hour

Summer Custodial Workers (Students)

\$10.00/hour

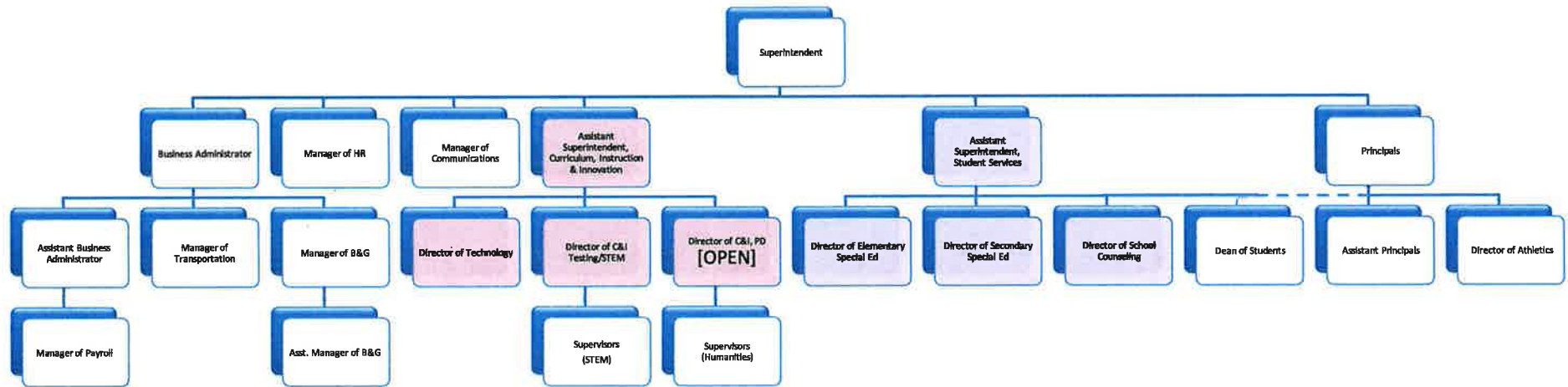
Summer Technology Workers (Students)

\$10.00/hour

VOLUNTEER COACHES SUMMER OF 2020
for virtual practices and in-person work-outs as permitted by the NJSIAA

<u>Sport</u>	<u>First Name</u>	<u>Last Name</u>	<u>Season</u>
Football	Robert	Breschard	Fall
Football	Joseph	Fischer	Fall
Football	James	Mattia	Fall
Football	Travis	China	Fall
Football	Paul	Cirlincione	Fall
Football	Anthony	Vitale	Fall
Football	Vincent	Fisher	Fall
Football	Mario	Caruso	Fall
Football	Mark	Silvestri	Fall
Football	Ron	Barbella	Fall
Football	Ben	Leone	Fall
Girls Soccer	Brian	Carr	Fall
Girls Soccer	Natalie	Natale	Fall
Girls Soccer	Kate	Schwindel	Fall
Girls Soccer	Steve	Brooks	Fall
Wrestling	Daniel	Brill	Winter
Wrestling	Chris	Dilanni	Winter
Boys Soccer	Roger	Rubinetti	Fall
Boys Soccer	Joe	Gill	Fall
Boys Soccer	Jason	Charney	Fall
Girls Tennis	Elliot	Lovi	Fall
Girls Tennis	Amanda	Buyes	Fall
Baseball	Michael	Ennis	Spring
Baseball	Corey	Feigenbaum	Spring
Boys Lacrosse	Brad	Dzama	Spring
Cheerleading	Laura	Fabrizio	Fall
Cheerleading	Kelly	Nann	Fall
Cheerleading	Kaitlyn	Rooney	Fall
Field Hockey	Lila	Alfaro	Fall
Field Hockey	Mary	Morano	Fall
Cross Country	Dave	Czeizinger	Fall
Cross Country	Jim	Memory	Fall
Cross Country	Keith	Chaudruc	Fall
Volleyball	Dan	Kim	Fall
Volleyball	Brittany	Gajewski	Fall

Reporting Structure effective 8/1/20



**Humanities includes: Supervisor of English (7-12) Supervisor of ELA (Pre-K-6), Supervisor of Social Studies (7-12), Supervisor of Social Studies (Pre-K-6), Supervisor of Health & Physical Education, Supervisor of Visual and Performing Arts and Supervisor of World Language/ESL*

*** STEM includes: Supervisor of Science (7-12), Supervisor of Science (Pre-K-6), Supervisor of Math (7-12), Supervisor of Math (Pre-K-6) and Supervisor of Business & Technology*

FEDERAL FAMILIES FIRST CORONAVIRUS (COVID-19) RESPONSE ACT (M)

1649- FEDERAL FAMILIES FIRST CORONAVIRUS (COVID-19) RESPONSE
ACT (M)

The Federal Families First Coronavirus (COVID-19) Response Act (FFCRA) includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) and the Emergency Paid Sick Leave Act (EPSLA). The EFMLEA expands the Federal Family and Medical Leave Act (FMLA) and the EPSLA provides employees with paid sick leave for specified reasons related to COVID-19.

The provisions of the FFCRA shall apply from April 1, 2020 through December 31, 2020.

A. Emergency Family and Medical Leave Expansion Act (EFMLEA)

1. Definitions - For the purposes of the EFMLEA:

- a. “Eligible employee” means an employee who has been employed for at least thirty calendar days by the employer with respect to whom leave is requested.
- b. “Employer” means any employer with fewer than five hundred employees.
- c. “Qualifying need related to a public health emergency” means with respect to leave, the employee is unable to work (or telework) due to a need for leave to care for the son or daughter under eighteen years of age of such employee if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.
- d. “Public Health Emergency” means an emergency with respect to COVID–19 declared by a Federal, State, or local authority.
- e. “Child care provider” means a provider who receives compensation for providing child care services on a regular basis, including an ‘eligible child care provider’ (as defined in section 658P of the Child Care and Development Block Grant Act of 1990 (42 U.S.C. 9858n)).
- f. “School” means an ‘elementary school’ or ‘secondary school’ as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

2. Relationship to Paid EFMLEA Leave



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The FFCRA includes the Emergency Family and Medical Leave Expansion Act (EFMLEA) that amended the Federal Family and Medical Leave Act of 1993 (29 U.S.C. 2611 et seq. to provide leave to an eligible employee because of a qualifying need related to a public health emergency with respect to COVID-19 - (U.S.C. 2612(a)(1)(F)).

a. Leave for Initial Ten Days

- (1) The first ten days of this FMLA leave for an eligible employee shall be unpaid.
- (2) If the first ten days of this FMLA leave are unpaid, an employee may elect to substitute any accrued vacation leave, personal leave, or emergency paid sick leave provided by the EPSLA for the initial ten days under the EFMLEA in accordance with 29 U.S.C. 2612(d)(2)(B).
- (3) An employee may not use sick leave under N.J.S.A. 18A:30-1 for a qualifying need related to a public health emergency. However, an employee receiving sick leave under the provisions of N.J.S.A. 18A:30-1 may only use sick leave because of personal disability due to illness or injury, or because the employee has been excluded from school by the school district's medical authorities on account of contagious disease or of being quarantined for such a disease in his or her immediate household.

b. Paid Leave for Subsequent Days

- (1) An employer shall provide paid leave for each day of leave under the EFMLEA that an employee takes after taking such leave for ten days.
- (2) The paid leave for an employee shall be calculated based on:
 - (a) An amount that is not less than two-thirds of an employee's regular rate of pay (as determined under section 7(e) of the Fair Labor Standards Act of 1938 (29 U.S.C. 207(e)); and



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- (b) The number of hours the employee would otherwise be normally scheduled to work (or the number of hours calculated under A.2.(b)(4) below).
- (3) In no event shall such paid leave exceed \$200.00 per day and \$10,000.00 in the aggregate.
- (4) Varying Schedule Hours Calculation – In the case of an employee whose schedule varies from week to week to such an extent that an employer is unable to determine with certainty the number of hours the employee would have worked if such employee had not taken leave under the EFMLEA, the employer shall use the following in place of such number:
 - (a) Subject to A.2.b.(4)(b) below, a number equal to the average number of hours that the employee was scheduled per day over the six-month period ending on the date on which the employee takes such leave, including hours for which the employee took leave of any type.
 - (b) If the employee did not work over such period, the reasonable expectation of the employee at the time of hiring of the average number of hours per day that the employee would normally be scheduled to work.
- c. Employee Notice to Employer
 - (1) In any case where the necessity for leave under the EFMLEA for the purpose of a qualifying need related to a public health emergency is foreseeable, an employee shall provide the employer with such notice of leave as is practicable.
 - (a) A request for such leave that is foreseeable shall be submitted to the Manager of Human Resources prior to commencing the leave.
 - (b) A need for such leave that is not foreseeable shall be submitted to the Manager of Human Resources



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within one business day of the first day of the leave being taken by the employee.

- (c) The employee shall provide to the Manager of Human Resources the name of the employee's child, the name of the school, place of care, or child care provider that has closed or become unavailable, and a statement that no other suitable person is available to care for the child.

d. Restoration to Position

- (1) The employee shall be restored to the same or equivalent position held by the employee when the leave commenced pursuant to 29 CFR 825.214. The requirement to restore the employee to the same or equivalent position held when the leave commenced does not apply to an employer who employs fewer than twenty-five employees if all four of the following conditions are met:
 - (a) The employee takes leave under the EFMLEA.
 - (b) The position held by the employee when the leave commenced does not exist due to economic conditions or other changes in operating conditions of the employer:
 - i. That affect employment; and
 - ii. Are caused by a public health emergency during the period of leave.
 - (c) The employer makes reasonable efforts to restore the employee to a position equivalent to the position the employee held when the leave commenced with equivalent employment benefits, pay, and other terms and conditions of employment.
 - (d) If the reasonable efforts of the employer under A.2.d.(1)(c) above fail, the employer makes reasonable efforts during the period described in A.2.d.(2) below



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to contact the employee if an equivalent position described in A.2.d.(1)(c) above becomes available.

(2) Contact Period

(a) The period described under A.2.d. above is the one-year period beginning on the earlier of:

- i. The date on which the qualifying need related to a public health emergency concludes; or
- ii. The date that is twelve weeks after the date on which the employee's leave under the EFMLEA commences.

B. Emergency Paid Sick Leave Act (EPSLA)

The FFCRA includes the EPSLA, which provides paid sick time to an employee to the extent the employee is unable to work or (telework) due to a need related to COVID-19. The paid sick time provided by the EPSLA and outlined in B.1. below cannot be taken with any other paid leave time provided by the employer.

1. Definitions

a. For purposes of the EPSLA and this Policy:

(1) "Employee" means an individual who is employed by a private employer with fewer than five hundred employees and public employers with at least one employee.

(2) "Employer" means a private person or entity that employs fewer than five hundred employees and public employers that employ at least one employee.

(a) "Covered employer" includes any person engaged in commerce or in any industry or activity affecting commerce that:

- i. In the case of a private entity or individual, employs fewer than five hundred employees; and



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- ii. In the case of a public agency or any other entity that is not a private entity or individual, employs one or more employees.
- (b) “Covered employer” also includes:
 - i. Any person acting directly or indirectly in the interest of an employer in relation to an employee (within the meaning of such phrase in section 3(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(d)); and
 - ii. Any successor in interest of an employer; and any “public agency”, as defined in section 3(x) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(x)).
- (c) “Covered employer” also includes any “public agency” as defined in section 3(x) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(x)).
- (3) “Employ” and “State” have the meanings given such terms in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203).
- (4) “Health care provider” and “son or daughter” have the meanings given such terms in section 101 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2611).
- (5) “Paid sick time” means an increment of compensated leave that:
 - (a) Is provided by an employer for use during an absence from employment for a reason described in any paragraph of B.2.a. below; and
 - (b) Is calculated based on the employee’s required compensation under B.1.a.(6) below and the number of hours the employee would otherwise be normally scheduled to work (or the number of hours calculated under (B.1.a.(7) below), except that in no event shall such paid sick time exceed:



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- i. \$511.00 per day and \$5,110.00 in the aggregate for a use described in B.2.a.(1), (2), or (3) below; and
 - ii. \$200.00 per day and \$2,000.00 in the aggregate for a use described in B.2.a.(4), (5), or (6) below.
- (6) “Required Compensation” subject to B.1.a.(5)(b) above, the employee’s “required compensation” shall be not less than the greater of the following:
 - (a) The employee’s regular rate of pay (as determined under section 7(e) of the Fair Labor Standards Act of 1938 (29 U.S.C. 207(e)).
 - (b) The minimum wage rate in effect under section 6(a)(1) of the Fair Labor Standards Act of 1938 (29 U.S.C. 206(a)(1)).
 - (c) The minimum wage rate in effect for such employee in the applicable State or locality, whichever is greater, in which the employee is employed.

Subject to B.1.a.(5)(b)above, with respect to any paid sick time provided for any use described in B.2.a.(4), (5), or (6) below, the employee’s required compensation shall be two-thirds of the amount described in B.1.a.(6) above.
- (7) “Varying Schedule Hours Calculation” means in the case of a part-time employee described in B.3.b.(2)below whose schedule varies from week to week to such an extent that an employer is unable to determine with certainty the number of hours the employee would have worked if such employee had not taken paid sick time under B.2.a. below, the employer shall use the following in place of such number:
 - (a) Subject to clause B.1.a.(7)(b) below, a number equal to the average number of hours that the employee was scheduled per day over the six-month period



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ending on the date on which the employee takes the paid sick time, including hours for which the employee took leave of any type.

- (b) If the employee did not work over such period, the reasonable expectation of the employee at the time of hiring of the average number of hours per day that the employee would normally be scheduled to work.

2. Paid Sick Leave Requirement

- a. An employer shall provide to each employee employed by the employer paid sick time to the extent that the employee is unable to work (or telework) due to a need for leave because:

- (1) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
- (2) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
- (3) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
- (4) The employee is caring for an individual who is subject to an order as described in B.2.a.(1) above or has been advised as described in B.2.a.(2) above.
- (5) The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions.
- (6) The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

3. Duration of Paid Sick Time

- a. An employee shall be entitled to paid sick time for an amount of hours determined under B.3.b. below.



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- b. The amount of hours of paid sick time to which an employee is entitled shall be as follows:
 - (1) For full-time employees, eighty hours.
 - (2) For part-time employees, a number of hours equal to the number of hours that such employee works, on average, over a two-week period.
 - c. Paid sick time under the EPSLA shall not carry over from one year to the next.
- 4. Employer's Termination of Paid Sick Time
 - a. Paid sick time provided to an employee under the EPSLA shall cease beginning with the employee's next scheduled work shift immediately following the termination of the need for paid sick time under B.2.a. above.
- 5. Prohibition
 - a. An employer may not require, as a condition of providing paid sick time under the EPSLA, that the employee involved search for or find a replacement employee to cover the hours during which the employee is using paid sick time.
- 6. Use of Paid Sick Time
 - a. The paid sick time under B.2.a. above shall be available for immediate use by the employee for the purposes described in the EPSLA, regardless of how long the employee has been employed by an employer.
 - b. Sequencing Leave Time
 - (1) An employee may first use the paid sick time under B.2.a. above for the purposes described in the EPSLA.
 - (2) An employer may not require an employee to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under B.2.a. above.



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7. Notice

- a. Each employer shall post and keep posted, in conspicuous places on the premises of the employer where notices to employees are customarily posted, a notice, to be prepared or approved by the Secretary of Labor, of the requirements described in the EPSLA.
- b. Not later than seven days after the date of enactment of this Act, the Secretary of Labor shall make publicly available a model of a notice that meets the requirements of B.7.a. above.

8. Prohibited Acts

- a. It shall be unlawful for any employer to discharge, discipline, or in any other manner discriminate against any employee who:
 - (1) Takes leave in accordance with the EPSLA; and
 - (2) Has filed any complaint or instituted or caused to be instituted any proceeding under or related to the EPSLA (including a proceeding that seeks enforcement of the EPSLA), or has testified or is about to testify in any such proceeding.

9. Enforcement

- a. Unpaid Sick Leave - An employer who violates B.2. through B.6. of this Policy shall:
 - (1) Be considered to have failed to pay minimum wages in violation of section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206); and
 - (2) Be subject to the penalties described in sections 16 and 17 of the Fair Labor Standards Act of 1938 (29 U.S.C. 216; 217) with respect to such violation.
- b. Unlawful Termination - An employer who willfully violates B.8. above shall:



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- (1) Be considered to be in violation of section 15(a)(3) of the Fair Labor Standards Act of 1938 (29 U.S.C. 215(a)(3)); and
- (2) Be subject to the penalties described in sections 16 and 17 of the Fair Labor Standards Act of 1938 (29 U.S.C. 216; 217) with respect to such violation.

10. Rules of Construction

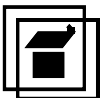
- a. Nothing in the EPSLA shall be construed:
 - (1) To in any way diminish the rights or benefits that an employee is entitled to under any:
 - (a) Other Federal, State, or local law;
 - (b) Collective bargaining agreement; or
 - (c) Existing employer policy; or
 - (2) To require financial or other reimbursement to an employee from an employer upon the employee's termination, resignation, retirement, or other separation from employment for paid sick time under the EPSLA that has not been used by such employee.

11. Guidelines

- a. Not later than fifteen days after the date of the enactment of the EPSLA, the Secretary of Labor shall issue guidelines to assist employers in calculating the amount of paid sick time under the EPSLA.

12. Reasonable Notice

- a. After the first workday (or portion thereof) an employee receives paid sick time under the EPSLA, an employer may require the employee to follow reasonable notice procedures in order to continue receiving such paid sick time.



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- b. The request for such leave shall be submitted to the Manager of Human Resources, who may request documentation from the employee in support of the emergency paid sick leave.
- c. The documentation shall include a signed statement containing the following information: the employee's name; the date(s) for which leave is requested; the COVID-19 qualifying reason for leave; and a statement representing that the employee is unable to work or telework because of the COVID-19 qualifying reason.
- d. An employee requesting to take emergency paid sick leave under the EPSLA or the EFMLEA to care for his or her child must provide the following information: the name of the child being care for; the name of the school; place of care; or child care provider that closed or became unavailable due to COVID-19 reasons; and a statement representing that no other suitable person is available to care for the child during the period of requested leave.

13. Regulatory Authorities

- a. The Secretary of Labor shall have the authority to issue regulations for good cause under sections 553(b)(B) and 553(d)(A) of Title 5, United States Code:
 - (1) To exempt small businesses with fewer than fifty employees from the requirements of B.2.a.5. when the imposition of such requirements would jeopardize the viability of the business as a going concern; and
 - (2) As necessary, to carry out the purposes of the EPSLA, including to ensure consistency between the EPSLA and Division C and Division G of the FFCRA.

H.R. 6201: Families First Coronavirus (COVID-19) Response Act
N.J.S.A. 18A:30-1

Adopted:



HEAT PARTICIPATION POLICY FOR STUDENT-ATHLETE SAFETY (M)

2431.3 HEAT PARTICIPATION POLICY FOR STUDENT-ATHLETE SAFETY (M)

The Board of Education adopts this Policy as a measure to protect the safety, health, and welfare of students participating in school-sponsored athletic programs and extra-curricular activities. The Board believes practice and pre-season heat participation guidelines for students will minimize injury and enhance a student's health, performance, and well-being.

In accordance with the provisions of N.J.S.A. 18A:11-3.10, a school district which is a member of any voluntary association, pursuant to N.J.S.A. 18A:11-3, which oversees activities associated with Statewide interscholastic sports programs shall adopt and implement the most current "Heat Participation Policy" required by the New Jersey State Interscholastic Athletic Association (NJSIAA) for conducting practice or games in all sports during times of high heat or humidity.

The NJSIAA Policy shall address:

1. The scheduling of practice or games during times of various heat and humidity levels;
2. The ratio of time devoted to workouts to time allotted for rest and hydration during various heat and humidity levels; and
3. The heat and humidity levels at which practice or games will be canceled.

The guidelines included in the NJSIAA Heat Participation Policy shall provide a default Policy to those responsible or sharing duties for making decisions concerning the implementation of modifications or cancellation of practices or games based on the presence of heat and humidity.

The Board of Education shall purchase a WetBulb Globe Temperature (WBGT) tool to measure the heat stress in direct sunlight at the practice or game site. Heat stress consists of temperature, humidity, wind speed, the angle of the sun, and cloud coverage.

The Board of Education shall adopt and implement the provisions of the NJSIAA Heat Participation Policy concerning the frequency and recording of WBGT measurements.

The provisions and requirements of this Policy and of the NJSIAA current Heat Participation Policy, which shall be utilized in conjunction with the current NJSIAA Pre-Season Heat Acclimatization Policy, shall be carried out by the Athletic Trainer, certified designee, or individual as appointed by the school staff member designated by the Superintendent to supervise athletics, which may include a coach or individual responsible

HEAT PARTICIPATION POLICY FOR STUDENT-ATHLETE SAFETY (M)

for sharing duties for making decisions concerning the implementation of modifications or cancellation of practices and games based on WBGT measurements.

A copy of this Policy and NJSIAA's current Heat Participation Policy and Pre-Season Heat Acclimatization Policy shall be provided to each coach, as appropriate, and reviewed with all coaches by the Principal or designee which may include, but not be limited to, the Athletic Trainer or staff member supervising athletics as designated by the Superintendent prior to the first practice session of the season for each team. The Superintendent shall designate the staff member responsible to ensure compliance with this Policy and NJSIAA's current Heat Participation Policy and Pre-Season Heat Acclimatization Policy.

This Policy and the requirements outlined in this Policy shall apply to all student-athletes in grades nine through twelve participating in Statewide high school interscholastic athletic programs.

N.J.S.A.18A:11-3.10

New Jersey State Interscholastic Athletic Association Heat Participation
Policy and Pre-Season Heat Acclimatization Policy

Adopted: