



LIVINGSTON BOARD OF EDUCATION VOTING MEETING AGENDA

Tuesday, November 23, 2021

Executive Session - Hybrid Meeting - 6:45 p.m.

Public Session - Hybrid Meeting at Administration Building – 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 – Ms. Samantha Messer, 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 4, 2021 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. Executive Session

Whereas, the Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters; now, therefore be it

Resolved, that the Livingston Board of Education adjourns to closed session to discuss:

- Personnel

Action may be taken upon return to public session. The full length of the meeting is anticipated to be approximately 15 minutes and be it

Further Resolved, the minutes of this closed session be made public when the need for confidentiality no longer exists.

D. Pledge of Allegiance / Roll Call

E. Superintendent's Report

1. Assessment Update

F. Board Reports

G. Approval of Minutes

The Superintendent recommends the following:

1. Workshop/Voting Meeting Minutes of October 12, 2021
2. Voting Meeting Minutes of October 19, 2021
3. Public Portion of Executive Session Meeting Minutes of October 27, 2021
4. Workshop/Voting Meeting Minutes of November 9, 2021
5. Public Portion of Executive Session Meeting Minutes of November 11, 2021

ROLL CALL VOTE

H. 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 Student Teachers

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

ROLL CALL VOTE

2. STUDENT SERVICES

There is no motion.

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	2,482,754.98
12	Regular	21,253.88
20	Regular	232,801.55
60	Cafeteria	437.40
	TOTAL	\$2,737,247.81

Regular Checks	93737-94371	2,736,810.41
Cafeteria	1347-1352	437.40
	TOTAL	\$2,737,247.81

3.2 Board Secretary Report – September 2021

Whereas, the Livingston Board of Education has received the Report of the Board Secretary for September 30, 2021, 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 September 30, 2021, 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	18,293,343		
(11) Current Expense		27,160,801	11,830,280
(12) Capital Outlay		673,811	4,389,775
(20) Special Revenue Fund	5,725		

(30) Capital Projects Fund	4,542,536		
(40) Debt Service Fund	1,497,241		
Total:	24,338,845	27,834,612	16,220,055

Whereas, pursuant to N.J.A.C. 6:20-212(d), the Board Secretary has certified that as of September 30, 2021, 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 Conferences and Overnight Trips

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

3.4 Field Trips

Resolved, that the Livingston Board of Education approves the field trips as shown on **Attachment C**.

3.5 CJ PRIDE Shared Services Agreement

Resolved, that the Livingston Board of Education approves the agreement with Central Jersey Program for Recruitment of Diverse Educators ("CJ PRIDE") for the 2021-2022 school year.

3.6 Parental Contract for Student Transportation

Resolved, that the Livingston Board of Education approves the parental contract for student transportation for student #221974 from November 1, 2021 to June 30, 2022 at a cost not to exceed \$1,952.28.

3.7 Approval of ESSER Grant III

Resolved, that the Livingston Board of Education approves the submission of the grant and acceptance of the funds for American Rescue Plan Elementary and Secondary School Emergency Relief Grant as follows:

ARP ESSER III	\$941,405
Accelerated Learning, Coaching and Educator Support Grant	\$496,713
Evidence Based Summer Learning and Enrichment Activity Grant	\$40,000

Evidence Based Comprehensive Beyond School Day Activities Grant	\$40,000
NJ Tiered System of Supports (NJTSS) Mental Health Support Staffing	\$45,000

3.8 Academic Calendar Revision - 2022-2023

Revised, that the Livingston Board of Education approves the revision to the 2022-2023 academic calendar to correct the dates of the NJEA Convention as shown on **Attachment D**.

3.9 Policies and Regulations

Resolved, that the Livingston Board of Education approves the following Policies and Regulations for first reading:

Administration

Policy #1648.13 - School Employee Vaccination Requirements (M) (new to district)

Policy #1648.14 - Safety Plan for Healthcare Settings in School Buildings - COVID 19 (M) (new to district)

Program

Policy #2422 - Comprehensive Health & Physical Education (M) (with revisions)

Policy #2425 - Emergency Virtual or Remote Instruction Program (M) (New to District)

Policy #2467 - Surrogate Parents and Resource Family Parents (M) (with revisions)

Support Staff

Policy #4146 - Nonrenewal of Nontenured Support Staff Member (with revisions)

Finance

Policy #6471 - School District Travel (M) (with revisions)

Regulation #6471 - School District Travel (M) (with revisions)

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>Dr. Leon Alirangues</i>	Teacher of English	Retirement	MPMS	June 30, 2022
<i>Cassandra Szeles</i>	Teacher of Health & PE	Resignation	LHS	November 22, 2021
<i>Tanya Lopez-Gonzalez</i>	Director of C&I	Resignation	CO	January 11, 2022 or earlier if responsibilities are completed.
<i>Kimberly Withers</i>	TOSD	Resignation	MPE	December 17, 2021

<i>Sarah Orr</i>	TOSD	Resignation	MPE	December 23, 2021
<i>Mindy Pritikin</i>	Instructional Aide	Resignation	BHE	November 22, 2021
<i>Matthew Gervasio</i>	ABA Discrete Trial TA	Resignation	BHE	November 17, 2021
<i>Allison Sommer</i>	Instructional Aide	Resignation	BHE	November 3, 2021

**as amended from a previous agenda*

4.2 Leaves of Absences

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

Name	Location	Position	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Maureen Tavis</i>	Collins	Elementary School Teacher	1/3/2022-2/25/2022	2/28/2022-5/27/2022**	5/30/2022-6/30/2023	9/1/2023
<i>Melissa Rosario</i>	RHE	Kdg. Teacher	3/15/2022-5/24/2022	5/25/2022-10/25/2022**	NA	10/26/2022
<i>Priti Peklo</i>	LHS	Teacher of Math	2/28/2022-4/22/2022	NA	4/25/2022-1/27/2023	1/30/2023
<i>William Peklo</i>	LHS	TOSD	3/14/2022-4/22/2022	4/25/2022-5/30/2022**	NA	5/31/2022
<i>Briana Moghadamniya</i>	HMS	Teacher of English	NA	NA	3/1/2022-6/30/2022	8/30/2022
<i>Kathryn Picardo</i>	LHS	Teacher of Social Studies	NA		1/3/2022-6/30/2022	8/30/2022
<i>Jenna McCarthy</i>	LHS	Teacher of Biology	3/21/2022-5/13/2022	5/16/2022-10/11/2022**	10/12/2022-10/14/2022	10/17/2022
<i>Gianna Goeller</i>	MPE	Reading Specialist	3/1/2022-5/11/2022	5/12/2022-6/30/2022**	NA	8/30/2022
<i>Carly Haggerty</i>	BHE	TOSD	4/12/2022-5/23/2022	5/24/2022-6/30/2022**	NA	8/30/2022
<i>Johanna Frye</i>	LHS	Teacher of Biology	4/4/2022-6/3/2022	6/6/2022-10/28/2022**	NA	10/31/2022
<i>Clare Klee*</i>	HMS	Teacher of English	8/30/2021-12/31/2021	NA	NA	NA
<i>Jeanne Ziobro*</i>	LHS	Teacher of Tech Ed	9/20/2021-10/18/2021 (.5)	10/18/2021 (.5)-11/1/2021**	NA	11/2/2021
<i>Meghan Callahan*</i>	Harrison	Kdg. Teacher	11/18/2021-12/6/2021	NA	12/7/2021-12/31/2021	1/3/2022
<i>Lisa Garamella*</i>	Hillside	School Nurse	NA	9/23/2021-9/28/2021; 9/30/2021-	NA	12/20/2021

				10/5/2021; & 10/14/2021; 11/29/2021 & 12/3/2021 - 12/17/2021**		
<i>Kristin Santos*</i>	BHE	TOSD	2/1/2021- 4/29/2021	4/30/2021- 9/24/2021**	9/27/2021- 11/12/2021	11/15/2021
<i>Deborah Faber*</i>	Harrison	Elementary School Teacher	09/09/2021- 11/5/2021 & 11/8/2021- 12/6/2021* *	12/7/2021- 2/3/2022**	2/4/2022 -4/29/2022	5/2/2022
<i>Stephanie Crosby*</i>	Collins	Reading Interventionist	10/19/2021- 11/30/2021	12/1/2021- 3/9/2022**	3/10/2022- 4/8/2022	4/11/2022
<i>Nicole Carangelo*</i>	RHE	Elementary School Teacher	4/22/2021- 6/24/2021	8/30/2021- 11/22/2021**	11/23/2021- 11/19/2021	11/22/2021
<i>Ann DeFazio*</i>	LHS	Teacher of Biology	11/11/2021- 12/14/2021	12/15/2021- 1/21/2022- & 1/24/2022- 4/29/2022**	NA	5/2/2022
<i>Michelle Augliera*</i>	LHS	Teacher of Envi. Science	10/14/2021- 11/26/2021	11/29/2021- 2/11/2022**	NA	2/14/2022

*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>Danielle Kelly</i>	MPE	TOSD	Leave Replacement	T. DePrecker	MA+16	1	\$65,370 (prorated)	12/1/2021
<i>Alyssa Ratner</i>	Hillside/ MPMS	TOSD	Leave Replacement	E. Yersak/ L. Gordon	BA	1-2	\$54,550 (prorated)	8/30/2021- 11/3/2021 & 11/8/2021- 6/30/2022
<i>Alecia Ellis</i>	District	Nurse	NA	P. Tseng	NCSN	7	\$73,702 (prorated)	12/13/2021
<i>Michele Mattia*</i>	HMS	Teacher of English	Leave Replacement	J. Mirsky	BA	1-2	\$54,550 (prorated)	12/13/2021
<i>Jouvens Celestin</i>	Technology	PT IT Support Specialist	NA	NA	NA	NA	\$15.00/hr	11/10/2021

*as amended from a previous agenda

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**.

4.4 Transfers

Resolved, that the Livingston Board of Education approves the transfers as listed on **Attachment F**.

4.5 Substitutes

Resolved, that the Livingston Board of Education approves the following rates for substitutes, effective and retroactive to November 15, 2021:

- substitutes - \$125/day
- substitutes who retired from LPS - \$135/day
- substitute nurses - \$250/day

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2021-2022 school year:

Teachers

Caroline Flood

Julie Sur

Julia Ono

Secretarial

Taylor Barrett (\$15.50/hr)

Marcy Dakss (\$15.50/hr)

Resolved, that the Livingston Board of Education approves the appointment of the individual(s) listed below to serve as long-term substitutes as reflected below:

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
<i>Marilyn Elman</i>	RHE	Teacher of Spanish	Long Term Sub	L. Martes	\$273/day	3/7/2022-5/27/2022
<i>Allison Sommer*</i>	BHE	Elementary School Teacher	Long Term Sub	S. Velardi	difference between salary and \$273/day	8/30/2021-11/3/2021
<i>Heidi Slurzburg</i>	BHE	Elementary School Teacher	Long Term Sub	K. Santos	difference between salary and \$273/day	10/25/2021-11/15/2021

**as amended from previous agenda*

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment G** as certified substitutes. These individuals are currently employed by the District. In the event these individuals are called upon to serve as a substitute, they will be compensated an additional \$50/day (\$10/period) for that assignment.

4.6 Stipends

Resolved, that the Livingston Board of Education approves the individuals on **Attachment H** for District stipends for the Livingston Public Schools for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment I** for co-curricular stipends at Livingston High School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment J** for athletic stipends at Livingston High School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment K** for co-curricular stipends at Heritage Middle School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment L** for co-curricular stipends at the elementary schools for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment M** for co-curricular stipends at Mt. Pleasant Middle School for the 2021-2022 school year in accordance with the contract between the LBOE and the LEA.

4.7 Extra Work Pay

Resolved, that the Livingston Board of Education approves the following payments as listed on **Attachment N** for work performed.

Resolved, that the Livingston Board of Education authorizes *Lloyd Hamilton* to be paid in accordance with Article X, Section II.A. of the contract from July 1, 2021 through November 12, 2021 for assuming the role of Head Custodian at Livingston High School.

Resolved, that the Livingston Board of Education authorizes *Daison Scott* to be paid in accordance with Article X, Section II.A. of the contract from September 1, 2021 through November 12, 2021 for assuming the role of Night Supervisor at Livingston High School.

4.8 Proctors for COVID testing

Resolved, that the Livingston Board of Education approves the appointment of the following individuals to serve as proctors for the weekly Covid testing being performed by Back-to-Work Solutions at the rate of \$25.00 per hour for the 2021/2022 academic year:

Lucia Ammerata
Marianne Cullen
Melissa Gromek
Debbie Ottaiano

Resolved, that the Livingston Board of Education approves *Andrew Greenberg* and *Jenna Graub* to perform clerical work for the student services department as pre-approved by the Assistant Superintendent. These individuals will be asked to perform these assignments after their regularly scheduled work hours and be compensated at the rate of \$20/hour.

4.9 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment O** for extra period assignments during the 2021-2022 school year.

4.10 Summer Work

Resolved, that the Livingston Board of Education approves the individual on **Attachment P** to participate in summer curriculum writing during the summer of 2021 at the approved rate.

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment Q** to be paid for work performed over the summer of 2021 related to *Counseling Connections* events. School counselors, who are performing this work under their certification, will be paid their per diem rate. Participating teachers will be approved and paid at the negotiated curriculum writing rate. All participants will be paid upon submission of a Payroll Voucher.

Resolved, that the Livingston Board of Education approves the team leaders on **Attachment R** to work up to six hours over the summer of 2021. Individuals will be compensated at the hourly rate approved for curriculum writing.

4.11 Memorandum of Understanding

Resolved, that the LBOE and the LEA enter into a Memorandum of Understanding between the parties regarding afterschool activities and supervision dated November 23, 2021, retroactive to November 1, 2021.

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.

5.2 Suspension Report

Resolved, that the Livingston Board of Education approves the Suspension Report for the months of September and October.

ROLL CALL VOTE

I. 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.

J. Old Business

K. 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 November 23, 2021 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)

December 7, 2021 (*voting*)

- National Merit Semi-Finalists Recognition Ceremony
- Public Hearing for District and School HIB Self-Assessment Report
- New Course Offerings
- Bus Evacuation Drills

January 4, 2022 (*Reorganization*)

Name	School	Type of Placement	In-District Location	Assigned Staff	Date
Macie Coine	Montclair State University	Observation - 3 hours	Hillside	Patricia Price, Sara Araujo, Lauren Castoro	11/1/2021
Sophie Wolfe	Montclair State University	Observation - 3 hours	Hillside	Patricia Price, Sara Araujo, Lauren Castoro	11/1/2021
Daisy Kaloshi	Seton Hall University	Clinical	Burnet Hill	Brittany Arrington	1/19/2022-06/10/2022
Rianna Luna	County College of Morris	Observation - 5 hours	Hillside	Kaitlyn Vivietro	11/22/2021

Conference	Attendee(s)	Date(s)	Location	Cost
Annual Conference: Equity, Justice, and Antiracist Teaching	Dakashna Lang	11/18/2021-11/21/2021	Virtual	\$350.00
NJIDA Fall Conference 2021	Lori Palazzo	10/1/2021-10/2/2021	Virtual	\$150.00
CPI Recertification	Jennifer Alvich	11/1/2021-11/3/2021	Virtual and In person	\$1,099.00
Intermediate Virtual IMSE Orton-Gillingham Training	Lindsey Gursky	11/8/2021-11/12/2021	Virtual	\$1,275.00
New Jersey Association of School Librarians	Lenore Piccoli	12/5/2021-12/7/2021	In Person	\$434.00
Culturally Responsive Arts Education	Mara Rubin	11/18/2021	Virtual	\$275.00
New Jersey Association of School Librarians	Susan Tannler	12/5/2021-12/7/2021	In Person	\$349.00
American Speech-Language Hearing Association (ASHA) Convention	Leigh Brown	11/18/2021	In Person	\$390.00
NJASA TECHSPO	Matthew Block	1/26/2022-1/28/2022	In Person	\$1,100.00
NJASA TECHSPO	Mark Stern	1/26/2022-1/28/2022	In Person	\$1,100.00
NJASA TECHSPO	Teresa Rehman	1/26/2022-1/28/2022	In Person	\$1,100.00
NJASA TECHSPO	Natalie Topylko	1/26/2022-1/28/2022	In Person	\$1,100.00
NJASA TECHSPO	Thomas Douglas	1/26/2022-1/28/2022	In Person	\$1,100.00
New Jersey Association of School Librarians	Christy Caruso	12/5/2021-12/7/2021	In Person	\$200.00

FIELD TRIPS

SCHOOL	GRADE/COURSE	MONTH	DESTINATION
Secondary	Grade 7 and 8 Band	June	Band Festival at Dorney Park
Secondary	Grade 8	June	Forest Lodge

Livingston Public Schools

2022-2023 School Calendar for LBOE Approval 11/23/21*

Attachment D

July 2022						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

Students: 0 Teachers: 0

Jul:	
4	District Closed for Independence Day
5-29	Extended School Year

August 2022						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30PD	31PD			

Students: 0 Teachers: 2

Aug:	
1-18	Extended School Year
22-24	New Teacher Orientation
30-31	No school for students; PD for staff

September 2022						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Students: 19 Teachers: 19

Sept:	
1	1st DAY OF SCHOOL FOR STUDENTS
5	Labor Day - all schools & offices closed
26-27	Rosh Hashanah; all schools & offices closed

October 2022						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24PD	25	26	27	28	29
30	31					

Students: 19 Teachers: 20

Oct:	
5	Yom Kippur; all schools & offices closed
24	Diwali; no school for students, PD for staff

November 2022						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18*	19
20	21*	22*	23	24	25	26
27	28	29	30			

Students: 18 Teachers: 18

Nov:	
10-11	NJEA Conv; all schools & offices closed
*18, *21, *22	Conferences; partial day elem only
23	Partial day for all staff and students
24-25	Thanksgiving; all schools & offices closed

December 2022						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Students: 17 Teachers: 17

Dec:	
23	Partial day for all staff and students
24-31	Holiday Break; all schools & offices closed

January 2023						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Students: 20 Teachers: 20

Jan:	
1-2	Holiday Break; all schools & offices closed
16	MLK Jr. Day; all schools & offices closed
22	Lunar New Year

February 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28				

Students: 15 Teachers: 15

Feb:	
20	Presidents' Day; all schools & offices closed
21-24	Winter Break - schools closed

March 2023						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Students: 23 Teachers: 23

April 2023						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10PD	11	12	13	14	15
16	17	18	19	20	21	22
23/30	24	25	26	27	28	29

Students: 14 Teachers: 15

April:	
3-6	Spring break, schools closed
7	Good Friday; all schools & offices closed
10	No school for students; PD for staff
22	Eid al-Fitr

May 2023						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Students: 22 Teachers: 22

May:	
29	Memorial Day; all schools & offices closed

June 2023						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20*	21	22	23	24
25	26	27	28	29	30	

Students: 15 Teachers: 15

June:	
16	Juneteenth - all schools & offices closed
*20	Partial day LHS Only
21	Partial day all students
22	Partial day for students. LAST DAY FOR STUDENTS; GRADUATION!

*Amended from LBOE approved 2022-2023 calendar from 10/19/21/2021 to revise the dates of the NJEA Convention. Correct dates of the NJEA Convention: November 10 & 11.

This calendar allows for 4 Professional Development days and 2 inclement weather days. There are a total of 182 student days and 186 teacher days. Add'l emergency days will be taken in the following order: 4/3, 4/4, 4/5.

Last Name	First Name	LOC	Job Title	Step	Guide	Salary	Effective Date
CHIARAVALLOTI	ISABELLA	MPMS	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	11/22/2021
FELIX	EMELY	BHE	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	11/15/2021
IFTIKHAR	AINNE	HAR	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	11/15/2021
SANCHEZ CORONA	CECILIA	BHE	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	10/19/2021
SINGER	JAMIE	RHE	INSTRUCTIONAL AIDE	4	I&KA	\$28,061 (pro-rated)	11/15/2021
SULA	DIANA	BHE	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	11/22/2021
TOFANELLI	ABIGAIL	LHS	INSTRUCTIONAL AIDE	1	I&KA	\$25,717 (pro-rated)	10/25/2021

2021-22 TRANSFERS

Name	Transferring From	Location	Transferring To	Location	Replacing	Effective Date
Amanda Cagnetti	Elementary School Teacher	MPE	TOSD	MPE	K. Withers	12/1/2021
Sarah Tighe	Elementary School Teacher	Harrison	Elementary School Teacher	Collins	J. Vernotica	1/3/2022

LOCATION	LAST NAME	FIRST NAME
Burnet Hill	Bonvini	Luca
Burnet Hill	Camacho	Jorge
Burnet Hill	Kanzi	Nagwa
Burnet Hill	Turnbull	Hilary
Riker Hill	Dempsey	Amanda
Riker Hill	Singer	Jamie
MPM	Schwindel	Susan
MPM	Sikora	Diane
HMS	Goldstein	Alyson
LHS	Bonvini	Lisa
LHS	Ciecierski	Terri
LHS	DeFeo	Matthew
LHS	Marucci	Karen

DISTRICT STIPENDS			
Position	# of Positions	2021/2022 Amount	Name
Coordinator of Nurses	1	\$5,083	Carolyn Ross

LIVINGSTON HIGH SCHOOL CO-CURRICULAR STIPENDS			
Position	# of Positions	2021/2022 Amount	Approved 2021/2022
Area/Reg/All State Musical Ensemble	4	40.95/hr	Michael Jedwabnik
Area/Reg/All State Musical Ensemble	4	40.95/hr	Nancy Ciminnisi
Detention AM/PM		\$25.24	Therese Desamours
Fall Production - Lighting VOLUNTEER			Judith Kagel
Computer Lab Extended Hours (Art, Business, Math, Tech & Photoshop)		\$37.37 per hour	Chris Iannuzzi Arlene Brown Nicholas Brooks

LHS ATHLETIC STIPENDS 2021-22

Attachment J

Sport	Title	Amount	First Name	Last Name
Baseball	VOLUNTEER		Sean	Cruz
Boys Basketball	VOLUNTEER		Mark	Silvestri (OD)
Intramurals	Coach	\$38.51/hr	Victoria	Rossi
Intramurals	Coach	\$38.51/hr	Paul	Cirlincione
Intramurals	Coach	\$38.51/hr	Robert	Breschard
Intramurals	Coach	\$38.51/hr	Robert	Gillo
Strength Training Winter	Head	\$3,177	Robert	Breschard
Strength Training Winter	Head	\$3,177	Robert	Gillo
Game Worker			Sean	Cruz
Game Worker			Oscar	Benavides
Game Worker			Victoria	Rossi
Game Worker			Jodi	Mensch (OD)

HMS CO-CURRICULAR STIPENDS			
Improv Club	\$1,271	Brendan	Hughes

Location	Stipend	Amount	First Name	Last Name
	Student Council	\$1,271.00		
Hillside	Student Council	\$423.66	Kristen	Havrilla*
Hillside	Student Council	\$423.66	Justin	Grossman*
Hillside	Student Council	\$423.66	Amy	Hinds*

**amended from previous agenda*

Mount Pleasant Middle School Stipend Positions 2021-2022

Stipend Title	Teacher(s)	Amount	*Notes
MathCounts	Patrick Catalano*	\$762.40	
MathCounts	Susie Ferguson*	\$1,143.60	

**** amended from previous agenda**

NAME	DATE	POSITION	#HOURS WORKED	RATE	TOTAL AMOUNT
Ackermann, Martha	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Addison, Ashley	10/22/2021	Game Worker/football	4	\$22.50	\$90.00
Alessio, Karen	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Ambio, Lester	10/1/2021	Security/football	3	\$25.00	\$75.00
	10/22/2021	Security/football	5	\$25.00	\$125.00
	10/16 - 10/24/2021	Security/Filming	31.5	\$25.00	\$787.50
Asimou, Eugene	9/21/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	9/25/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
Barbella, Ron	10/8/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	10/10/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
Benavides, Oscar	10/22/2021	Game Worker/football	2.25	\$22.50	\$50.63
Bisconti, Brett	9/17/2021	Game Worker/football	4	\$22.50	\$90.00
	9/29/2021	Game Worker/soccer	2	\$22.50	\$45.00
	10/1/2021	Game Worker/football	2.5	\$22.50	\$56.25
Blount, Joanne	10/1/2021	Game Worker/football	2.25	\$22.50	\$50.63
Breschard, Robert	9/21/2021	Game Worker/girls soccer	2.5	\$22.50	\$56.25
	10/7/2021	Game Worker/boys soccer	2.5	\$22.50	\$56.25
	10/12/2021	Game Worker/boys soccer	3	\$22.50	\$67.50
	10/13/2021	Game Worker/girls soccer	3	\$22.50	\$67.50
	10/19/2021	Game Worker/girls soccer	2.5	\$22.50	\$56.25
Brill, Daniel	9/2/2021	Game Worker/football	3.75	\$22.50	\$84.38
	9/17/2021	Game Worker/football	3.5	\$22.50	\$78.75
	10/1/2021	Game Worker/football	3	\$22.50	\$67.50
Cuneo, Ernie	10/1/2021	Game Worker/football	3.25	\$22.50	\$73.13
	10/17/2021	Game Worker/football	4.5	\$22.50	\$101.25
Dlugo, Cara	9/2/2021	Game Worker/football	4.75	\$22.50	\$106.88
	9/17/2021	Game Worker/football	4.5	\$22.50	\$101.25
	10/1/2021	Game Worker/football	4.25	\$22.50	\$95.63
	10/22/2021	Game Worker/football	5.25	\$22.50	\$118.13
	9/9/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	9/14/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	9/21/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	9/28/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	10/5/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	10/12/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
	10/14/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25

	9/23/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	10/4/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	10/17/2021	Game Worker/soccer	3	\$22.50	\$67.50
	10/18/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
Garzon, Tom	10/12/2021	Game Worker/Soccer	3	\$22.50	\$67.50
Getz, Patrick	10/23/2021	Game Worker/Soccer	2	\$22.50	\$45.00
Gillock, Joanne	10/1/2021	Game Worker/football	2.25	\$22.50	\$50.63
Goldberg, Joann	10/1/2021	Game Worker/football	2.25	\$22.50	\$50.63
	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Held, Nancy	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Homberg, Cathy	10/1/2021	Game Worker/football	2.25	\$22.50	\$50.63
	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Kroeger, Steven	10/13/2021	Game Worker/soccer	3	\$22.50	\$67.50
	10/14/2021	Game Worker/soccer	3	\$22.50	\$67.50
	10/17/2021	Game Worker/soccer	3	\$22.50	\$67.50
Lieberman, Terri	10/22/2021	Game Worker/football	2.75	\$22.50	\$61.88
Lukowiak, Stuart	10/17/2021	Security/soccer	3	\$25.00	\$75.00
	10/18/2021	Security/soccer	3	\$25.00	\$75.00
Munley, Michael	9/2/2021	Game Worker/football	4.75	\$22.50	\$106.88
	9/17/2021	Game Worker/football	4.25	\$22.50	\$95.63
	10/1/2021	Game Worker/football	4	\$22.50	\$90.00
	10/22/2021	Game Worker/football	5.25	\$22.50	\$118.13
	9/13/2021	Game Worker/soccer	2	\$22.50	\$45.00
	9/20/2021	Game Worker/soccer	2	\$22.50	\$45.00
	9/22/2021	Game Worker/soccer	2	\$22.50	\$45.00
	10/16/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	10/27/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
	10/18/2021	Game Worker/field hockey	2.5	\$22.50	\$56.25
Pacholec, Natalie	10/22/2021	Game Worker/football	4	\$22.50	\$90.00
Rampolla, David	10/1/2021	Security/football	4	\$25.00	\$100.00
	10/19/2021	Security/soccer	2.5	\$25.00	\$62.50
	10/22/2021	Security/football	5.5	\$25.00	\$137.50
Rigas, Thomas	9/18/2021	Game Worker/soccer	2.25	\$22.50	\$50.63
	10/5/2021	Game Worker/soccer	2.5	\$22.50	\$56.25
Rulka, Katey	10/1/2021	Game Worker/football	2.25	\$22.50	\$50.63

Sullivan, Joe	9/24/2021	Security/MPE Picnic	2	\$25.00	\$50.00
	9/30/2021	Security/Collins Picnic	2	\$25.00	\$50.00
	10/16/2021	Security/Movie Production	8	\$25.00	\$200.00
	10/23/2021	Security/Movie Production	10	\$25.00	\$250.00
	10/28/2021	Security/MPM Movie Night	3.25	\$25.00	\$81.25
	10/30/2021	Security/RH Trunk or Treat	4	\$25.00	\$100.00
Weber, Doug	10/16/2021	Security/filming	7	\$25.00	\$175.00

\$6,511.88

Name	Position	Location	# of classes	Dates
Alaina Burrows*	Teacher of Math	HMS	0.2	8/30/2021- 10/29/2021
Anthony Rappa*	Teacher of Math	HMS	0.2	8/30/2021- 10/29/2021
Allison Bruh*	Teacher of Math	HMS	0.2	8/30/2021- 10/29/2021
Michele Downey*	Teacher of Math	HMS	0.2	8/30/2021- 10/29/2021
Tom Truscello*	Teacher of Math	HMS	0.2	8/30/2021- 10/29/2021
Alexandra Fiore	Teacher of Art	MPMS	.16	9/1/2021 - 6/30/2022
Gina Bianco	Teacher of Art	HMS	.16	9/1/2021 - 6/30/2022
Melissa DeAngelus*	Teacher of F&CS	MPMS	0.2	8/30/2021 - 11/19/2021
DeMiceli, Kristi*	TOSD	MPMS	0.2	8/30/2021-11/19/2021
Lyons, Ashley*	TOSD	MPMS	0.2	8/30/2021-11/19/2021
Pollard, Sydney*	TOSD	MPMS	0.2	8/30/2021-11/19/2021
Grisel Santos	Teacher of Science	LHS	0.25	11/11/2021 - 5/6/2022
Ilze Kancans	Teacher of Science	LHS	0.25	11/11/2021 - 5/6/2022
Patricia Kaes	Teacher of Science	LHS	0.25	11/11/2021 - 5/6/2022
Nikola Poposki	Teacher of Science	LHS	0.25	11/11/2021 - 5/6/2022
Jenna Graub	TOSD	LHS	0.25	1/3/2022-6/30/2022
Jason Charney	TOSD	LHS	0.25	1/3/2022-6/30/2022
Dana Lytle	TOSD	LHS	0.25	1/3/2022-6/30/2022
Sarah Pasculli	TOSD	LHS	0.25	1/3/2022-6/30/2022

**amended from previous agenda*

Summer Curriculum Writing 2021

HEALTH & PE

Leopoldo Caraballo

Supervisor: Rob Grosso

Before July 1, 2021 \$48.88/hr

July 1, 2021 \$49.61/h

First Name	Last Name
Wendy	Weiner

HMS TEAM LEADERS

Mary Kate O'Brien

November 23, 2021

1648.13 SCHOOL EMPLOYEE VACCINATION REQUIREMENTS (M)

In accordance with Executive Order No. 253 signed by the Governor of New Jersey on August 23, 2021, the Board shall adopt and maintain a policy that requires all covered workers to either provide adequate proof that they have been fully vaccinated or submit to COVID-19 testing at a minimum of one to two times each week.

This requirement shall take effect on October 18, 2021, at which time any covered workers that have not provided adequate proof to the school district that they are fully vaccinated must submit to COVID-19 testing at a minimum of one to two times each week on an ongoing basis until fully vaccinated.

For purposes of Executive Order 253 and this Policy, “covered workers” shall include all individuals employed by the Board of Education, both full and part-time, including, but not limited to, administrators; teachers; educational support professionals; individuals providing food, custodial, and administrative support services; substitute teachers, whether employed directly by the Board of Education or otherwise contracted; contractors; providers; and any other individuals performing work in the school district whose job duties require them to make regular visits to the school district, including volunteers. Covered workers do not include individuals who visit the school district only to provide one-time or limited duration repairs, services, or construction.

A covered worker shall be considered “fully vaccinated” for COVID-19 two weeks or more after they have received the second dose in a two-dose series or two weeks or more after they have received a single-dose vaccine. Individuals will only be considered fully vaccinated after they have received a COVID-19 vaccine that is currently authorized for Emergency Use Authorization (EUA) by the United States Food and Drug Administration (FDA) or the World Health Organization (WHO), or that are approved for use by the same.

Workers who are not fully vaccinated, or for whom vaccination status is unknown, or who have not provided sufficient proof of documentation, shall be considered unvaccinated in accordance with the provisions of Executive Order 253.

Covered workers shall demonstrate proof of full vaccination status by presenting any of the following documents if they list COVID-19 vaccines currently authorized for EUA by the FDA or the WHO, or that are approved for use by the same, along with an administration date for each dose:



1. The Centers for Disease Control and Prevention (CDC) COVID-19 Vaccination Card issued to the vaccine recipient by the vaccination site, or an electronic or physical copy of the same;
2. Official record from the New Jersey Immunization Information System (NJIIS) or other State immunization registry;
3. A record from a health care provider's portal/medical record system on official letterhead signed by a licensed physician, nurse practitioner, physician's assistant, registered nurse, or pharmacist;
4. A military immunization or health record from the United States Armed Forces; or
5. Docket mobile phone application record or any State specific application that produces a digital health record.

The Board of Education's collection of vaccination information from covered workers shall comport with all Federal and State laws, including, but not limited to, the Americans with Disabilities Act, that regulate the collection and storage of that information.

To satisfy the testing requirement of Executive Order 253 and this Policy, an unvaccinated covered worker must undergo screening testing at a minimum of one to two times each week, to be determined by the Superintendent of Schools.

An unvaccinated covered worker is required to submit proof of a COVID-19 test. The unvaccinated covered worker may choose either antigen or molecular tests that have EUA by the FDA or are operating per the Laboratory Developed Test requirements by the U.S. Centers for Medicare and Medicaid Services.

Where a Board of Education provides the unvaccinated covered worker with on-site COVID-19 test(s), the school district may similarly elect to administer or provide access to either an antigen or molecular test.

If the covered worker is not working on-site in the school district during a week when testing would otherwise be required, the Superintendent or designee may not require the worker to submit to testing for that week. This requirement shall not supplant any requirement



POLICY

LIVINGSTON BOARD OF EDUCATION

Administration
1648.13/Page PAGE 1 of NUMPAGES 1
SCHOOL EMPLOYEE VACCINATION REQUIREMENTS (M)

imposed by the Board of Education regarding diagnostic testing of symptomatic workers or screening testing of vaccinated workers.

The Board of Education shall track test results required by Executive Order 253 and must report those results to the local public health department.

Nothing in Executive Order 253 and this Policy shall prevent a Board of Education from revising this Policy to include additional or stricter requirements, as long as such revisions comport with the minimum requirements of Executive Order 253.

Executive Order 253 authorizes the Commissioner of the Department of Health (DOH) to issue a directive supplementing the requirements outlined in Executive Order 253, which may include, but not be limited to, any requirements for reporting vaccination and testing data to the DOH. Actions taken by the Commissioner of the DOH pursuant to Executive Order 253 shall not be subject to the requirements of the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq.

This Policy shall be supplemented by Policy 1648.11 – Appendix A, which shall include the school district's protocols implementing the provisions of this Policy.

The Superintendent is authorized to implement revisions to provisions in this Policy based on any subsequent Executive Orders or any additional mandates that affect any provisions of this Policy. Any such revisions in this Policy shall be submitted by the Superintendent to the Board of Education for ratification if the Board cannot approve such revisions before the effective date.

Executive Order 253 – August 23, 2021

Adopted:



1648.14 SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS
COVID-19 (M)

A. Purpose and Scope

The Board of Education is committed to providing a safe and healthy workplace for all employees and has adopted this Policy that shall be the school district's COVID-19 Plan (Plan) that includes procedures to minimize the risk of transmission of COVID-19, in accordance with Occupational Safety and Health Act of 1970 (OSHA) COVID-19 Emergency Temporary Standard (ETS) published on June 21, 2021. The ETS, 29 CFR §1910 - Subpart U, applies to all settings where any school district employee or contracted service provider provides healthcare services or health care support services. Public Employees' Occupational Safety and Health (PEOSH), the agency with jurisdiction over public employers in New Jersey, has adopted the ETS in full. However, its applicability for school districts is primarily restricted to the nurse's office and any adjoining clinical areas and not the entire school building.

The Board, administration, and the COVID-19 Safety Coordinator(s) will work collaboratively with all employees in the development, implementation, monitoring, and updating of this Plan.

1. Definitions

- a. "Employee" means any district employee or contracted service provider working in a healthcare setting where people with suspected or confirmed COVID-19 are reasonably expected to be present.

- (1) Therefore, the provisions of the ETS and this Policy only apply to employees or contracted service providers working in a nurse's office or any adjoining clinical areas.

- b. "Healthcare setting" means all settings in the school district where any employee or contracted service provider provides healthcare services or healthcare support services.

- (1) Where a healthcare setting is embedded within a non-healthcare setting (i.e. school nurse's office and any



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

adjoining clinical areas in a school building), the ETS and this Policy only apply to the embedded healthcare setting and not to the remainder of a school building in accordance with 29 CFR §1910.502(a)(3)(i).

- c. For the purpose of this Policy, additional definitions shall be those definitions listed in 29 CFR §1910.502(b).
 2. The school district has multiple healthcare settings that are substantially similar; therefore, the district has developed and adopted this single Plan for these substantially similar healthcare settings, with site-specific considerations included in this Plan. The healthcare settings in the school district are listed the 2021-2022 Reopening Document.
 - a. Any school district health care settings that are not substantially similar, the school district shall develop and adopt separate COVID-19 Plans for each healthcare setting and list them in the 2021-2022 Reopening Document.
- B. Roles and Responsibilities for School District Employees
 1. The school district's goal in adopting this Policy is to prevent the transmission of COVID-19 in the school district's healthcare settings. All staff members are responsible for supporting, complying with, and providing recommendations to further improve this Plan.
 2. The Superintendent will designate a COVID-19 Safety Coordinator(s) who shall implement and monitor this Plan. The COVID-19 Safety Coordinator(s) shall have the school district's full support in implementing and monitoring this Plan and has authority to ensure compliance with all aspects of this Plan.
- C. Hazard Assessment and Worker Protections
 1. The Superintendent of Schools or designee will conduct a specific hazard assessment of its healthcare settings to determine potential hazards related to COVID-19.



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

- a. A hazard assessment will be conducted initially and whenever changes in a healthcare setting in the school district create a new potential risk of employee exposure to COVID-19 (e.g., new work activities in the healthcare setting).
2. The Superintendent has developed, and the Board has adopted this Plan that includes the procedures the school district will use to determine an employee's vaccination status as outlined in the 2021-2022 Reopening Document
 - a. In the event the Superintendent or designee cannot or does not determine or confirm the vaccination status of an employee, the employee shall be presumed to be unvaccinated.
3. All completed hazard assessment forms and results will be contained within the 2021-2022 Reopening Document and will be accessible to all employees at each school district facility.
4. The school district will address the hazards identified by the assessment and have included in this Plan the procedures to minimize the risk of transmission of COVID-19 for each employee. These procedures are included in the following 2021-2022 Reopening Document:
 - a. Patient Screening and Management
 - (1) In healthcare settings in the school district where direct patient care is provided, the school district will include protocols addressing patient screening and management in the 2021-2022 Reopening Document.
 - b. Standard and Transmission-Based Precautions
 - (1) The school district will develop and implement procedures to adhere to Standard and Transmission-Based Precautions in accordance with CDC's "**Guidelines for Isolation Precautions**" which are included in the 2021-2022 Reopening Document.



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (AD)

5. Personal Protective Equipment (PPE)
 - a. The school district will provide and ensure that employees wear approved facemasks or a higher level of respiratory protection.
 - b. The school district will include protocols to address PPE for healthcare settings in the 2021-2022 Reopening Document.
6. Physical Distancing
 - a. The school district will ensure that each employee is separated from all other people in the healthcare setting by at least six feet when indoors, unless it can be demonstrated that such physical distance is not feasible for a specific activity.
 - (1) Where maintaining six feet of physical distance is not feasible, the school district will ensure employees are as far apart from other people as possible.
 - b. Physical distancing will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.
 - c. The school district will include protocols to address physical distancing for healthcare settings in the 2021-2022 Reopening Document.
7. Physical Barriers
 - a. The school district will install physical barriers at each fixed work location outside of direct patient care areas where each employee is not separated from all other people by at least six feet of distance and spacing cannot be increased, unless it can be demonstrated that it is not feasible to install such physical barriers.



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

b. Physical barriers will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.

c. The school district will include protocols to address physical barriers for healthcare settings in the 2021-2022 Reopening Document.

8. Cleaning and Disinfecting in the Healthcare Setting

a. The school district will implement policies and procedures for cleaning, disinfecting, and hand hygiene, along with the other provisions required by the ETS, as part of a multi-layered infection control approach for all healthcare settings.

b. The school district will include protocols to address cleaning and disinfecting for healthcare settings in the 2021-2022 Reopening Document.

9. Ventilation

a. The school district will implement procedures for each facility's heating, ventilation, and air conditioning (HVAC) system and include protocols addressing ventilation for healthcare settings in the 2021-2022 Reopening Document.

b. Ventilation policies and procedures will be implemented, along with the other provisions required by the ETS, as part of a multi-layered infection control approach.

c. The Superintendent or designee will identify the building manager, HVAC professional, or maintenance employee who can certify that the HVAC system(s) are operating in accordance with the ventilation provisions of the ETS and list the individual(s) in the 2021-2022 Reopening Document.

D. Health Screening and Medical Management

1. Health Screening



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

- a. “Screening” means, for the purpose of this Policy, asking questions to determine whether a person is COVID-19 positive or has symptoms of COVID-19.
 - b. The school district will include protocols to address health screening for employees in the 2021-2022 Reopening Document.
2. Employee Notification to Employer of COVID-19 Illness or Symptoms
 - a. The school district will include protocols to address employee notification to employer of COVID-19 illness or symptoms for employees in the 2021-2022 Reopening Document.
3. Employer Notification to Employees of COVID-19 Exposure in the Healthcare Setting
 - a. The school district will include protocols to address employer notification of COVID-19 exposure to employees in the 2021-2022 Reopening Document.
4. Medical Removal from the Healthcare Setting
 - a. The school district will include protocols to address medical removal from the healthcare setting for employees in the 2021-2022 Reopening Document.
5. Return to Work Criteria
 - a. The school district will include protocols to address return to work criteria for employees in the 2021-2022 Reopening Document.
6. Medical Removal Protection Benefits
 - a. The school district will continue to pay employees who have been removed from the healthcare setting under the medical removal provisions of the ETS. When an employee has been removed from the healthcare setting and is not working remotely or in isolation, the



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

school district shall pay and provide benefits in accordance with the Plan addressed in the 2021-2022 Reopening Document.

E. Vaccinations

1. The school district encourages employees to receive the COVID-19 vaccination as a part of a multi-layered infection control approach. The school district will support COVID-19 vaccination for each employee by providing reasonable time and paid leave to each employee for vaccination and any side effects experienced following vaccination.
2. The school district will include protocols to address vaccination for employees in the 2021-2022 Reopening Document.

F. Training

1. The school district will implement policies and procedures for employee training, along with the other provisions required by the ETS, as part of a multi-layered infection control approach.
2. The school district will include protocols to address training for employees in the 2021-2022 Reopening Document.

G. Anti-Retaliation

1. The school district will inform each employee that employees have a right to the protections required by the ETS, and that employers are prohibited from discharging or in any manner discriminating against any employee for exercising their right to protections required by the ETS, or for engaging in actions that are required by the ETS.
2. The school district will not discharge or in any manner discriminate against any employee for exercising their right to the protections required by the ETS, or for engaging in actions that are required by the ETS.

H. Requirements Implemented at No Cost to Employees



SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS COVID-19 (M)

1. The school district will comply with the provisions of ETS at no cost to its employees, with the exception of any employee self-monitoring conducted under D. above.
- I. Recordkeeping
1. The school district will retain all versions of this Policy to comply with the ETS while the ETS remains in effect.
 2. The school district will establish and maintain a COVID-19 log to record each instance in which an employee is COVID-19 positive, regardless of whether the instance is connected to exposure to COVID-19 at work.
 - a. The COVID-19 log will contain, for each instance, the employee's name, one form of contact information, occupation, location where the employee worked, the date of the employee's last day in the healthcare setting, the date of the positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced.
 3. The school district will record the information on the COVID-19 log within twenty-four hours of learning that the employee is COVID-19 positive.
 - a. The school district will maintain the COVID-19 log as a confidential medical record and will not disclose it except as required by the ETS or other Federal law.
 - b. The school district will maintain and preserve the COVID-19 log while the ETS remains in effect.
 4. By the end of the next business day after a request, the school district will provide, for examination and copying:
 - a. All versions of this Policy which is the written Plan for all employees;
 - b. The individual COVID-19 log entry for a particular employee to that employee and to anyone having written authorized consent of that employee; and



- c. A version of the COVID-19 log that removes the names of employees, contact information, and occupation, and only includes, for each employee in the COVID-19 log, the location where the employee worked, the last day that the employee was in the healthcare setting before removal, the date of that employee's positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced, to all employees.

J. Reporting

1. The school district will report to PEOSH:
 - a. Each work-related COVID-19 fatality within eight hours of the school district learning about the fatality;
 - b. Each work-related COVID-19 in-patient hospitalization within twenty-four hours of the school district learning about the in-patient hospitalization.

K. Monitoring Effectiveness

1. The school district and the COVID-19 Safety Coordinator(s) will work collaboratively with employees to monitor the effectiveness of this Plan so as to ensure ongoing progress and efficacy.
2. The school district will update this Policy as needed to address changes in specific COVID-19 hazards and exposures in the healthcare setting.

This Policy and its 2021-2022 Reopening Document will be made available upon request.

29 CFR §1910.502

Occupational Safety and Health Administration Fact Sheet Subpart U COVID-19

Healthcare Emergency Temporary Standard

Occupational Safety and Health Administration Model Plan

Adopted:



2422 **COMPREHENSIVE** HEALTH AND PHYSICAL EDUCATION (M)

The Board of Education requires all students to participate in a comprehensive, sequential, health and physical education program aligned with the New Jersey Student Learning Standards (NJSLS) that emphasizes the natural interdisciplinary connection between wellness and health and physical education. The primary focus of the NJSLS is the development of knowledge and skills that influence healthy behaviors within the context of self, family, school, and the local and global community.

The curriculum requirements listed below address the need for students to gain knowledge and skill in caring for themselves, interacting effectively with others, and analyzing the impact of choices and consequences. The primary focus of the curriculum listed below is to help students develop concepts and skills that promote and influence healthy behaviors.

The NJSLS incorporate New Jersey statutes related to health and well-being of students in New Jersey schools. The following statutes incorporated into the NJSLS include, but are not limited to, the following requirements:

1. Accident and Fire Prevention (N.J.S.A. 18A:6-2) requires regular courses of instruction in accident and fire prevention.
2. Breast Self-Examination (N.J.S.A. 18A:35-5.4) requires offering instruction on breast self-examination for students in grades seven through twelve.
3. Bullying Prevention Programs (N.J.S.A. 18A:37-17) requires the establishment of bullying prevention programs.
4. Cancer Awareness (N.J.S.A. 18A:40-33) requires the development of a school program on cancer awareness by the Commissioner of Education.
5. Dating Violence Education (N.J.S.A. 18A:35-4.23a) requires instruction regarding dating violence in grades seven through twelve.
6. Domestic Violence Education (N.J.S.A. 18A:35-4.23) allows instruction on problems related to domestic violence and child abuse.



7. Gang Violence Prevention (N.J.S.A. 18A:35-4.26) requires instruction in gang violence prevention for elementary school students.
8. Health, Safety, and Physical Education (N.J.S.A. 18A:35) requires that all students in grades one through twelve participate in at least two and one-half hours of health, safety, and physical education each school week.
9. Drugs, Alcohol, Tobacco, Controlled Dangerous Substances, and Anabolic Steroids (N.J.S.A. 18A:40A-1) requires instructional programs on drugs, alcohol, anabolic steroids, tobacco, and controlled dangerous substances and the development of curriculum guidelines for each grade Kindergarten through twelve.
10. Lyme Disease Prevention (N.J.S.A. 18A:35-5.1 through 5.3) requires the development of Lyme Disease curriculum guidelines and training to all teaching staff members who instruct students with Lyme Disease.
11. Organ Donation (N.J.S.A. 18A:7F-4.3) requires information relative to organ donation to be given to students in grades nine through twelve.
12. Sexual Assault Prevention (N.J.S.A. 18A:35-4.3) requires the development of a sexual assault prevention education program by the Commissioner of Education for utilization by school districts.
13. Stress Abstinence (N.J.S.A. 18A:35-4.19 through N.J.S.A. 18A:35-4.22), also known as the "AIDS Prevention Act of 1999," requires sex education programs to stress abstinence.
14. Suicide Prevention (N.J.S.A. 18A:6-111 through 113) requires instruction in suicide prevention in public schools.
15. Cardiopulmonary Resuscitation (CPR/Automated External Defibrillator (AED) (N.J.S.A. 18A:35-4.28 and 18A:35-4.29) requires public high schools and charter schools to provide instruction in cardiopulmonary resuscitation and the use of an automated external defibrillator to each student prior to graduation.
16. Sexually Explicit Images through Electronic Means (N.J.S.A. 18A:35-4.32 and 4.33) requires instruction, once during middle school, on the social,



emotional, and legal consequences of distributing and soliciting explicit images through electronic means.

17. History of Disabled and LGBT Persons (N.J.S.A. 18A:35-4.35 and 4.36) requires instruction on the political, economic, and social contributions of persons with disabilities and lesbian, gay, bisexual, and transgender people for middle and high school students.
18. Financial Literacy (N.J.S.A. 18A:35-4.34) requires instruction with basic financial literacy necessary for sound financial decision-making in each of the grades six through eight.
19. Sexual Abuse and Assault Awareness and Prevention Education (N.J.S.A. 18A:35-4.5a) requires age-appropriate sexual abuse and assault awareness and prevention education in grades preschool through twelve.
20. Curriculum to Include Instruction on Diversity and Inclusion (N.J.S.A. 18A:35-4.36a) requires instruction on diversity and inclusion in an appropriate place in the curriculum for students in grades Kindergarten through twelve.
21. Incorporation of Age-Appropriate Instruction Relative to Consent for Physical Contact and Sexual Activity (N.J.S.A. 18A:35-4.38) requires age-appropriate instruction in grades six through twelve on the law and meaning of consent for physical contact and sexual activity.
22. Health Curriculum to Include Instruction on Mental Health (N.J.S.A. 18A:35-4.39) requires health education programs to include instruction on mental health and the relation of physical and mental health for students in grades Kindergarten through twelve.
23. Information About “New Jersey Safe Haven Infant Protection Act” Included in Public School Curriculum (N.J.S.A. 18A:35-4.40) information on the provisions of the “New Jersey Safe Haven Infant Protection Act” shall be included in curriculum for public school students in grades nine through twelve.
24. Infusion of African American Accomplishments into School Curricula (N.J.S.A. 18A:35-4.43) requires in the curriculum for all elementary and



secondary students instruction that infuses into all courses on the United States the centuries of accomplishments by African Americans in the building and development of America.

25. Other Statutory or Administrative Codes. The Board will incorporate into its health and physical education curriculum any other requirements of the NJSLS in Comprehensive Health and Physical Education.

The Board of Education must provide two and one-half hours of health, safety, and physical education courses in each school week, or proportionately less when holidays fall within the week. Recess period(s) shall not be used to meet the requirements of N.J.S.A. 18A:35-5, 7, and 8.

In accordance with N.J.S.A. 18A:35-4.31, the Board of Education shall provide a daily recess period of at least twenty minutes for students in grades Kindergarten through five. A recess period is not required on a school day in which the day is substantially shortened due to a delayed opening or early dismissal. The recess period shall be outdoors, if feasible. A student shall not be denied recess for any reason, except as a consequence of a violation of the school district's Code of Student Conduct, including a harassment, intimidation, or bullying (HIB) investigation pursuant to N.J.S.A. 18A:37-13 et seq. Students may not be denied recess more than twice per week for a violation of the Code of Student Conduct or HIB investigation and these students shall be provided restorative justice activities during the recess period. Restorative justice activities mean activities designed to improve the socioemotional and behavioral responses of students through the use of more appropriate and less punitive interventions thereby establishing a more supportive and inclusive school culture. The student's recess period should be scheduled in a manner that does not interfere with the implementation of a student's Individualized Education Program (IEP). School staff may deny recess for a student on the advice of a medical professional, school nurse, or the provisions of a student's IEP and/or 504 Plan.

A copy of the NJSLS for Comprehensive Health and Physical Education and all related curriculum/course guides and instructional material shall be available for public inspection in each school.

~~N.J.S.A. 18A:35-4.31~~

Adopted: December 12, 2011

Revised: June 18, 2018



POLICY

LIVINGSTON BOARD OF EDUCATION

Program
2422/Page PAGE 1 of NUMPAGES 1
HEALTH AND PHYSICAL EDUCATION (M)

Revised: April 29, 2019

Revised: May 18, 2020



date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9 e.(4).

The provisions of N.J.S.A. 18A:7F-9.e.(1) through (4) shall not apply to any employee whose weekly hours of work are reduced, and to whom unemployment benefits are provided, pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq. A contracted service provider, educational services commission, county special services school district, or jointure commission shall notify the district with which it has entered into a contract to provide services of its intent to reduce the hours of work of its employees pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq.

1. Notwithstanding the provisions of N.J.S.A. 18A:7F-9 e.(3), if a contracted service provider reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of work hours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the contracted service provider shall be reduced by the same amount.
2. Notwithstanding the provisions of N.J.S.A. 18A:7F-9 e.(4), if an educational services commission, county special services school district, or jointure commission reduces the amount that it pays to its employees providing services to a school district, and that reduction is the result of a reduction of work hours of those employees made pursuant to a shared work program approved pursuant to the provisions of N.J.S.A. 43:21-20.3 et seq., then the amount paid by the district to the educational services commission, county special services school district, or jointure commission shall be reduced by the same amount.

This Policy may be revised as necessary by the Superintendent in accordance with N.J.S.A. 18A:7F-9. The school district's emergency virtual or remote instruction program shall be available on the school district's website.

N.J.S.A. 18A:7F-9
Adopted:



public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Superintendent shall have the authority to implement the school district's program of virtual or remote instruction. The Superintendent shall consult with the Board prior to such decision, if practicable. The Superintendent shall ensure that students, parents, staff, and the Board are informed promptly of the Superintendent's decision.

Nothing in N.J.S.A. 18A:7F-9 and this Policy shall be construed to limit, supersede or preempt rights, privileges, compensation, remedies, and procedures afforded to public employees or a collective bargaining unit under Federal or State law or any provision of a collective bargaining agreement entered into by the school district.

In the event of the closure of a school or the schools of the district due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure for a period longer than three consecutive school days:

1. District employees shall be entitled to compensation, benefits, and emoluments pursuant to the provisions of N.J.S.A. 18A:7F-9 e.(1) and (2).
2. The district shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider in effect on the date of the closure as if the services for such benefits, compensation, and emoluments had been provided, and as if the school facilities had remained open pursuant to the provisions of N.J.S.A. 18A:7F-9 e.(3).
3. The district shall be obligated to make payments for benefits, compensation, and emoluments and all payments required pursuant to N.J.S.A. 18A:6-51 et seq., to an educational services commission, county special services school district, and a jointure commission, and under any shared services agreement and cooperative contract entered into with any other public entity pursuant to the provisions of N.J.S.A. 18A:7F-9 e.(4).
4. An educational services commission, county special services school district, and a jointure commission shall continue to make payments of benefits, compensation, and emoluments pursuant to the terms of a contract with a contracted service provider or a shared services agreement in effect on the



2425 EMERGENCY VIRTUAL OR REMOTE INSTRUCTION PROGRAM (M)

The Board of Education is committed to providing a high-quality educational program, virtually or remotely, in the event a school or the schools of the district are required to close for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure. The district's virtual or remote program of instruction shall be in accordance with N.J.S.A. 18A:7F-9.

In the event the school district is required to close a school or the schools of the district for more than three consecutive school days due to a declared state of emergency, declared public health emergency, or a directive by the appropriate health agency or officer to institute a public health-related closure, the Commissioner of Education shall allow the district to apply to the 180-day requirement established pursuant to N.J.S.A. 18A:7F-9, one or more days of virtual or remote instruction provided to students on the day or days the schools of the district were closed if the program of virtual or remote instruction meets such criteria as may be established by the Commissioner of Education.

The Superintendent of Schools shall submit, with Board approval, the school district's program of virtual or remote instruction to the Commissioner of Education by no later than October 29, 2021 and annually thereafter.

A day of virtual or remote instruction, if instituted under the district's Commissioner of Education's approved program of virtual or remote instruction, shall be considered the equivalent of a full day of school attendance for the purposes of meeting State and local graduation requirements, the awarding of course credit, and other such matters as determined by the Commissioner of Education.

Any district program of virtual or remote instruction implemented for the general education students shall provide the same educational opportunities to students with disabilities. Special education and related services, including speech language services, counseling services, physical therapy, occupational therapy, and behavioral services, may be delivered to students with disabilities through the use of electronic communication or a virtual or online platform and as required by the student's Individualized Education Program (IEP), to the greatest extent practicable.

In the event the State or local health department determines it is advisable to close or mandates closure of the schools of the district due to a declared state of emergency, declared



SURROGATE PARENTS AND RESOURCE FAMILY PARENTS (M)

2467 SURROGATE PARENTS AND RESOURCE FAMILY PARENTS (M)

Federal and State laws require the Board ensure the rights of a student are protected through the provision of an individual to act as surrogate for the parent and assume all parental rights under N.J.A.C. 6A:14-2.2 when:

1. The parent cannot be identified;
2. The parent cannot be located after reasonable efforts;
3. An agency of the State of New Jersey has guardianship of the student or the student is determined a ward of the State and, if the student is placed with a resource family parent, the resource family parent declines to serve as the student's parent; or
4. The student is an unaccompanied youth as that term is defined in section 725(6) of the McKinney-Vento Homeless Assistance Act (42 USC §11434.(a)6) and N.J.A.C. 6A:17-1.2.

Qualifications and Selection

The district shall make reasonable efforts to appoint a surrogate parent within thirty days of the determination that a surrogate parent is needed for a student. If the district fails to appoint a surrogate parent for a ward of the State, a judge may appoint a surrogate parent if the judge determines a surrogate parent is necessary for such student.

The district shall establish a method for selecting and training surrogate parents.

The person serving as a surrogate parent shall:

1. Have no interest that conflicts with the interest of the student they represent;
2. Possess knowledge and skills that ensure adequate representation of the student;
3. Not be replaced without cause;
4. Be at least eighteen years of age; and,
5. Complete a criminal history review pursuant to N.J.S.A. 18A:6-7.1 if the person serving as the surrogate parent is compensated



SURROGATE PARENTS AND RESOURCE FAMILY PARENTS (M)

The person(s) serving as a surrogate parent may not be an employee of the New Jersey Department of Education, this district, or a public or nonpublic agency that is involved in the education or care of the child.

The Assistant Superintendent shall serve as Surrogate Parent Coordinator and will: determine whether there is a need for a surrogate parent for a student; contact any State agency that is involved with the student to determine whether the State has a surrogate parent appointed for the student; and make reasonable efforts to appoint a surrogate parent for the student within thirty days of determining that there is a need for a surrogate parent for the student.

When a student who is or may be a student with a disability is in the care of a resource family parent, and the resource family parent is not the parent of the student, the district where the resource family parent resides shall contact the student's case manager at the Division of Child Protection and Permanency (DCP&P) in the Department of Children and Families to determine whether the parent retains the right to make educational decisions and determine the whereabouts of the parent.

If the parent retains the right to make educational decisions and the parent's whereabouts are known to the school district, the Superintendent or designee shall obtain all required consent from and provide written notices to the parent.

If the district cannot ascertain the whereabouts of the parent, the resource family parent shall serve as the parent unless that person is unwilling to do so. If there is no resource family parent, or if the resource family parent is unwilling to serve as the student's parent, the Surrogate Parent Coordinator shall consult with the student's case manager at DCP&P to assist in identifying an individual to serve as a surrogate parent, appointing a surrogate parent and obtaining all required consent from, and providing written notices to, the surrogate parent.

Training

N.J.A.C 6A:14-2.2(d) requires the district train surrogate parents so they have the knowledge and skills that ensure adequate representation of the student. The Surrogate Parent Coordinator shall coordinate the training for surrogate parents. The training may include, but not be limited to:

1. Providing the surrogate parent a copy of:



SURROGATE PARENTS AND RESOURCE FAMILY PARENTS (M)

- a. Parental Rights in Special Education booklet;
 - b. N.J.A.C. 6A:14;
 - c. The Special Education Process;
 - d. Administrative Code Training Materials from the Department of Education website; and
 - e. Other relevant materials.
2. Providing the surrogate parent an opportunity to meet with the Surrogate Parent Coordinator to discuss the rights of the surrogate parent and the applicable statutes, administrative codes, and Federal laws. The Surrogate Parent Coordinator shall provide the surrogate parent the opportunity to review and to become familiar with the State and Federal requirements for assessment, individualized educational program development, and parental rights with respect to the referral and placement process, including their rights with respect to seeking a due process hearing if they disagree with the local procedure or decisions;
 3. Providing the surrogate parent adequate time to become familiar with the student and the nature of the student's disability through a review of the student's record;
 4. Providing the surrogate parent an opportunity to confer with the student's case manager to discuss the student; and
 5. Other information and resources to provide the surrogate parent the knowledge and skills to ensure adequate representation of the student.

Rights of the Surrogate Parent

A surrogate parent appointed in accordance with N.J.A.C. 6A:14-2.2 shall assume all parental rights under N.J.A.C. 6A:14.

N.J.A.C. 6A:14-2.2

Adopted: 13 April 2009

Revised: November 26, 2018

Revised:



NONRENEWAL OF NONTENURED SUPPORT STAFF MEMBER

4146 NONRENEWAL OF NONTENURED SUPPORT STAFF MEMBER

The Board will renew the employment contract of a nontenured support staff member only upon the recommendation of the Superintendent and by a recorded roll call majority vote of the full membership of the Board. The Board will not withhold its approval for arbitrary and capricious reasons. A nontenured support staff member who is not recommended for renewal by the Superintendent is deemed nonrenewed.

When the nontenured support staff member's performance does not meet the standards of the **school** district, the Superintendent shall recommend not to renew the **nontenured** support staff member's contract. Prior to notifying the nontenured support staff member of the nonrenewal, the Superintendent will notify the Board of the recommendation not to renew the support staff member's contract and the reasons for the recommendation. The Superintendent may notify the Board in a written notice or in executive session at a full Board meeting. In the event the Board is notified in executive session, the Superintendent will comply with the requirements of the Open Public Meetings Act and provide reasonable notice to the nontenured support staff member their employment will be discussed in executive session in order for the **nontenured** support staff member to exercise their statutory right to request a public discussion.

The Superintendent shall **provide written notification to** ~~notify~~ each nontenured support staff member to whom reemployment will not be offered ~~in writing~~, in accordance with the terms of any applicable collective bargaining agreement, individual contract, or any other agreement between the parties. Paraprofessionals continuously employed since the preceding September 30 as a school aide or classroom aide in a school district that receives funding under Title I of the Federal Elementary and Secondary Education Act of 1965 shall be notified of renewal or nonrenewal on or before May 15 in each year in accordance with the provisions of N.J.S.A. 18A:27-10.2.

~~Any nontenured support staff member receiving notice that a contract for the succeeding year will not be offered, may within fifteen calendar days, request in writing a statement of the reasons for such nonemployment which shall be whose contract is not renewed shall have the right to a written statement of reasons for nonrenewal, provided the request for the statement of reasons is made within fifteen days of the Superintendent's written notification of nonrenewal to the support staff member. The statement of reasons shall be provided~~ **given to the** nontenured support staff member **in writing** within thirty **calendar** days after the receipt of **such** ~~the~~ request.



NONRENEWAL OF NONTENURED SUPPORT STAFF MEMBER

Whenever a nontenured support staff member has requested in writing and received a written statement of reasons for non-reemployment pursuant to N.J.S.A. 18A:27-3.2, the nontenured support staff member may request in writing an informal appearance before the Board. The written request shall be submitted to the Board within ten calendar days of the nontenured support staff member's receipt of the Board's statement of reasons. The informal appearance shall be scheduled within thirty calendar days from the nontenured support staff member's receipt of the Board's statement of reasons. ~~reemployment, the nontenured support staff member shall have the right to an informal appearance before the Board to permit the support staff member an opportunity to convince the members of the Board to offer reemployment, provided that a request for such an appearance is received within ten days after the support staff member receives the statement of reasons provided by the Superintendent. The informal appearance before the Board shall be held in accordance with the provisions of N.J.A.C. 6A:10-8.1.~~

The Board is not required to offer reemployment or vote on reemployment after an informal appearance with a nontenured support staff member who was not recommended for reemployment by the Superintendent. The Board may, with a majority vote of its full membership in public session and without the recommendation of the Superintendent, offer the nontenured support staff member reemployment after the informal appearance before the Board. The support staff member will be notified of the Board's final determination within three days following the informal appearance before the Board.

This Policy does not apply to the contract renewal of the Treasurer of School Moneys, Board Auditor, Board Attorney or Board Secretary, except a Board Secretary who performs business administration functions.

N.J.S.A. 18A:27-3.2; 18A:27-4.1.; 18A:27-10.2

N.J.A.C. 6A:10-9.1

ADOPTED: 09 October 2006

REVISED: 27 January 2014



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

6471 SCHOOL DISTRICT TRAVEL (M)



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

The Board of Education shall ensure the effective and efficient use of funds by adopting and implementing policies and procedures that are in accordance with N.J.S.A. 18A:11-12 and State of New Jersey Department of the Treasury, Office of Management and Budget (NJOMB) Circulars 08-19-OMB and 06-14-OMB (OMB Circulars) and any superseding circulars pertaining to travel, meals, events and entertainment, and the additional requirements set forth in N.J.A.C. 6A:23A-7. If any superseding circulars of the Office of Management and Budget conflict with the provisions of N.J.A.C. 6A:23A-7, the provisions of the superseding circulars shall govern.

A. Definitions

1. For the purposes of this Policy, "travel expenditures" means those costs paid by the school district using local, State, or Federal funds, whether directly by the school district or by employee reimbursement, for travel by school district employees and district Board of Education members, to the following five types of travel events:
 - a. Training and seminars - means all regularly scheduled, formal residential or non-residential training functions conducted at a hotel, motel, convention center, residential facility, or at any educational institution or facility;



- b. Conventions and conferences - means general programs, sponsored by professional associations on a regular basis, which address subjects of particular interest to a school district or are convened to conduct association business. The primary purpose of employee attendance at conferences and conventions is the development of new skills and knowledge or the reinforcement of those skills and knowledge in a particular field related to school district operations. These are distinct from formal staff training and seminars, although some training may take place at such events;
- c. School district sponsored events - means conferences, conventions, receptions, or special meetings where the school district plans, develops, implements, and coordinates the event and is the event's primary financial backer. School district employees are actively involved in working the event and other employees may attend as participants;
- d. Regular school district business - means all regular official business travel, including attendance at meetings, conferences, and any other gatherings which are not covered by the definitions included in a., b., and c. above. Regular school district business travel also includes attendance at regularly scheduled in-State county meetings and Department of Education sponsored or association sponsored events provided free of charge and regularly scheduled in-State professional development activities with a registration fee that does not exceed \$150 per employee or Board member. Beginning in 2009-2010 the \$150 limit per employee or Board member may be adjusted by inflation; and
- e. Retreats - means meetings with school district employees and school Board members, at which organizational goals and objectives are discussed.

B. School District Travel Expenses

1. Any sections in either the State or Federal Circulars that conflict with New Jersey school law (N.J.S.A. 18A:1-1 et seq.) shall not be included in this Policy nor authorized under N.J.A.C. 6A:23A-7.1 et seq. This includes,



but is not limited to, the authority to issue travel charge cards as allowed under the State Circular, but not authorized for school districts under New Jersey school law.

2. School district travel expenditures shall include, but are not limited to, all costs for transportation, meals, lodging, and registration or conference fees directly related to participation in the event.
3. School district travel expenditures in accordance with this Policy and N.J.A.C. 6A:23-7.1 et seq. shall include costs for all required training and all travel authorized in school district employee contracts and school Board policies. This includes, but is not limited to, required professional development, other staff training and required training for Board members, and attendance at specific conferences authorized in existing employee contracts, provided that such travel meets the requirements of N.J.A.C. 6A:23-7.1 et seq.
4. All such expenditures are subject to the requirements of N.J.A.C. 6A:23-7.1 et seq., including but not limited to, inclusion in the annual travel limit, prior Board approval, separate tracking, and per diem reimbursements.

C. School District Travel Requirements

1. All travel by Board of Education employees and Board members must be educationally necessary and fiscally prudent and all school district travel expenditures shall be:
 - a. Directly related to and within the scope of the employee's or Board member's current responsibilities and, for school district employees, the school district's professional development plan, the school building professional development plan, and an employee's individual professional development plan;
 - b. For travel that is critical to the instructional needs of the school district or furthers the efficient operation of the school district; and



- c. In compliance with State travel payment guidelines as established by the Department of the Treasury and with guidelines established by the Federal Office of Management and Budget; except those guidelines that conflict with the provisions of Title 18A of the New Jersey Statutes shall not be applicable, including, but not limited to, the authority to issue travel charge cards. The Board specifies in this Policy the applicable restrictions and requirements set forth in the State and Federal guidelines including, but not limited to, types of travel, methods of transportation, mileage allowance, subsistence allowance, and submission of supporting documentation including receipts, checks, or vouchers.
2. Reimbursement for all in-State and out-of-State travel shall be made pursuant to N.J.S.A. 18A:11-12. In accordance with the provisions of N.J.A.C. 6A:23A-5.9:
 - a. Out-of-State travel events shall be limited to the fewest number of Board members or affected employees needed to acquire and present the content offered to all Board members or staff, as applicable, at the conclusion of the event. Where the event is sponsored by a New Jersey-based organization and targeted to employees and/or Board members of New Jersey school districts, reimbursement for lodging may be permitted only where the sponsoring organization obtains a waiver pursuant to the provisions of N.J.A.C. 6A:23A-7.11. Where the event is national or regional in scope and targeted to school district employees and/or Board members from multiple States, reimbursement for lodging may only be provided if the event occurs on two or more consecutive days and where home to event commute exceeds fifty miles.
 - b. Where a travel event has a total cost that exceeds \$5,000, regardless of the number of attendees, or where more than five individuals from the district are to attend a travel event out-of-State, the school district shall obtain the prior written approval of the Executive County Superintendent. The Executive County Superintendent shall promptly review the request and render a decision within ten working days.



- c. For all employee and Board member travel events out of the country, regardless of cost or number of attendees, the school district shall obtain the prior written approval of the Executive County Superintendent. Such requests must be supported by detailed justification. The Executive County Superintendent shall promptly review the request and render a decision within ten working days. It is expected that approvals will be rare.

D. Travel Reimbursements

1. Travel reimbursements will be paid only upon compliance with all provisions of N.J.A.C. 6A:23A-7 and the Board's procedures and approval requirements. The Board will not ratify or approve payments or reimbursements for travel after completion of the travel event, except as provided at N.J.A.C. 6A:23A-7.4(d).

E. Board Member Voting On School District Travel

1. A Board member shall recuse him/herself from voting on travel if the Board member, a member of his/her immediate family, or a business organization in which he/she has an interest, has a direct or indirect financial involvement that may reasonably be expected to impair his/her objectivity or independence of judgment.
2. A Board member shall not act in his/her official capacity in any matter in which he/she or a member of his/her immediate family has a personal involvement that is or creates some benefit to the school official or member of his/her immediate family; or undertake any employment or service, whether compensated or not, which may reasonably be expected to prejudice his/her independence of judgment in the execution of his/her official duties.

F. Maximum Travel Budget

1. Annually in the prebudget year, the Board shall establish by Board resolution, a maximum travel expenditure amount for the budget year which the school district shall not exceed. The Board resolution shall also



include the maximum amount established for the prebudget year and the amount spent to date.

- a. The maximum school district travel expenditure amount shall include all travel supported by local and State funds.
 - b. The Board may elect to exclude travel expenditures supported by Federal funds from the maximum travel expenditure amount. If Federal funds are excluded from the established maximum amount, the Board shall include in the resolution the total amount of travel supported by Federal funds from the prior year, prebudget year, and projected for the budget year.
 - c. Exclusion of Federal funds from the annual maximum travel budget does not exempt such travel from the requirements applicable to State and local funds.
2. The Board of Education, pursuant to the provisions of N.J.A.C. 6A:23A-7.3(b), authorizes an annual maximum amount per employee not to exceed \$1,500 for regular business travel only for which prior Board approval is not required.
- a. The annual maximum shall not exceed \$1,500 and shall be subject to the approval requirements in N.J.S.A. 18A:19-1.
 - b. Regular school district business travel as defined in N.J.A.C. 6A:23A-1.2 includes attendance at regularly scheduled in-State county meetings and Department of Education sponsored or association sponsored events free of charge. It also includes regularly scheduled in-State professional development activities for which the registration fee does not exceed \$150 per employee or Board member.
 - c. Regular school district business travel as authorized in this Policy requires approval of the Superintendent prior to obligating the district to pay related expenses and prior to attendance at the travel event.



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- (1) The Superintendent shall designate an alternate approval authority to approve travel requests in his/her absence when necessary to obtain timely Board approval.
- (2) Regulation 6471 provides the procedures for the internal levels of approval required prior to Superintendent or designee approval of the travel event, as applicable.

G. Travel Approval Procedures

1. All travel requests for employees of the district shall be approved in writing by the Superintendent of Schools and approved by a majority of the full voting membership of the Board, except where the Board has excluded regular business travel from prior approval pursuant to the provisions of N.J.A.C. 6A:23A-7.3(b), prior to obligating the school district to pay related expenses and prior to attendance at the travel event.
 - a. The Superintendent shall designate an alternate approval authority to approve travel requests in his/her absence when necessary to obtain timely Board approval.
 - b. Regulation 6471 provides the procedures for the internal levels of approval required prior to the Superintendent's or designee's approval of the travel event, as applicable.
2. All travel requests for Board members shall require prior approval by a majority of the full voting membership of the Board, except where the Board has excluded regular business travel from prior approval pursuant to the provisions of N.J.A.C. 6A:23A-7.3(b), and the travel shall be in compliance with N.J.S.A. 18A:12-24 and N.J.S.A. 18A:12-24.1.
3. The Board may approve, at any time prior to the event, travel for multiple months as long as the Board approval, as detailed in Board minutes, itemizes the approval by event, total cost, and number of employees and Board members attending the event. General or blanket pre-approval is not authorized.



4. Where occasional unforeseen emergent situations arise wherein a travel request cannot obtain prior approval of the Board, justification shall be included in the text of the travel request. Such requests shall require prior written approval of the Superintendent or designee and the Executive County Superintendent or designee.

The Board shall ratify the request at its next regularly scheduled meeting. Travel to conferences, conventions, and symposiums are not considered to be emergencies and shall not be approved after the fact.

H. Required Documentation for Travel

1. Neither the Superintendent or designee, nor the Board shall approve a travel request unless the written request for travel includes the following information:
 - a. Name and dates of event;
 - b. A list of Board members and/or employees to attend either by name or title;
 - c. Justification of the importance of these individuals attending the event;
 - d. Estimated cost associated with travel (if lodging is shared with others, the fact must be stated);
 - e. Copy of agenda or itinerary for travel and subsequent schedule of events;
 - f. A brief statement that includes the primary purpose for the travel and the key issues that will be addressed at the event and their relevance to improving instruction or the operation of the school district;
 - g. For training events, whether the training is needed for a certification required for continued employment, continuing education requirements, requirements of Federal or State law, or



other purpose related to the programs and services currently being delivered or soon to be implemented in the school district, or related to school district operations;

- h. Account number and funding source – Federal, State, private, or local; and
 - i. In the case of annual events, total attendance and cost for the previous year.
- 2. Detailed documentation shall be maintained on file in the school district which demonstrates compliance with the Board's travel policy, including travel approvals, reports, and receipts for all school district funded expenditures, as appropriate.

I. Accounting for School District Travel

- 1. The School Business Administrator/Board Secretary or designee shall prepare itemized travel budgets by function and object of expense for each cost center, department or location maintained in the school district's accounting system, as applicable, as part of the preparation of and documentation for the annual school district budget:
 - a. The aggregate amount of all travel budgets shall not exceed the Board approved maximum travel expenditure amount for the budget year as required by N.J.A.C. 6A:23A-7.3.
- 2. The School Business Administrator/Board Secretary shall maintain separate accounting for school district travel expenditures as necessary to ensure compliance with the school district's maximum travel expenditure amount. This may include, but need not be limited to, a separate or offline accounting of such expenditures or expanding the school district's accounting system. The tracking system shall be sufficient to demonstrate compliance with the Board's policy and N.J.A.C. 6A:23-7, and shall be in a detailed format suitable for audit.
- 3. The School Business Administrator/Board Secretary or designee, shall review and approve all requests for travel expenditure reimbursement



submitted for expenses incurred in the course of school district business as to cost and support documentation required by N.J.A.C. 6A:23A-7:

a. The School Business Administrator/Board Secretary shall not approve or issue payment of travel expenditures or reimbursement requests until all required documentation and information has been submitted to support the payment and shall not approve any travel expenditure that when added to already approved travel expenditures would exceed the Board approved maximum travel expenditure amount for the budget year.

4. The School Business Administrator/Board Secretary shall be responsible for the adequacy of documentation of transactions processed by their staff and the retention of that documentation to permit audits of their records.

5. An employee of the Board, a Board member, or organization, shall not receive payment, either partial or full, for travel and travel-related expenses in advance of the travel pursuant to N.J.S.A. 18A:19-1 et seq. The payment of travel and travel-related expenses shall be made personally by a school district employee or Board member and reimbursed at the conclusion of the travel event. This applies to travel-related purchases for which a purchase order is not applicable. This provision does not preclude the district from paying the vendor directly with the proper use of a purchase order (e.g., for registration, airline tickets, hotel).

J. Sanctions for Violations of Travel Requirements

1. Any Board of Education that violates its established maximum travel expenditure as set forth in N.J.A.C. 6A:23A-7.3, or that otherwise is not in compliance with the travel limitations set forth in N.J.A.C. 6A:23A-7 may be subject to sanctions by the Commissioner as authorized pursuant to N.J.S.A. 18A:4-23 and N.J.S.A. 18A:4-24, including reduction of State aid in an amount equal to any excess expenditure pursuant to N.J.S.A. 18A:11-12 and N.J.S.A. 18A:7F-60.

2. A person who approves any travel request or reimbursement in violation of N.J.A.C. 6A:23A-7 shall be required to reimburse the school district in



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

an amount equal to three times the cost associated with attending the event pursuant to N.J.S.A. 18A:11-12:

- a. As required in N.J.A.C. 6A:23A-7.7(b)(1) the Board designates the Superintendent of Schools and the School Business Administrator/Board Secretary as the person(s) with the final approval authority for travel and therefore shall be subject to this penalty.
3. An employee or Board member who violates the school district's travel policy or these rules shall be required to reimburse the school district in an amount equal to three times the cost associated with attending the event pursuant to N.J.S.A. 18A:11-12.
4. In the event it is determined a violation of the provisions of N.J.A.C. 6A:23A-7 has occurred after Board payment has been made, the Superintendent of Schools shall be responsible to ensure the sanctions as outlined in N.J.A.C. 6A:23A-7.7 are imposed. If a violation is determined prior to payment or reimbursement of the travel event, no consequences as outlined in N.J.A.C. 6A:23A-7.7 shall be imposed; however, the Superintendent may impose disciplinary action as necessary.
5. The annual audit conducted pursuant to N.J.S.A. 18A:23-1 shall include test procedures to ensure compliance with this Policy and travel limitations set forth in N.J.A.C. 6A:23A-7 and N.J.S.A. 18A:11-12.

K. Prohibited Travel Reimbursements

1. The following types of expenditures are not eligible for reimbursement:
 - a. Subsistence reimbursement for one-day trips, except for meals expressly authorized by and in accordance with the provisions of N.J.A.C. 6A:23A-7.12;
 - b. Subsistence reimbursement for overnight travel within the State, except where authorized by the Commissioner in accordance with the procedures set forth in N.J.A.C. 6A:23A-7.11;



- c. Travel by Board members or employees whose duties are unrelated to the purpose of the travel event or who are not required to attend to meet continuing education requirements or to comply with law or regulation;
- d. Travel by spouses, civil union partners, domestic partners, immediate family members, and other relatives;
- e. Costs for employee attendance for coordinating other attendees' accommodations at the travel event;
- f. Lunch or refreshments for training sessions and retreats held within the school district including in-service days and for employee participants traveling from other locations within the school district;
- g. Training to maintain a certification that is not required as a condition of employment (example: CPE credits to maintain a CPA license if the employee is not required to be a CPA for continued school district employment);
- h. Charges for laundry, valet service, or entertainment;
- i. Limousine services and chauffeuring costs to or during the event;
- j. Car rentals, either utilized for airport transportation or transportation at a conference, convention, etc., unless absolutely necessary for the conduct of school district business. Justification must accompany any request for car rentals. If approved, the most economical scheduling of car rental is to be used, including the use of subcompacts, discounted, and special rates.

An example of the justified use of car rental is when an employee is out of State, making inspections at various locations, and the use of public transportation is impracticable. When car rental is authorized, the employee shall not be issued an advance payment for the anticipated expense associated with the rental;



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- k. Alcoholic beverages;
- l. Entertainment costs including amusement, diversion, and social activities and any costs directly associated with such costs (such as tickets to shows or sports events, meals, lodging, rentals, transportation, and gratuities);
- m. Gratuities or tips in excess of those permitted by Federal per diem rates;
- n. Reverse telephone charges or third party calls;
- o. Hospitality rooms;
- p. Souvenirs, memorabilia, promotional items, or gifts;
- q. Air fare without documentation of quotes from at least three airlines and/or online services; and
- r. Other travel expenditures that are unnecessary and/or excessive.

L. Travel Methods

- 1. For the purposes of this Policy, "transportation" means necessary official travel on railroads, airlines, shuttles, buses, taxicabs, school district-owned or leased vehicles, and personal vehicles.
- 2. The purchase or payment of related transportation expenses shall be made by purchase order or personally by a school district employee or Board member and reimbursed at the conclusion of the travel event. An actual invoice or receipt for each purchase or expense shall be submitted with a claim for reimbursement.
- 3. Pursuant to OMB Circulars, the following travel methods requirements apply:



- a. Air and rail tickets shall be purchased via the Internet, if possible, using airline or online travel services such as Travelocity, Expedia, or Hotwire;
- b. Air travel shall only be authorized when determined that it is necessary and advantageous to conduct school district business:
 - (1) The most economical air travel should be used, including the use of discounted and special rates;
 - (2) The following options should be considered when booking tickets:
 - (a) Connecting versus nonstop flights;
 - (b) Departing earlier or later compared to the preferred departure time;
 - (c) Utilizing alternative airports within a city, i.e. Chicago, Illinois – Midway Airport versus O'Hare Airport;
 - (d) Utilizing alternative cities, i.e. Newark versus Philadelphia;
 - (e) Utilizing "low cost" airlines; and
 - (f) Exploring alternate arrival and/or departure days.
 - (3) No employee or Board member can earn benefits as a result of school district funded travel. Employees and Board members are prohibited from receiving "Frequent Flyer" benefits accruing from school district funded travel;
 - (4) Airfare other than economy (i.e., Business or First Class) shall not be fully reimbursed by the school district except when travel in such classes:



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- (a) Is less expensive than economy;
 - (b) Avoids circuitous routings or excessive flight duration; or
 - (c) Would result in overall transportation cost savings.
- (5) All airfare other than economy and not covered by the above exceptions purchased by an employee or Board member shall only be reimbursed at the economy rate for the approved destination;
 - (6) Cost estimates on travel requests and associated authorizations shall be consistent with current airline tariffs, with consideration of available special fares or discounts, for the requested destination;
 - (7) Airline tickets shall not be booked until all necessary approvals have been obtained;
 - (8) Justification shall be required when actions by a traveler result in additional expenses over and above the authorized travel request. Sufficient justification shall be considered only for factors outside the control of the purchaser. Additional expenses without sufficient justification shall not be reimbursed; and
 - (9) Justification shall accompany requests for airline ticket reimbursement when purchased by employees or Board members contrary to the above regulations. Sufficient justification shall be considered only for factors outside the control of the purchaser. Noncompliant purchases without sufficient justification shall not be reimbursed. Reimbursement of purchases with sufficient justification shall be otherwise permitted and reimbursed in accordance with the above procedures.



- c. Rail travel shall only be authorized when determined that it is necessary and advantageous to conduct school district business:
 - (1) The most economical scheduling of rail travel shall be utilized, including excursion and government discounts, whenever applicable;
 - (2) When one employee or Board member is traveling within the Northeast Corridor, NJ Transit shall be used as the rail option. Use of Amtrak will not be authorized unless it is the only means of travel available;
 - (3) The use of high speed rail services, such as Acela, shall not be authorized;
 - (4) When two or more employees and/or Board members are traveling to the same event in the Northeast Corridor (between Boston, MA and Washington, DC), rail travel shall not be authorized. In those cases, the travelers must use a school district vehicle or, if not available, a personally-owned vehicle must be used; and
 - (5) All rail travel, including rail travel in the Northeast Corridor must be processed in the same manner as prescribed for air travel above.
- d. Use of a school district-owned or leased vehicle shall be the first means of ground transportation. Use of a personally-owned vehicle on a mileage basis shall not be permitted for official business where a school district-owned or leased vehicle is available:
 - (1) Mileage allowance in lieu of actual expenses of transportation shall be allowed at the rate authorized by the annual State Appropriations Act, or a lesser rate at the Board's discretion for an employee or Board member traveling by his/her personally-owned vehicle on official business:



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- (a) In accordance with the OMB circular, if any condition in an existing negotiated contract is in conflict with the circular, such as the mileage reimbursement rate, the provision of the contract will prevail;
- (b) Parking and toll charges shall be allowed in addition to mileage allowance;
- (c) Reimbursement for travel to points outside the State by automobile shall be permitted when such arrangements prove to be more efficient and economical than other means of public transportation;
- (d) In determining the relative costs of private and public transportation, all associated costs (i.e., tolls, taxicabs, airport, or station transfers, etc.) shall be considered;
- (e) All employees and Board members using privately-owned vehicles in the performance of their duties for the school district shall present a New Jersey Insurance Identification Card indicating that insurance coverage is in full force and effect with companies approved by the State Department of Banking and Insurance. The card shall be made available to the Superintendent or designee before authorization to use privately-owned vehicles;
- (f) Employees and Board members who are out-of-State residents must provide appropriate insurance identification in lieu of the New Jersey Insurance Identification Card;
- (g) School district-owned or leased vehicles shall be utilized in accordance with N.J.A.C. 6A:23A-6.12;



- (h) Necessary taxicab charges are permitted. However, travel to and from airports, downtown areas, and between hotel and event site shall be confined to regularly scheduled shuttle service, whenever such service is complimentary or is less costly. If shuttle service is not available, taxicabs may be used; and
- (i) Cruises are not permitted for travel events or transportation.

M. Routing of Travel

- 1. Pursuant to OMB Circulars:
 - a. All travel shall be by the most direct, economical, and usually-traveled route. Travel by other routes as a result of official necessity shall only be eligible for payment or reimbursement if satisfactorily established in advance of such travel.
 - b. In any case where a person travels by indirect route for personal convenience, the extra expense shall be borne by the individual.
 - c. Reimbursement for expenses shall be based only on charges that do not exceed what would have been incurred by using the most direct, economical, and usually traveled route.

N. Subsistence Allowance – Overnight Travel

- 1. Pursuant to the OMB Circulars, one-day trips that do not involve overnight lodging shall not be eligible for subsistence reimbursement, except for meals expressly authorized by and in accordance with the provisions of N.J.A.C. 6A:23A-7.12.
- 2. Pursuant to the OMB Circulars, generally, overnight travel shall not be eligible for subsistence reimbursement if travel is within the State. Overnight travel is permitted if such travel is authorized pursuant to N.J.A.C. 6A:23A-7.11(c), or is a required component of a grant, donation,



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

or other funding agreement with the district. The specific required overnight in-State travel event must be detailed in the approved grant, donation, or other fund acceptance agreement along with the number of employee(s), Board member(s), and total cost. All reimbursements are subject to these rules unless the funding acceptance agreement specifies otherwise.

3. The Commissioner is authorized to grant waivers for overnight travel for school Board members and school district employees to attend in-State conferences in accordance with N.J.A.C. 6A:23A-7.11(c). If a waiver is granted by the Commissioner, it shall permit reimbursement for travel expenses for only those individuals whose home to the convention commute exceeds fifty miles.
4. Overnight travel within the State shall not be eligible for subsistence reimbursement if travel is on the day prior to the start of the conference. Reimbursement shall be prohibited for lodging prior to check-in time for the first day of the event or after check-out time on the last day of the event.
5. The United States General Services Administration publishes a schedule of Federal per diem rates in the Federal Register for approved overnight travel by the event location. The latest Federal per diem rates schedule for lodging, meals, and incidental expenses by location can be found at www.gsa.gov. The following restrictions apply to allowable per diem reimbursements.
 - a. Allowable per diem reimbursement for lodging, meals, and incidentals shall be actual reasonable costs, not to exceed the Federal per diem rates for the event location. Registration and conference fees are not subject to the Federal per diem rate caps. If the event location is not listed, the maximum per diem allowance shall be \$31 for meal/incidental expenses and \$60 for lodging, or amounts listed in any superseding NJOMB circular.
 - b. Pursuant to N.J.S.A. 18A:11-12(o), reimbursement for lodging expenses for overnight travel, out-of-State or in-State as authorized by the Commissioner, may exceed the Federal per diem rates if the



hotel is the site of the convention, conference, seminar or meeting, and the going rate of the hotel is in excess of Federal per diem rates.

- (1) If the hotel at the site of the current travel event is not available, lodging may be paid for similar accommodations at a rate not to exceed the hotel rate at the site of the current event.
 - (2) If there is no hotel at the site of the current travel event (e.g. Atlantic City Convention Center), then reimbursement for lodging shall not exceed the Federal per diem rate.
- c. If the meal is not part of a one-sum fee for a travel event, reimbursement may be approved for the full cost of an official convention meal that the employee or Board member attends, when such meal is scheduled as an integral part of the convention or conference proceedings.
- (1) Receipts shall be submitted in order to obtain reimbursement in such situations. The amount of the Federal per diem rate for the corresponding meal shall be deducted from that day's subsistence allowance.
- d. The allowance for a meal or meals, or incidentals shall not be eligible for reimbursement when included and paid in the registration fee, the cost of lodging or transportation charge.
- e. Receipts shall be required for all hotel and incidental expenses. Meal expenses under the Federal per diem allowance limits do not require receipts pursuant to N.J.S.A. 18A:11-12.o(3).
- f. In any case in which the total per diem reimbursement is greater than the Federal per diem rates, the costs shall be considered excessive in the absence of substantial justification accompanying the travel voucher submitted by the employee or Board member. In such cases, receipts shall be submitted for all costs including meals.



- g. Employees and Board members shall patronize hotels and motels that offer special rates to government employees unless alternative lodging offers greater cost benefits or is more advantageous to the conduct of school district business.
 - h. Actual subsistence expenses shall not be reimbursable if paid by the traveler to a member of his/her family, to another school district employee, or to a member of the family of another school district employee.
 - O. Meal Allowance – Special Conditions – And Allowable Incidental Travel Expenditures
 - 1. Meals for in-State travel shall not be eligible for reimbursement except as expressly authorized within N.J.A.C. 6A:23A-7.
 - 2. Meals during one-day, out-of-State trips required for school business purposes may be authorized for breakfast, lunch, and/or dinner in an amount permitted by NJOMB. The Commissioner shall post the most current rates on the Department of Education website for reference.
 - 3. Lunch for training sessions and retreats may be authorized for an amount up to \$7 per person only when it is necessary that employees or Board members remain at a site other than their school district and there are no viable options for lunch at the off-site location.
 - a. If lunch is included in a one-sum registration fee for the training session, the full amount is eligible for reimbursement if reasonable.
 - b. Refreshments for breaks may also be provided at training sessions and retreats held at a site other than the school district. Providing lunch for staff meetings and in-service days or for staff that come from other parts of the school district shall not be permitted (See N.J.A.C. 6A:23A-7.12(d)).



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- c. In accordance with N.J.S.A. 18A:11-12a(1)(d), employee and Board member retreats shall be held onsite unless there is no school district site available.
4. Subsistence expenses for an employee or Board member shall not be allowed at the school district or within a radius of ten miles thereof, except for meals expressly authorized by and in accordance with the provisions of Section O of this Policy and N.J.A.C. 6A:23A-7.12. Non-allowed expenses include, but are not limited to, meals and refreshments for staff meetings and in-service days.
5. Reimbursement may be approved for the cost of an official luncheon or dinner, up to \$7 and \$10, respectively, that an employee or Board member is authorized to attend, where such a meal is scheduled as an integral part of an official proceeding or program related to school district business and the employee's responsibilities.
 - a. School district business above refers to the management operations of the district and does not refer to activities that benefit pupils and are part of the instructional program. Pursuant to N.J.A.C. 6A:23A-5.8(b)(4), all reasonable expenditures related to district employees that are essential to the conduct of a pupil activity are permitted.
6. Regular meetings, special meetings, and work sessions of the Board of Education shall be limited to light meals and refreshments for all Board members.
 - a. The meals may be served to employees who are required to attend the event and where it is impractical for the employee to commute to and from his or her residence between the end of the work day and the beginning of the event, or where the employee is required to remain at the school district to prepare for the event.
 - b. The school district shall acquire the light meals and refreshments by the solicitation of quotes if required pursuant to N.J.S.A. 18A:18A-1 et seq.



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- c. Where the school district's food service program can prepare comparable meals at a lower cost, the food service program shall be used.
 - d. The average cost per meal shall not exceed \$10.
 - e. The school district shall purchase or prepare foods that are sufficient to provide each Board member, dignitary, non-employee speaker, or allowable staff member one meal. Meals should be carefully ordered to avoid left-over food. Unintended left-over food should be donated to a charitable shelter or similar facility, if at all possible.
- 7. Allowable incidental travel expenses are defined as those that are essential to transacting official business.
 - a. Charges for telephone calls on official business may be allowed. The voucher must show the dates on which such calls were made, the points between which each call was made and the cost per call.
 - b. Employees and Board members using their personally-owned telephone for business may request reimbursement, less Federal Communications Tax. Calls for business are tax exempt and the telephone company will make allowances for the tax if the employee or Board member certifies to the telephone company when paying bills for personally-owned phones that said calls were business calls.
 - c. Incidental expenses, when necessarily incurred by the traveler in connection with the transaction of official business, may be submitted for reimbursement only when the necessity and nature of the expense are clearly and fully explained on the travel voucher and the voucher is approved. Travel vouchers shall be supported by receipts showing the quantity and unit price.

P. Records and Supporting Documentation



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances
6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

1. All persons authorized to travel on business must keep a memorandum of expenditures chargeable to the school district, noting each item at the time the expense is incurred, together with the date incurred.
2. The travel voucher shall be completed by the employee or Board member to document the details of the travel event. The travel voucher must be signed by the employee or Board member to certify to the validity of the charges for which reimbursement is sought. The form must also bear the signatures of approval officials for processing.
3. Sufficient documentation shall be maintained centrally by the school district to support payment and approval of the travel voucher.
4. Each person authorized to travel shall submit a brief report that includes the primary purpose for the travel, the key issues addressed at the event and their relevance to improving instruction or the operations of the school district. This report shall be submitted prior to receiving reimbursement.
5. Documentation for requests for travel reimbursement shall show:
 - a. The dates and individual points of travel, number of miles traveled between such points, and kind of conveyance used;
 - b. If the distance traveled between any given points is greater than the usual route between these points, the reason for the greater distance must be stated;
 - c. The hours of the normal work day and actual hours worked must be shown when requesting meal reimbursement for non-overnight travel;
 - d. Original receipts shall be required for all reimbursable expenses, except for meals that qualify for per diem allowances and for parking meters;
 - e. Actual vendor receipts for personal credit card charges shall be attached to reimbursement requests. Credit card statements shall not be accepted as documentation of expenses;



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

- f. Personal charges on a hotel bill shall be deducted and shown on the bill;
 - g. When lodging is shared jointly, the fact must be stated on the travel voucher;
 - h. Where travel is not by the most economical, usually-traveled route, the employee or Board member reimbursement request shall set forth the details of the route, the expenses actually incurred, the hour of departure, the hour of arrival, and an explanation for the use of costlier travel arrangements;
 - i. When travel is authorized in the employee's or Board member's own automobile on a mileage basis, the points between which travel was made and the distance traveled between each place must be shown. A statement as to ownership of the auto or other conveyance used, as well as a certification that liability insurance is in effect, must be documented;
 - j. Reimbursement requests must be supported by other receipts as required;
 - k. The voucher shall be itemized; and
 - l. Reimbursement requests shall be rendered monthly when in excess of \$25. Travel for a single travel event must be reported as soon as possible after the trip.
- 6. All outstanding travel vouchers for the school year ending June 30 shall be submitted as soon as possible after June 30 regardless of amount, notwithstanding N.J.A.C. 6A:23A-7.13(e)(12).
 - 7. Travel mileage reimbursement requests of the just completed school year, that are not submitted by July 30 or the date approved by the district for the closing of books, whichever is earlier, for the just completed school year shall not be approved or paid.



POLICY

LIVINGSTON BOARD OF EDUCATION

Finances

6471/Page PAGE 1 of NUMPAGES 1
SCHOOL DISTRICT TRAVEL (M)

N.J.S.A. 18A:11-12 et seq.
N.J.A.C. 6A:23A-5.9; 6A:23A-7 et seq.

Adopted: 27 April 2009
Revised: 17 October 2011



REGULATION

LIVINGSTON
FINANCES
BOARD OF EDUCATION
R 647.1 Page 1 of 1 NUMBERS
SCHOOL DISTRICT TRAVEL PROCEDURES (M)



REGULATION

A. Approval of Travel Expense Reimbursement

The following procedure shall be implemented for all Board of Education staff members and Board members seeking to receive travel expense reimbursement in accordance with the provisions of N.J.A.C. 6A:23A-7 and Policy 6471:

1. All requests for travel must be submitted to the Superintendent of Schools or designee prior to the requested travel date(s) within the timeframe established by the Superintendent for the request to be considered and for submission of the request to the Board for Board approval.
2. The Superintendent may require travel requests be submitted to a Principal, the School Business Administrator/Board Secretary, and/or the staff member's immediate supervisor for preliminary approval before considering such request for submission to the Board.
3. A travel request will not be approved unless it includes the following information:
 - a. Name and dates of event;
 - b. A list of Board members and/or employees to attend either by name or title;
 - c. Estimated cost associated with travel;
 - d. A justification and brief statement that includes the primary purpose for the travel and the key issues that will be addressed at the event



REGULATION

and their relevance to improving instruction or the operation of the school district. For training events, whether the training is required for continued employment, continuing education requirements, requirements for State law, or other purpose related to the programs or services currently being delivered or soon to be implemented in the school district, or related to district operations;

- e. Account number and funding source – Federal, State, private or local;
 - f. In the case of annual events, total attendance, and cost for previous year.
4. The Superintendent of Schools shall review and may approve or deny each request for travel submitted by a school staff member. The Superintendent's signature designating approval is required on each request from school staff members for travel expenses prior to submission to the Board for approval.
- a. The School Business Administrator/Board Secretary shall review all requests for school staff member travel either before or after the Superintendent's approval and prior to submission to the Board for Board approval. The School Business Administrator/Board Secretary or designee will determine if the expenses as outlined in the request are in compliance with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7, the current State travel payment guidelines established by the Department of the Treasury, and the current guidelines established by the Federal Office of Management and Budget.
 - b. If the travel request for a school staff member is approved by the Superintendent of Schools and if the requested travel expenses are in compliance with the guidelines outlined above, the travel request will be submitted to the Board of Education for approval.
 - c. If any travel expenses requested by a school staff member are not in compliance with the guidelines outlined above, the School Business Administrator/Board Secretary will return the request to the Superintendent of Schools.



REGULATION

- (1) The Superintendent may deny the request, approve the request conditioned upon the staff member assuming the financial responsibility for those travel expenses that are not in compliance with the guidelines, or may return the request to the school staff member to be revised in accordance with the guidelines outlined above.
5. The Superintendent of Schools and/or the School Business Administrator/Board Secretary shall review each travel request submitted by a Board member.
 - a. The School Business Administrator/Board Secretary shall review all requests for Board member travel prior to submission to the Board for Board approval. The School Business Administrator/Board Secretary or designee will determine if the expenses as outlined in the travel request are in compliance with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7, the current State travel payment guidelines established by the Department of the Treasury, and the current guidelines established by the Federal Office of Management and Budget.
 - b. If the requested travel expenses for a Board member are in compliance with the guidelines outlined above, the travel request will be submitted to the Board of Education for approval.
 - c. If any travel expenses requested by a Board member are not in compliance with the guidelines outlined above, the School Business Administrator/Board Secretary will return the request to the Board member to be revised in accordance with the guidelines outlined above.
6. All travel requests must be approved by a majority of the full voting membership of the Board at a Board meeting unless prior Board approval is not required in accordance with provisions of N.J.A.C. 6A:23A-7 and Board Policy 6471.

B. Reimbursement of Travel Expenses



REGULATION

All approved travel expenses shall be reimbursed by the Board of Education in accordance with the provisions of N.J.A.C. 6A:23A-7 and Board Policy 6471 implementing the following procedures:

1. The School Business Administrator/Board Secretary or designee shall review all requests for travel expenditure reimbursement submitted for expenses incurred in the course of school district business as to cost and support documentation required by N.J.A.C. 6A:23A-7.
2. The School Business Administrator/Board Secretary shall not approve or issue payment of travel expenditures or reimbursement requests until all required documentation and information has been submitted to support the payment and shall not approve any travel expenditure that when added to already approved travel expenditures would exceed the Board approved maximum travel expenditure amount for the budget year.
3. The School Business Administrator/Board Secretary shall be responsible for the adequacy of documentation of transactions processed by their staff and the retention of that documentation to permit audits of their records.
4. An employee of the Board, a Board member, or organization, shall not receive payment, either partial or full, for travel and travel-related expenses in advance of the travel pursuant to N.J.S.A. 18A:19-1 et seq. The payment of travel and travel-related expenses shall be made personally by a school district employee or Board member and reimbursed at the conclusion of the travel event. This applies to travel related purchases for which a purchase order is not applicable. This provision does not preclude the district from paying the vendor directly with the proper use of a purchase order (e.g., for registration, airline tickets, hotel).
5. All travel expense reimbursement payments to be made to a school staff member or a Board member will be made to the staff member or Board member in accordance with the district's policy regarding payment of claims.

Adopted: April 25, 2016

Revised:



REGULATION

LIVINGSTON
FINANCES
BOARD OF EDUCATION
R 6477 PAGE 161
SCHOOL DISTRICT TRAVEL PROCEDURES (M)



LIVINGSTON PUBLIC SCHOOLS
November 23, 2021 LBOE Meeting

OUT-OF-SCHOOL SUSPENSIONS
September and October 2021

The District had **9** out-of-school suspensions for the months of September and October 2021.

ELEMENTARY SCHOOLS – Total of **0** out-of-school suspensions

MIDDLE SCHOOLS – Total of **3** out-of-school suspensions

Threatening/Abusive Language - 3

HIGH SCHOOL – Total of **6** out-of-school suspension

Bias/Hate Action - 1

Inappropriate Use of Physical Force - 2

Substance - 1

Weapon - 2