

Perth Amboy Board of Education
REGULAR MEETING
November 19, 2020 – 5:30 p.m.
via Remote Conference

MINUTES

1. Call to Order – President Vazquez

2. Pledge of Allegiance

3. Notice of Meeting

“The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interests is discussed or acted upon. In accordance with the provisions of the Act, the Perth Amboy Board of Education has caused notice of this meeting to be published by having the date, time and place thereof posted at the bulletin board in the Administrative Headquarters Building, mailing notices to The Home News Tribune, The Amboy Guardian, El Diario/La Prensa, City Clerk Kupsch, as well as all other persons requiring notification pursuant to the New Jersey Open Public Meetings Law.”

4. Roll Call – Derek J. Jess, School Business Administrator/Board Secretary

Dr. Brown	<u>Exc.</u>
Mr. Iglesia	<u>P</u>
Ms. Lebron	<u>P</u>
Mr. Martinez	<u>Exc.</u>

Ms. Marquez-Villafane	<u>P</u>
Mr. Puccio	<u>P</u>
Ms. Rodriguez	<u>Abs</u>
Mrs. Roman	<u>P</u>
Ms. Vazquez	<u>P</u>

left 5:48 PM

Administration:

Dr. Roman	<u>P</u>
Dr. Rodriguez	<u>P</u>
Mr. Jess	<u>P</u>
Mr. Rodriguez	<u>Exc</u>
Mr. LoBrace	<u>P</u>

5. Presentation – 2019-2020 Self-Assessments for Determining Grades Under the Anti-Bullying Bill of Rights Act and the 2019-2020 Reporting Period Two Student Safety Data System and Harassment Intimidation and Bullying Incidents, Trainings and Program - Dr. Vivian C. Rodriguez, Assistant Superintendent of Curriculum & Instruction.

6. **WHEREAS**, pursuant to N.J.S.A. 10:4-12 (b), the Board of Education may exclude the public from that portion of a public meeting wherein the board discusses any of the matters set forth at N.J.S.A. 10:4-12 (b) (1)-(9);

NOW, THEREFORE, BE IT RESOLVED that in accordance with the provisions of the Open Public Meeting Act (“Act”), the Board of Education shall conduct a closed session pursuant to the provisions of N.J.S.A. 10:4-12(b) for the purpose of discussing the following matter(s):

<u> </u>	Matters rendered confidential by state or federal law
<u> X </u>	Personnel
<u> </u>	Student(s) – Harassment, Intimidation & Bullying
<u> </u>	Termination of employee
<u> </u>	Appointment of a public official
<u> X </u>	Matters covered by the attorney-client privilege
<u> </u>	Pending or anticipated litigation
<u> </u>	Pending or anticipated contract negotiations
<u> </u>	Protection of the safety or property of the public
<u> </u>	Matters involving the purchase, lease, or acquisition of real property with public funds
<u> </u>	Matters which would constitute an unwarranted invasion of privacy
<u> </u>	Matters in which the release of information would impair a right to receive funds from the United States Government
<u> </u>	Matters concerning collective negotiations and/or the negotiations of terms and conditions of employment of employees of the Board of Education
<u> </u>	Possible imposition of a civil penalty or suspension
<u> </u>	Any matter which could adversely affect the public interest if discussion of the matters were disclosed

It is anticipated that the length of time of this executive session will be approximately 60 minutes, and that action may be taken in public after the executive session.

Iglesia
Motion

Lebron
Seconded

Carried Unanimously – 5:48PM

A motion was made at 7:07 PM to return to public session by Mr. Iglesia and seconded by Ms. Lebron. Carried unanimously.

7. Amendments/revisions to the agenda.

Revision – Finance item #9 – revision of the amount for Mi Escuelita to \$1,011,450.

8. Meeting open to the public for discussion of agenda items and non-agenda items. There will be only one public participation session at this meeting.

At this time, comments are invited on any matter. Public participation shall be governed by Policy No. 0167. Anyone wishing to address the Board, please state your name, municipality of residence and group affiliation. Each statement made by a participant shall be limited to three minutes. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard. All statements shall be directed to the presiding officer. No member of the public may address or question board members individually. Although the Board encourages public participation, it reserves the right, through its presiding officer, to terminate remarks to and/or by any individual not keeping with the conduct of a proper and efficient meeting. The Board discourages the public from speaking negatively about any employee, administrator, or a student. Individuals can be held personally liable for defamatory or libelous statements made at public meetings. The Board bears no responsibility for comments made by members of the public. Comments regarding employees, administrators or students cannot be legally responded to by any member of the Board or administration.

Public member #1 – More communication required between district and parents. Other districts provide more communication. High school students feel that remote learning is busy work and the students are not learning much.

Public member #2 – Discussed employee issues in dealing with COVID, specifically parents not wearing masks when they visit, shower curtains being used as dividers; bathrooms not clean; employees traveling between buildings have increased exposure to COVID; employees being told to work remote after they’ve reported in person; custodians having to use coffee filters for their masks and having to clean up after the YMCA program.

Public member #3 – discussed that her prior reference regarding employee communication was that they were being received after hours and late in the evening. Regarding the unfair labor charge, NJ PERC voted unanimously that the board violated the law and had to post the reasons.

Public member #4 – discussed that the middle school and high school schedules are unsustainable and that staff picking up materials after hours is unacceptable. Staff should be provided with time during the day to grade students work and for planning. A rotating schedule for staff to pick up their materials is needed and paras are in need of new laptops.

<u>Puccio</u>	<u>Marquez-Villafane</u>	Carried Unanimously
Motion	Seconded	(To close following discussion)

9. Approval of Minutes of Regular Meeting held on October 15, 2020.
Approval of Minutes of Executive Session I held on October 15, 2020.

<u>Puccio</u>	<u>Lebron</u>	
Motion	Seconded	Carried Unanimously

10. Approval of the Bill List for the period of August 1, 2020 through August 31, 2020 and September 1, through September 30, 2020.

<u>Puccio</u>	<u>Lebron</u>	
Motion	Seconded	Carried Unanimously

11. Reports

A. Board Secretary – Mr. Jess

- 1). Secretary’s Monthly Financial Reports for the months of July 2020 and August 2020.
- 2). Treasurer’s Monthly Financial Reports for the months of July 2020 and August 2020.

Acceptance of the Reports of the Secretary’s and Treasurer’s as submitted and as being in agreement for the months July 2020 and August 2020.

<u>Puccio</u>	<u>Lebron</u>	
Motion	Seconded	Carried Unanimously

Acceptance of certification from the Board Secretary that no major line item has been over-expended for the months of July 2020 and August 2020.

<u>Puccio</u>	<u>Lebron</u>	
Motion	Seconded	Carried Unanimously

B. Board President's Report – Ms. Tashi Vazquez

Ms. Vazquez thanked the student for speaking up regarding his remote learning experience. She saw the social media campaign. Students and the community should speak to the board during the board meetings and email the principals and board members. We are learning as we go and make the best decisions for students that we can.

Regarding comments made by staff, we hate to see anyone go without food and if parents arrive without masks, then we should provide them with a mask. For PPE issues, please contact the administration regarding any issues. Regarding lap-tops, many technology items are on back-order throughout the country, so as soon as we get them, we'll provide them to staff.

Regarding the unfair labor practice, we settled the contract and read the statement from PERC. We stand by our decision and will comply with the PERC decision.

C. Superintendent's Report – Dr. David A. Roman

Regarding the comments made by the student, please email the principal because they are receptive to hearing your concerns. The schools do have bi-weekly pandemic meetings.\

Be mindful about comparisons to other districts. We're doing high level 1:1 engagement of students in a vulnerable population.

Thanks were given to Mr. Martinez and Ms. Rodriguez for their services to the student and community of Perth Amboy.

CUR-12). Recommendations of the Superintendent of Schools

Curriculum Committee – Ms. Dianne Roman, Chairperson

- 1). Approval for the following Professional Development Services:

	Name of Program / Consultant	Date(s)	Audience	Total Cost Not to Exceed	Account #	Under the Supervision of:
a.	Don Johnston Human Learning Tools – Virtual PD on Technology Accommodations for Students with Special Needs	November 2020 75 Minute PD	K – 12 SPED Staff	\$2,250.00	11-000-217-320-0-0000-16	Dr. Jessica Neu, Director of Special Services

- 2). Approval for the renewal of Hobsons, The Naviance Curriculum Solution for the 2020-2021 school year, at a total cost not to exceed \$20,000.00, under the direction of Ms. Mary Jo McAdam, Director of School Counseling and Related Services. Funded through Title I Allocated Account # 20-233-100-610-0-0000-40.
- 3). Approval for the renewal and continuation of the AVID Program Contract for Perth Amboy High School, William C. McGinnis School and Samuel E. Shull School for the 2020-2021 school year, at a total cost not to exceed \$14,037.00, under the supervision of Ms. Mary Jo McAdam, Director of School Counseling and Related Services. Funded through account 11-000-223-320-0-0000-20.
- 4). Approval to enter into contract with the New Jersey Coalition for Inclusive Education Inc. to provide onsite/virtual coaching and consultation 10 days between November 2020 – June 2021 for the purposes of providing hands on support for teachers working with students with disabilities on how to appropriately modify instruction and implement specially designed instruction in order to educate students in the least restrictive environment in a virtual or in-person learning environment, at a total cost not to exceed \$10,000.00, under the supervision of Dr. Jessica Neu, Director of Special Services. Funded through IDEA account number 20-000-200-300-0-0000-40.
- 5). Approval to submit to the New Jersey Department of Education – Office of Early Childhood Education the 2021-2022 Preschool Operational Plan Annual Update which supports the anticipated enrollment of approximately 1,500 three and four-year-old students, under the supervision of Dr. Damian Medina, Director of Curriculum and Instruction, Mrs. Susan Roque, Principal, and Dr. Gerarda Mast, Principal. Funded through Account # 20-218 (various accounts) within the Early Childhood Budget.
- 6). Approval for the Panther Enrichment Center at Perth Amboy High School, Main Campus (2020-2021 SY) and PLP with a hybrid component during remote and in person instruction to provide Graduation Portfolio Support for all senior students in need of state portfolio submission. Session 1 will run from December 7, 2020 through January 29, 2021 at an hourly contractual rate of \$40.00 at a total cost not to exceed \$11,840.00 under the supervision of Mr. Michael Heidelberg, Principal of Perth Amboy High School – Main Campus and Mr. Francisco Velez, Principal of the Personalized Learning Program. Funded through Title I account number 20-234-100-101-1-0000-03.
- 7). Approval for the Panther Enrichment Center at Perth Amboy High School, Main Campus (2020-2021 SY) and PLP with a hybrid component during remote and in person instruction to provide Credit Recovery/Independent Study, for both Main Campus and PLP 12th graders, who are graduation eligible in 2020–2021 school year. Session 1 will run from December 7, 2020 through January 29, 2021 at an hourly contractual rate of \$40.00 at a total cost not to exceed \$33,600.00 under the supervision of Mr. Michael Heidelberg, Principal of Perth Amboy High School – Main Campus and Mr. Francisco Velez, Principal of the Personalized Learning Program. Funded through Title I account number 20-234-100-101-1-0000-03.
- 8). Approval for the following Phase 1 after-school Extra-curricular Clubs/activities from December 7, 2020 through February 12, 2021 for the Perth Amboy High School, at the pro-rated amount of each stipend for phase 1, under the supervision of Mr. Michael Heidelberg, Principal of Perth Amboy High School – Main Campus and Mr. Keith Guarino, Principal, of Perth Amboy High School - Freshman Academy, Funded through account number 15-401-100-100-0-0000-03. **(Specified in Attachment)**

Carried Unanimously

FIN-13). Recommendations of the Superintendent of Schools
Finance Committee – Mr. Junior Iglesias, Chairperson

- 1). Rejection of bid #21-062 Sale of Retired Technology Equipment, due to a substantial revision of the bid specifications, under the supervision of Mr. Derek J. Jess, School Business Administrator and Mr. Michael LoBrace, Assistant School Business Administrator. **(Specified in Attachment)**
- 2). Approval to renew bid #02-20 for Substitute Certified School Nurse Services to Homecare Therapies, LLC at a cost of \$55.00 an hour for the 2020-2021 school year. Under the supervision of Mr. Derek J. Jess, School Business Administrator/Board Secretary and Mr. Michael LoBrace, Assistant School Business Administrator/Assistant Board Secretary.
- 3). Approval to award bid #21-031 to Qualmax Supplies for Cafeteria Paper & Plastic for Thank You T-Shirt Bags at \$7.25. Under the Supervision of Ms. Carmen Southward, Director of Operations and Ms. Jasmin Minaya, Food Service Manager.
- 4). Approval for the ESSER Application Amendment for the 2020-2021 school year of \$4,790 from the nonpublic 20-477-200-600-0-0000-80 non-instructional supply line to the nonpublic 20-477-400-732-0-0000-80 non-instructional equipment line. Under the supervision of Ms. Pamela Spindel, Director of Special Funded Programs.
- 5). Approval of the placement of the following special education and general education students in out-of-district facilities for the 2020–2021 school year, under the supervision of Dr. Jessica Neu, Director of Special Education Services and Mrs. Diane Dahl, Supervisor of Special Education Services:

Initial	Class	Facility	Tuition	Date
WOA	GenEd	Monmouth Ocean Educational Services Commission	\$49,500	10/14/2020
XN	PSD	Deron I	\$82,157.44	10/07/2020
SHP	GenEd	South River Public Schools	\$11,255.00	09/09/2020
GP	MD	South River Public Schools	\$36,652.00	09/09/2020
MDE	GenEd	Somerset Educational Services Commission	\$42,325.00	09/21/2020
AV	GenEd	Somerset Educational Services Commission	\$42,325.00	09/21/2020

- 6). Approval to enter into a parking agreement with St. John the Baptist Church for the provision of parking up to 24 district vehicles at a cost of \$100/vehicle per month for the period October 18, 2020 through June 30, 2021. Under the supervision of Mr. Derek J. Jess, School Business Administrator/Board Secretary and Mr. Michael LoBrace, Assistant School Business Administrator/Assistant Board Secretary.
- 7). Approval to accept 407 new prom dresses for students at Perth Amboy High School from Macy’s Department Store in Woodbridge, NJ at no cost to the district. Under the supervision of Mr. Michael Heidelberg, Principal of Perth Amboy High School.
- 8). Approval to enter into a lease agreement with King High Garage for the storage of up to eighteen vehicles at a total cost of \$39,408.12 plus an additional \$45/vehicle/month for electricity for the heating of diesel engines in diesel vehicles during the winter. The contract period shall be from July 1, 2020 through June 30, 2021. Under the supervision of Mr. Alex Dixon, Transportation Manager.
- 9). Approval for the Community Provider Contracts to be submitted to the Division of Early Childhood Education (DECE) for the 2020-2021 school year as signed by our Community Providers:
 - YMCA of Metuchen/Edison/Woodbridge/South Amboy (Includes Grace Childcare & Harborview Child Care) \$ 945,765
 - Raritan Bay YMCA \$ 977,625
 - Mi Escuelita (PRAHD) \$1,011,450
 - Acelero Learning Center \$ 651,840
- 10). Approval to award bid #21-062 to Coretek Enterprise, LLC for sale of retired technology equipment at a cost of \$62,638 (one lot). Under the supervision of Mr. Derek J. Jess, School Business Administrator/Board Secretary and Mr. Michael LoBrace, Assistant School Business Administrator/Assistant Board Secretary.
- 11). Approval to accept the donation of approximately 450 winter coats from Mr. Eladio Ruiz, a graduate of Perth Amboy High School, and his Project Cathy’s Kids. Under the supervision of all school principals.

Iglesia Puccio
Motion Seconded Carried Unanimously

B&G-14). Recommendations of the Superintendent of Schools

Buildings & Grounds Committee – Ms. Tashi Vazquez

- 1). Approval of the following use of facilities requests, under the supervision of Mr. Derek J. Jess, School Business Administrator/Board Secretary and Mr. Michael LoBrace, Assistant School Business Administrator/Assistant Board Secretary.

	Organization	Building	Dates/Time	Event	Certificate of Insurance
a.	City of Perth Amboy	Robert N. Wilentz School	Saturday, November 14, 2020	Pediatric Flu Event 9:00 a.m. to 12:00 p.m.	X
b.	City of Perth Amboy	P. A. High School Gyms McGinnis School Flynn School Wilentz School	Tuesday, December 15, 2020	Election	X

- 2). Approval to extend the Raritan Bay Area YMCA utilization of the Rose M. Lopez School for the provision of childcare services from November 16, 2020 to January 29, 2021, contingent upon the current pandemic guidelines continuing. Under the supervision of Mr. Derek J. Jess, School Business Administrator/Board Secretary and Mr. Michael LoBrace, Assistant School Business Administrator/Assistant Board Secretary.

Vazquez
Motion

Puccio
Seconded

Abstain – 1a - Vazquez
1b – Iglesia, Vazquez
Carried by majority

PER-15). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

Note: All appointments of district staff are contingent upon satisfying the requirements of the New Jersey Criminal History Background Check Status.

- 1). Acceptance of the following retirements:

	Name (Last, First)	Position	Location	Effective Date
a.	Cruz, Mary B.	School Nurse	Dual Language School	January 1, 2021
b.	Graff, Carol	Preschool Teacher	Ignacio Cruz E.C.C.	January 8, 2021
c.	Toledo, Eileen	Assistant Cafeteria Manager	W.C. McGinnis School	January 1, 2021
d.	Montalbano, Meina	Library Media Specialist	R. N. Wilentz School	January 1, 2021

- 2). Acceptance of the following resignations:

	Name (Last, First)	Position	Location	Effective Date
a.	Monaco, Sarah	Elementary Teacher	A.V. Ceres School	December 20, 2020
b.	Cecere, Jennifer	ELA Teacher	Dual Language School	October 21, 2020
c.	Jaworowski, Alexandra	Elementary Teacher	E. J. Patten School	October 30, 2020

- 3). Approval of the following requests for a Leave of Absences:

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
a.	Toledo, Eileen	Extension of Medical Leave	Food Service	McGinnis School	10/1/20	12/23/20	Extension of Medical Leave without pay
b.	Ramos, Angelina	Extension of Medical Leave	Paraprofessional	High School	10/23/20	11/30/20	Extension of Medical Leave without pay
c.	Santos, Maria	Medical Leave	Food Service	McGinnis School	10/16/20	12/23/20	Utilizing sick days
d.	Bishop, Claudine	Extension of Medical Leave	Teacher	Wilentz School	11/10/20	6/30/21	Extension of Medical Leave without pay
e.	Binetti, Maura	Medical Leave	Teacher	Ceres School	10/27/20	11/20/20	Utilizing sick days
f.	Lemus-Perez, Caroline	Medical Leave	Paraprofessional	Cruz Center	10/21/20	11/25/20	Utilizing sick days
g.	Padilla, Irma	Medical Leave	Level I Secretary	Ceres School	9/3/20	12/1/20	Utilizing sick days
h.	Friedman, Arlene	Extension of Medical Leave	Teacher	McGinnis School	10/1/20	11/30/20	Extension of Medical Leave without pay
i.	Santiago, Jessenia	Extension of Medical Leave	Paraprofessional	Ceres School	9/28/20	11/16/20	Extension of Medical Leave without pay
j.	Pacheco, Lissette	Extension of Medical Leave	Teacher	Hmielecki Center	10/19/20	10/30/20	Utilizing sick days
k.	Cruz, Wanda	Revision and Extension of Medical Leave	Security Personnel	McGinnis School	9/1/20	12/31/20	Revision/Extension of Medical Leave From: 9/1/20 – 10/1/20 Utilizing sick days 10/2/20 – 10/9/20 Without pay To: 9/1/20 – 10/1/20 Utilizing sick days 10/2/20 – 10/30/20 With pay from sick bank donated days 11/9/20 – 12/31/20 Without pay

Lebron
Motion

Iglesia

Seconded

Carried Unanimously

PER-15). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

3). Approval of the following requests for a Leave of Absences: **Continued**

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
t.	Neves- Gilcher, Sofia	Family Leave	School Counselor	Wilentz School	11/30/20	2/19/21	Family Leave without pay
u.	Spencer, Bonnie	Family First Coronavirus Response Act (FFCRA)	Teacher	Richardson School	10/16/20	12/23/20	10/16/20 – 12/23/20 With pay at 2/3 of their regular rate under FFCRA
v.	Lee, Dwayne	Family First Coronavirus Response Act (FFCRA)	Custodian	Hmieleski Center	10/16/20	12/31/20	10/16/20 – 12/31/20 With pay at 2/3 of their regular rate under FFCRA
w.	Reistrom, Susan	Family First Coronavirus Response Act (FFCRA)	Teacher	Patten School	11/11/20	12/23/20	11/11/20 – 12/23/20 With pay at 2/3 of their regular rate under FFCRA

4). Appointment of the following non-certificated staff:

	Name (Last, First)	Position	Salary (Pro-rated)	Location	Date Effective	End Date	
a.	Nunez, Jahayra	Level I Secretary	\$43,760	Bilingual Department	12/1/2020	6/30/2021	Replacing G. Sanchez- Fernandez

5). Approval for the following staff member to serve as a mentor for the first-year teacher from to November 20, 2020 to June 30, 2021.

	Name (Last, First)	School	Subject	Mentor	Stipend Amount (Pro-rated)
a.	Casale, Jerry	McGinnis School	Special Education	Heather Anderson	\$1,275.00

6). Approval to accept the following Student Teachers/Student Observations/Internships for the 2020-2021 school year (In-district staff):

	Name (Last, First)	Subject	Location	Cooperating Teacher/ Administrator	Start Date	End Date	School
a.	Gaines, Brittany	Administration	McGinnis	Ms. Joanna Joaquin	01/11/2021	05/28/2021	Wilmington

7). Approval to accept the following Student Teachers/Student Observations/Internships for the 2020-2021 school year (Out-of-district):

	Name (Last, First)	Subject	Location	Cooperating Teacher/ Administrator	Start Date	End Date	School
a.	Elbanna, Haneen	Counseling	P.A.H.S.	Ms. Melissa Otterbine	01/04/2021	05/28/2021	Montclair

8). Approval for the following staff to serve on the ScIP (School Improvement Panel) Teams for the 20-21 school year at no cost to the Perth Amboy Board of Education: **(Specified in Attachment)**

Lebron
Motion

Iglesia
Seconded

Carried Unanimously

PER-15). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

- 9). Approval to appoint the following staff to various High School Athletic positions for the months of October 2020 and November 2020, and be retro-actively compensated at the contractual rate, under the supervision of Mr. Nephtaly Cardona, Director of Athletics, Health & Physical Education.

	Name (Last, First)	Position	Account Number	Stipend
a.	Rubin, Steve	Announcer	15-402-100-100-0-0000-03	\$50.00 per game (Total 3 games) not to exceed \$150.00
b.	Jones, Earleen	Ticket Taker	15-402-100-100-0-0000-03	\$45.00 per game (Total 3 games) not to exceed \$135.00

- 10). Approval of the transfer and/or change in assignment of the following staff for the 2020-2021 school year:

	Name (Last, First)	From	To	Effective
a.	Novak, Karen	ESL Teacher R. N. Wilentz School	ESL Teacher A. V. Ceres School	November 20, 2020
b.	Lopez, Wanda	Level I Secretary Administration Building	Level I Secretary Dual Language School	December 1, 2020

- 11). Approval of the following salary adjustments. **(Specified in Attachment)**
- 12). Approval for Dr. David A. Roman, Superintendent of Schools, Pursuant to enacted legislation, P.L. 192-1989, Chapter 254, to the Representative Assembly of the Educational Services Commission of New Jersey from January 1, 2021 to December 31, 2021.
- 13). Approval for the following certified teaching staff to perform homebound instruction after school hours, on an as-needed basis, for general education and students receiving special services, under the N.J. State Administrative Code 6A:16-10.1 and 10.2 and in accordance with Board of Education policy #2481 and #2412, during the 2020-2021 school year and be compensated at the contractual rate of \$40.00 per hour, not to exceed 10 hours per week, per student, under the supervision of Dr. Jessica Neu, Director of Special Education Services. Funded through account number: 11-150-100-101-0-0000-16.

	Name (Last, First)
a.	Campanile, Anthony
b.	Schweitzer, Jacklyn
c.	Casale, Jerry

Lebron Iglesia
Motion Seconded Carried Unanimously

Old Business

Approval of the Second Reading of the following policies: (Specified in attachment)

- 5310 HEALTH SERVICES
- 5600 PUPIL DISCIPLINE/CODE OF CONDUCT
- 5610 SUSPENSION
- 5620 EXPULSION
- 8465 HATE CRIMES AND BIAS-RELATED ACTS

<u>Puccio</u> Motion	<u>Iglesia</u> Seconded	Carried Unanimously
<u>Puccio</u> Motion	<u>Lebron</u> Seconded	Carried Unanimously (To close following discussion)

New Business

Ms. Marquez-Villafane spoke about National Adoption Month and ‘the foster/adoption challenge’ from the state. The goal is to find a loving family for 122,000 kids.

<u>Puccio</u> Motion	<u>Lebron</u> Seconded	Carried Unanimously (To close following discussion)
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Motion to Adjourn – 8:08 PM

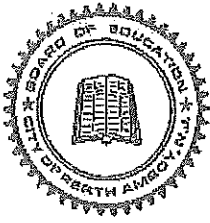
<u>Puccio</u> Motion	<u>Lebron</u> Seconded	Carried Unanimously
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Respectfully submitted,

Derek J. Jess
School Business Administrator/
Board Secretary

DJJ

PAHS: PHASE 1 – CLUBS/ACTIVITIES			
Program Name	Account Number	Rate of Pay	Dates (From-To)
Spanish Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
Italian Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
French Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
Science Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
Mu Alpha Theta	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
English Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
Tri M Music	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
Art Honor Society	15-401-100-100-0-0000-03	\$310.00 (Pro-rated)	12/7/2020 – 2/12/2021
National Honor Society	15-401-100-100-0-0000-03	\$810.00 (Pro-rated)	12/7/2020 – 2/12/2021
Student Council Advisor	15-401-100-100-0-0000-03	\$2,802.00 (Pro-rated)	12/7/2020 – 2/12/2021
Student Council Advisor	15-401-100-100-0-0000-03	\$2,802.00 (Pro-rated)	12/7/2020 – 2/12/2021
Yearbook Club	15-401-100-100-0-0000-03	\$5,840.00 (Pro-rated)	12/7/2020 – 2/12/2021
Art Club Advisor	15-401-100-100-0-0000-03	\$1,205.00 (Pro-rated)	12/7/2020 – 2/12/2021
Art Club Advisor	15-401-100-100-0-0000-03	\$1,205.00 (Pro-rated)	12/7/2020 – 2/12/2021
Freshman Class Advisor	15-401-100-100-0-0000-03	\$2,495.00 (Pro-rated)	12/7/2020 – 2/12/2021
Freshman Class Advisor	15-401-100-100-0-0000-03	\$2,495.00 (Pro-rated)	12/7/2020 – 2/12/2021
Sophomore Class Advisor	15-401-100-100-0-0000-03	\$2,590.00 (Pro-rated)	12/7/2020 – 2/12/2021
Sophomore Class Advisor	15-401-100-100-0-0000-03	\$2,590.00 (Pro-rated)	12/7/2020 – 2/12/2021
Junior Class Advisor	15-401-100-100-0-0000-03	\$2,690.00 (Pro-rated)	12/7/2020 – 2/12/2021
Junior Class Advisor	15-401-100-100-0-0000-03	\$2,690.00 (Pro-rated)	12/7/2020 – 2/12/2021
Senior Class Advisor	15-401-100-100-0-0000-03	\$2,780.00 (Pro-rated)	12/7/2020 – 2/12/2021
Senior Class Advisor	15-401-100-100-0-0000-03	\$2,780.00 (Pro-rated)	12/7/2020 – 2/12/2021



Perth Amboy Public Schools

Administrative Headquarters Building

178 Barracks Street
Perth Amboy, NJ 08861
(732) 376-6202
(732) 442-5730 Fax

Derek J. Jess
School Business Administrator/
Board Secretary

October 13, 2020

BOARD AGENDA: November 19, 2020

RESOLUTION

RESOLVED, that the following bids be rejected upon the recommendation of the School Business Administrator/Board Secretary due to information relative to the destruction of information on the equipment and removal of district identifying information that was not delineated in the bid specifications.

Bid #21-062 Sale of Retired Technology Equipment

SciP Members
School Year 20-21

Personnel
15 – Item #8

School	Staff Member	Position
Cruz/School # 7	Susan Roque	Principal
	Lillianne Cruz Argemil	Vice-Principal
	Patricia Calhoun	Teacher
	Amanda Cohen	Teacher
	Lisa DeWise	Teacher
	Anastasia Haniotis	Teacher
	Michelle McEnerney	Teacher
Edmund Hmielecki	Gerarda Mast	Principal
	Mary Gonzalez	Teacher
	Connor Grade	Teacher
	Kristen Manthey	Teacher
	Johanna Roman	Teacher
	Nicole Stankovitz	Teacher
	Renee Sullivan	Teacher
Anthony V. Ceres School	Derrick Kyriacou	Principal
	Brian Rivera	Vice-Principal
	Diane Crawford	Teacher
	Danielle Feehan	Teacher
	Jenna Giordano	Teacher
	Shannon McCabe	Teacher
Dual Language School	Jose Santos	Principal
	Maribel Arce	Vice-Principal
	Maribel Batista	Teacher
	Maria Hernandez	Teacher
	Maria Lopez	Teacher
	Dolores McAndrew	Teacher
	Jasmin Rosa	Parent
	Jessica Sanchez	Teacher
James J. Flynn School	Regina Postogna	Principal
	Sylvia Leon	Vice-Principal
	Daryn Hanson	Teacher
	Judith Lazor	Teacher
	Amanda Maskowitz	Teacher
	Nicole Ruisi	Teacher
	Deborah Zezula	Teacher
Rose M. Lopez School	Edwin Nieves	Principal
	Maritza Ficarra	Vice-Principal
	Janet Warbeck	Supervisor
	Laura Apisa	Teacher
	Jackelyn Cruz	Teacher
	Vickiana De La Cruz	Teacher
	Susanna Hernandez	Teacher

**ScIP Members
School Year 20-21**

School	Staff Member	Position
Rose M. Lopez School	Melissa Kozlowski	Teacher
	Karen Margolin	Teacher
	Fernando Morales	Teacher
	Michelle Palumbo	Teacher
	Jennifer Poandl	Teacher
	Cynthia Rossi-Soares	Counselor
	Joann Spicuzzo	Teacher
Edward J Patten School	Lauren Marrocco	Principal
	Christopher Garrick	Vice-Principal
	Mary Aguirre	Teacher
	Laura Bartram	Teacher
	Michelle Batista	Teacher
	Joseph Carrano	Teacher
	Patricia Ferruggiaro	Teacher
	Kimberly Massimino	Media Specialist
	Betzaida More	Teacher
Dr. Herbert N. Richardson-21st Century	Vivian Rodriguez	Acting Principal
	Ronald Mascenik	Vice-Principal
	Thomas Smith	Supervisor
	Shannon Douress	Teacher
	Danielle Gonzalez	Teacher
	Maritza Littriello	Teacher
	Elisabete Mazzeo	Teacher
	Jamie Ponte	Teacher
	Anna Varela	Teacher
Robert N. Wilentz School	Briony Carr-Clemente	Principal
	Noemi Natal Villegas	Vice-Principal
	Elizabeth Crowley-Rivera	Teacher
	Debbie Guarrera	Teacher
	Laurene Percheski	Teacher
	Allison Photis	Teacher
Samuel E. Shull School	Melissa Espana	Principal
	Robyn Carrera	Vice-Principal
	Robert Dahill	Vice-Principal
	Gregory Sneed	Vice-Principal
	Carolyn Alfaro	Teacher
	Jacqueline DeFillipis	Teacher
	Karen Granato	Teacher
	Katherine Lin	Teacher
William C. McGinnis School	David Loniewski	Principal
	Joanna Joaquin	Vice-Principal

SciP Members
School Year 20-21

School	Staff Member	Position
William C. McGinnis School	Merita Euell	Vice-Principal
	Daniel Carhart	Vice-Principal
	Kathleen Meier	Teacher
	Danielle Papa	Teacher
	Gabriela Pugliese	Teacher
	Liliana Russo	Teacher
	Rachel Sher	Teacher
	Kristin Weyrick	Teacher
PLP	Francisco Velez	Principal
	Nicholas Cammarano	Vice-Principal
	Deborah Almonte	Teacher
	Aly Abdelgawad	Teacher
	Shirley Hernandez	Teacher
	Christine Mattei	Teacher
	Leezenia Rodriguez	Teacher
9th Grade Academy EAST/SOUTH	Keith Guarino	Principal
	Karla Garcia	Vice-Principal
	Francis Romano	Vice-Principal
	Erica Abreu	Teacher
	Anthony Burdier	Teacher
	Dana Gindi	Teacher
	Janet Greve	Teacher
	Ruth Roca	Teacher
	Daniel Rodriguez	Teacher
Perth Amboy High School (Main Campus)	Michael Heidelberg	Principal
	Fred Geardino	Vice-Principal
	Luis Ortega	Vice-Principal
	Giovanni Reynoso	Vice-Principal
	Dana Rivas	Vice-Principal
	Erin Bishop	Teacher
	Samuel Cerritos	Teacher
	Keith Chapman	Teacher
	Jaime Costanzo	Teacher
	Paul Fraraccio	Teacher
	Ashley Gottesman	Teacher
	Maureen Guzman	Teacher
	Lynn Krieger	CST
	Allison McMorro	School Counselor
	Lea Welch	Teacher



Perth Amboy Public Schools

Administrative Headquarters Building

178 Barracks Street
Perth Amboy, NJ 08861
(732) 376-6200

Personnel
15 – Item #11

Ms. Yolanda Gómez
Director of Personnel

Ext. 30-151/30-152
30-153/30-154
Fax: (732) 638-1007

October 23, 2020

AGENDA: November 19, 2020

To: The Honorable Members of the Board of Education

From: Ms. Yolanda Gómez
Director of Personnel

Please be advised that the annual salary of the following employee(s) salaries and previously approved by the Board are recommended to be adjusted as follows:

Name	Location	Salary-From	Salary-To (Retroactively)	Reason for Change	Effective Date
Deborah Martinez	Ignacio Cruz	\$55,655.00	\$56,040.00	20 yrs. Secretary Long.	10/16/2020
Luis Acosta	E.J. Patten	\$95,500.00	\$97,065.00	20 yrs. Teacher Long.	10/16/2020
Evan Gallinetti	Freshman Academy	\$64,000.00	\$73,500.00	Date from 9/8 to	9/18/2020
Janet Greve	Freshman Academy	\$78,215.00	\$87,715.00	Date from 9/8 to	9/18/2020
Ruth Sanabria	Freshman Academy	\$84,915.00	\$94,415.00	Date from 9/8 to	9/18/2020
Josiah Santamaria	Freshman Academy	\$59,865.00	\$69,365.00	Date from 9/8 to	9/18/2020
Jonathan Cepeda	Freshman Academy	\$76,800.00	\$67,300.00	Remove Full EPTA	10/9/2020
Grace Carranza	Freshman Academy	\$53,000.00	\$56,800.00	2/5 EPTA Stipend	9/28/2020
Maribel Diaz-Melgarejo	East Campus	\$39,295.00	\$39,910.00	15 yrs. SRP Long.	11/1/2020
Dawn Domingues	Ignacio Cruz	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	11/1/2020
Ramona Febles	H.N. Richardson	\$52,075.00	\$53,770.00	25 yrs. Para Long.	11/1/2020
Lindsey Nicholson	W.C. McGinnis	\$58,675.00	\$59,780.00	25 yrs. SRP Long.	11/1/2020
Maria Quinones	Ignacio Cruz	\$46,150.00	\$46,765.00	15 yrs. SRP Long.	11/1/2020
Mary Aguirre	E.J. Patten	\$99,710.00	\$100,405.00	30 yrs. Teacher Long.	11/1/2020
Damian Velez	S.E. Shull	\$50,930.00	\$52,075.00	20 yrs. Para Long.	11/1/2020
Haydee Rodriguez	W.C. McGinnis	\$39,640.00	\$40,255.00	15 yrs. SRP Long.	11/1/2020
Yamil Rullan	W.C. McGinnis	\$73,465.00	\$79,165.00	MA Degree	11/1/2020
Christine Fazio	A.V. Ceres	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	11/16/2020

POLICY

PERTH AMBOY BOARD OF EDUCATION

Students
5310/Page 1 of 5
HEALTH SERVICES (M)

5310 HEALTH SERVICES (M)

M

The Board of Education shall develop and adopt the following written policies, procedures, and mechanisms in accordance with N.J.A.C. 6A:16-2.1(a) for the provision of health, safety, and medical emergency services, and shall ensure staff are informed as appropriate:

1. The review of immunization records for completeness pursuant to N.J.A.C. 8:57-4.1 through 4.20 (Policy and Regulation 5320);
2. The administration of medication to students in the school setting in accordance with N.J.A.C. 6A:16-2.1(a)2. (Policy and Regulation 5330);
3. The review of Do Not Resuscitate (DNR) orders received from the student's parent or medical home (Policy 5332);
4. The provision of health services in emergency situations, including:
 - a. The emergency administration of epinephrine via Epi-pen auto-injector pursuant to N.J.S.A. 18A:40-12.5 (Policy and Regulation 5330);
 - b. The emergency administration of glucagon pursuant to N.J.S.A. 18A:40-12.14 (Policy and Regulation 5338);
 - c. The care of any student who becomes injured or ill while at school or participating in school-sponsored functions (Policy and Regulation 8441);
 - d. The transportation and supervision of any student determined to be in need of immediate care (Policy and Regulation 8441);
 - e. The notification to parents of any student determined to be in need of immediate medical care (Policy and Regulation 8441). To the extent practicable, same shall occur in the parents' native language, if other than English.
 - f. The establishment and implementation of an emergency action plan for responding to a sudden cardiac event, including the use of an



automated external defibrillator (AED), pursuant to N.J.S.A. 18A:40-41b (Policy and Regulation 5300).

5. The treatment of asthma in the school setting in accordance with the provisions of N.J.A.C. 6A:16-2.1(a)5 (Policy 5335);
6. Administration of student medical examinations, pursuant to N.J.S.A. 18A:40-4, N.J.S.A. 18A:35-4.8, and N.J.A.C. 6A:16-2.2 (Policy and Regulation 5310);
7. Utilization of sanitation and hygiene when handling blood and bodily fluids pursuant to N.J.A.C. 12:100-4.2, Safety and Health Standards for Public Employees, and in compliance with 29 CFR 1910.1030, Public Employees Occupational Safety and Health Program (PEOSH) Bloodborne Pathogens Standards (Policy and Regulation 7420);
8. Provision of nursing services to nonpublic schools located in the school district as required by N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5 (Policy and Regulation 5306);
9. Self-administration of medication by a student for asthma or other potentially life-threatening allergic reaction pursuant to N.J.S.A. 18A:40-12.3, 12.5, and 12.6, and the self-management and care of a student's diabetes as needed pursuant to N.J.S.A. 18A:40-12.15 (Policy and Regulation 5330);
10. Development of an individual healthcare plan and individualized emergency healthcare plan for students with chronic medical conditions, including life-threatening allergies, diabetes, and asthma, requiring special health services in accordance with N.J.S.A. 18A:40-12.11.c, 12.12, 12.13, and 12.15; and N.J.A.C. 6A:16-2.3(b)3xii (Policies and Regulations 5331 and 5338 and Policy 5335); and
11. Management of food allergies in the school setting and the emergency administration of epinephrine to students for anaphylaxis pursuant to N.J.S.A. 18A:40-12.6a through 12.6d (Policy and Regulation 5331).

The Board of Education shall annually adopt the school district's nursing services plan at a regular meeting.



The Board of Education shall comply with the following required health services as outlined in N.J.A.C. 6A:16-2.2:

1. Immunization records shall be reviewed and updated annually pursuant to N.J.A.C. 8:57-4.1 through 4.24.
2. A Building Principal or designee shall not knowingly admit or retain in the school building any student whose parent has not submitted acceptable evidence of the child's immunization, according to the schedule specified in N.J.A.C. 8:57-4, Immunization of Pupils in School.
3. The school district shall perform tuberculosis tests on students using methods required by and when specifically directed to do so by the New Jersey Department of Health based upon the incidence of tuberculosis or reactor rates in specific communities or population groups pursuant to N.J.S.A. 18A:40-16.
4. The school district shall immediately report by telephone to the health officer of the jurisdiction in which the school is located any communicable diseases identified as reportable pursuant to N.J.A.C. 8:57-1, whether confirmed or presumed.
5. Each school in the district shall have and maintain for the care of students at least one nebulizer in the office of the school nurse or a similar accessible location, pursuant to N.J.S.A. 18A:40-12.7.
6. Each student medical examination shall be conducted at the medical home of the student. If a student does not have a medical home, the school district shall provide the examination at the school physician's office or other comparably equipped facility pursuant to N.J.S.A. 18A:40-4.
7. The findings of required examinations under 8.b., c., d., and e. below shall include the following components:
 - a. Immunizations pursuant to N.J.A.C. 8:57-4.1 through 4.24;
 - b. Medical history, including allergies, past serious illnesses, injuries, operations, medications, and current health problems;
 - c. Health screenings including height, weight, hearing, blood pressure, and vision; and



- d. Physical examinations.
8. The school district shall ensure that students receive medical examinations in accordance with N.J.A.C. 6A:16-2.2(f) and 6. above and:
- a. Prior to participation on a school-sponsored interscholastic or intramural team or squad for students enrolled in any grades six to twelve in accordance with N.J.A.C. 6A:16-2.2(h)1;
 - b. Upon enrollment in school in accordance with N.J.A.C. 6A:16-2.2(h)2;
 - c. When applying for working papers in accordance with N.J.A.C. 6A:16-2.2(h)3;
 - d. For the purposes of the comprehensive Child Study Team evaluation pursuant to N.J.A.C. 6A:14-3.4 in accordance with N.J.A.C. 6A:16-2.2(h)4; and
 - e. When a student is suspected of being under the influence of alcohol or controlled dangerous substances, pursuant to N.J.S.A. 18A:40A-12 and N.J.A.C. 6A:16-4.3 in accordance with N.J.A.C. 6A:16-2.2(h)5.
9. Each school shall have available and maintain an AED, pursuant to N.J.S.A. 18A:40-41a.a(1) and (3), and in accordance with N.J.A.C. 6A:16-2.2(i).
10. The Board of Education shall make accessible information regarding the New Jersey FamilyCare Program to students who are knowingly without medical coverage pursuant to N.J.S.A. 18A:40-34.
11. Information concerning a student's HIV/AIDS status shall not be required as part of the medical examination or health history pursuant to N.J.S.A. 26:5C-1 et seq.
12. The Board of Education shall ensure that students receive health screenings as outlined in N.J.A.C. 6A:16-2.2(l).



13. The school nurse or designee shall screen to ensure hearing aids worn by students who are deaf and/or hard of hearing are functioning properly. The school nurse or designee will ensure any FM hearing aid systems in classrooms or any school equipment in the school building used to assist students hear are functioning properly.

N.J.S.A. 18A:40-4 et seq.

N.J.A.C. 6A:16-1.3; 6A:16-2.1; 6A:16-2.2

Adopted: 12 January 2006
Revised: 05 May 2015
Revised: 13 October 2016
Revised: 19 November 2020



POLICY

PERTH AMBOY BOARD OF EDUCATION

Students

5600/Page 1 of 5

PUPIL DISCIPLINE/CODE OF CONDUCT (M)

5600 PUPIL DISCIPLINE/CODE OF CONDUCT (M)

M

The Board of Education adopts this Student Discipline/Code of Conduct Policy to establish standards, policies, and procedures for positive student development and student behavioral expectations on school grounds and, as appropriate, for conduct away from school grounds, including any and all-remote learning. Every student enrolled in this district shall observe promulgated rules and regulations and the discipline imposed for infraction of those rules.

The Superintendent of Schools will establish a process for the annual review and update of the district's Student Discipline/Code of Conduct Policy and Regulation that may involve a committee of parents, students, and community members that represent, where possible, the composition of the district's schools and community. The Superintendent will report to the Board the process used for the annual review of this Policy and Regulation and will recommend to the Board updates, if any, to the Student Discipline/Code of Conduct Policy and Regulation.

The Student Discipline/Code of Conduct Policy and Regulation shall be disseminated annually to all school staff, students, and parents. The Board of Education shall provide to all employees annual training on the Student Discipline/Code of Conduct Policy and Regulation, which shall include training on the prevention, intervention, and remediation of student conduct that violates the district's Policy and Regulation. Information on the Student Discipline/Code of Conduct Policy and Regulation shall be incorporated into the orientation for new employees.

The Board provides for the district's Student Discipline/Code of Conduct's equitable application. Student discipline and the Code of Student Conduct will be applied without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical or sensory disability; or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.-1 et seq.

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



The Student Discipline/Code of Conduct is established for the purposes outlined in N.J.A.C. 6A:16-7.1(b).

Policy and Regulation 5600 and the Code of Conduct include a description of student responsibilities that include expectations for academic achievement, behavior, and attendance, pursuant to N.J.A.C. 6A:32-8 and 12.1; a description of behaviors that will result in suspension or expulsion, pursuant to N.J.S.A. 18A:37-2; and a description of student rights pursuant to N.J.A.C. 6A:16-7.1(c)3.i through vii.

The Board of Education approves the use of comprehensive behavioral supports that promote positive student development and the students' abilities to fulfill the behavioral expectations established by the Board. These behavioral supports include, but are not limited to, positive reinforcement for good conduct and academic success including the programs that honor and reward student conduct and academic achievement; supportive intervention and referral services including those services outlined in Policy 2417; remediation of problem behaviors that take into account the behavior's nature, the students' developmental ages and the students' histories of problem behaviors and performance; and for students with disabilities, the behavior interventions and supports shall be determined and provided pursuant to N.J.A.C. 6A:14. The District will monitor, track and report on disciplinary incidents based upon demographic categories, including race and gender. The District is committed to applying the student Code of Conduct without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical or sensory disability; or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.-1 et seq.

Policy and Regulation 5600 include a description of school responses to violations of behavioral expectations established by the Board that, at a minimum, are graded according to the severity of the offenses, and consider the developmental ages of the student offenders and their histories of inappropriate behaviors pursuant to N.J.A.C. 6A:16-7.1(c)5.

Students are required to be in compliance with Policy and Regulation 5200 – Attendance pursuant to N.J.A.C. 6A:16-7.6 and Policy 5512 – Harassment, Intimidation, and Bullying pursuant to N.J.A.C. 6A:16-7.7.



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

The Building Principal or designee shall have the authority to assign discipline to students. School authorities also have the right to impose a consequence on a student for conduct away from school grounds that is consistent with the district's Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.5. This authority shall be exercised only when it is reasonably necessary for the student's physical or emotional safety, security, and well-being or for reasons relating to the safety, security, and well-being of other students, staff, or school grounds, pursuant to N.J.S.A. 18A:25-2 and 18A:37-2. This authority shall be exercised only when the conduct that is the subject of the proposed consequence materially and substantially interferes with the requirements of appropriate discipline in the operation of the school. Consequences pursuant to N.J.A.C. 6A:16-7.5 shall be handled in accordance with Policy and Regulation 5600, pursuant to N.J.A.C. 6A:16-7.1, and as appropriate, in accordance with N.J.A.C. 6A:16-7-2, 6A:16-7.3, or 6A:16-7.4. School authorities shall respond to harassment, intimidation, or bullying that occurs off school grounds, pursuant to N.J.S.A. 18A:37-14 and 15.3 and N.J.A.C. 6A:16-1.3, 7.1, and 7.7.

Consequences and appropriate remedial action for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are listed in Policy 5512 – Harassment, Intimidation, and Bullying. Consequences for a student who commits an act of harassment, intimidation, or bullying shall be varied and graded according to the nature of the behavior, the developmental age of the student and the student's history of problem behaviors and performance, and shall be consistent with this Policy and the school district's Student Discipline/Code of Conduct Policy pursuant to N.J.A.C. 6A:16-7.1. Remedial measures for one or more acts of harassment, intimidation, or bullying shall be designed to correct the problem behavior; prevent another occurrence of the problem; protect and provide support for the victim of the act; and take corrective action for documented systemic problems related to harassment, intimidation, or bullying.



Consequences and remedial measures to address acts or incidents of dating violence at school shall be consistent with the school district's Student Discipline/Code of Conduct Policy. The factors for determining consequences and remedial measures and examples of consequences and remedial measures are included in Policy and Regulation 5519 – Dating Violence at School and shall be used to address the act or incident as well as serve as remediation, intervention, education, and prevention for all individuals involved. The responses shall be tiered with consideration given to the seriousness and the number of previous occurrences of acts or incidents in which both the victim and aggressor have been involved. Consequences for acts or incidents of dating violence at school may range from admonishment to suspension or expulsion. Retaliation towards the victim of any act or incident of dating violence shall be considered when administering consequences to the aggressor based on the severity of the act or incident. Remedial measures/interventions for acts or incidents of dating violence at school may include, but are not limited to: parent conferences, student counseling (all students involved in the act or incident), peer support groups, corrective instruction or other relevant learning or service experiences, supportive student interventions (Intervention and Referral Services - I&RS), behavioral management plans, and/or alternative placements. The District will monitor and track disciplinary incidents based upon demographic categories, including race and gender. The District is committed to applying the student Code of Conduct without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical or sensory disability; or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.-1 et seq.

The Board of Education may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment, in accordance with N.J.A.C. 6A:16-7.1(d).

Any student to be disciplined shall be provided the due process procedures for students and their families as set forth in Policy and Regulation 5600 and N.J.A.C. 6A:16-7.2 through 7.4.

In accordance with the provisions of N.J.A.C. 6A:16-7.9, when a student transfers to a public school district from another public school district, the district will monitor, track and report on all information in the student's record related to disciplinary actions taken against the student by the school district and any information the school district has obtained pursuant to N.J.S.A. 2A:4A-60, Disclosure of Juvenile Information, Penalties for Disclosure, shall be provided to



the receiving public school district, in accordance with the provisions of N.J.S.A. 18A:36-19(a) and N.J.A.C. 6A:32-7.5.

The Superintendent may be required to submit a report annually to the New Jersey Department of Education on student conduct, including all student suspensions and expulsions, and the implementation of the Student Discipline/Code of Conduct Policy in accordance with the format prescribed by the Commissioner of Education. The Superintendent shall report to the Commissioner of Education each incident of violence, including harassment, intimidation, and bullying, vandalism, and alcohol and other drug offenses, pursuant to N.J.A.C. 6A:16-4.3, in the school district utilizing the Student Safety Data System (SSDS), pursuant to N.J.A.C. 6A:16-5.3.

N.J.S.A. 18A:6-1; 18A:36-25.1; 18A:25-2; 18A:36-19a;

18A:37-1 et seq.; 18A:37-13.1 et seq.

N.J.A.C. 6A:16-7.1 et seq.; 6A:14-1.1 et seq.

Adopted: 12 January 2006

Revised: 05 May 2015

Revised: 20 June 2019

Revised: 19 November 2020



POLICY

PERTH AMBOY BOARD OF EDUCATION

Students
5610/Page 1 of 3
SUSPENSION (M)

5610 SUSPENSION (M)

M

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

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

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

For the purposes of this Policy, "short term suspension" means a suspension for one, but not more than ten consecutive school days and "long term suspension" means a suspension for more than ten consecutive school days.

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

In accordance with the provisions of N.J.S.A. 18A:37-2a, a student in Kindergarten through grade two shall not receive an out-of-school suspension, except when the suspension is based on conduct that is of a violent or sexual nature that endangers others. Students in preschool shall not receive an out-of-



school suspension except as provided pursuant to the "Zero Tolerance for Guns Act," N.J.S.A. 18A:37-7 et seq.

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

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

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

The District is committed to being an inclusive environment which celebrates diversity. Specifically, the District is committed to applying the student Code of Conduct without regard to race; color; religion; ancestry; national origin; nationality; sex; gender; sexual orientation; gender identity or expression; marital, domestic-partnership, or civil union; mental, physical or sensory disability; or by any other distinguishing characteristic, pursuant to N.J.S.A. 10:5.-1 et seq. The District is committed to continuous improvement towards this goal through the use of data and monitoring. The Superintendent or his/her designee will:

- Ensure all schools are accurately logging disciplinary infractions and the response into the appropriate tracking portal in a timely manner (parent to be notified on the date of occur, data entry within 48 hours of incident);
 - At a minimum, collect, track and report on: Incident type/level, number of suspensions based on suspension type, location of incident, student demographics (i.e. grade, age, gender, race, disability, IEP status), outcome of incident.



- Ensure alternative interventions were considered prior to each approved suspension; and
- The District will monitor, track and report on disciplinary incidents based upon demographic categories, including race and gender.

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

In each instance of a short- or long-term suspension, the district shall provide academic instruction, either in school or out of school, that addresses the New Jersey Student Learning Standards pursuant to N.J.A.C. 6A:8-3.1 et seq., which may include a public education program provided in accordance with the provisions of N.J.A.C. 6A:16-9 or 10. These services shall be provided within five school days of the suspension. Educational services provided to , a student with a disability shall be provided consistent with the student's Individualized Education Program, in accordance with N.J.A.C. 6A:14.

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

Student records are subject to challenge by parents and adult students in accordance with N.J.A.C. 6A:32-7.7 and Policy and Regulation 8330. The name of a disciplined student will not appear in the agenda or minutes of a public meeting or in any public record of this district; any such student will be designated by code.

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

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5620 EXPULSION

The Board of Education recognizes that expulsion from this district is the most severe sanction that can be imposed upon a student.

The Board may expel a general education student from school, pursuant to N.J.S.A. 18A:37-2, only after the Board has provided the following:

1. The procedural due process rights set forth in N.J.A.C. 6A:16-7.1(c) 3 and 7.3, and as outlined in Policy and Regulation 5610, subsequent to a long-term suspension pursuant to N.J.A.C. 6A:16-7.3; and
2. An appropriate educational program or service, based on the criteria set forth under N.J.A.C. 6A:16-7.3(f) and as outlined in Regulation 5610.
 - a. The educational program or service shall be consistent with the provisions of N.J.A.C. 6A:16-9.2 - Program Criteria; N.J.A.C. 6A:16-10.2 - Home or Out-of-School Instruction for General Education Students; N.J.A.C. 6A:14-2.1 et seq. - Special Education, Procedural Safeguards; and N.J.A.C. 6A:14-4.3 - Special Education, Program Options, whichever are applicable; or
 - b. The educational services provided, either in school or out-of-school, shall be comparable to those provided in the public schools for students of similar grades and attainments, pursuant to N.J.S.A. 18A:38-25.

An appeal of the Board's decision regarding the cessation of the student's general education program shall be made to the Commissioner of Education in accordance with N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3-1.3 through 1.17. The Board shall continue to provide an appropriate educational program or service in accordance with N.J.A.C. 6A:16-7.4(a)2 until a final determination has been made on the appeal of the Board's action to expel a student.



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In accordance with the provisions of N.J.S.A. 18A:37-2a, a student in Kindergarten through grade two shall not be expelled from school, except as provided pursuant to the "Zero Tolerance for Guns Act," N.J.S.A. 18A:37-7 et seq. Students in preschool shall not be expelled, except as provided pursuant to the "Zero Tolerance for Guns Act," N.J.S.A. 18A:37-7 et seq.

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

In accordance with the provisions of N.J.S.A. 18A:37-2c, in the event a student may be subject to a proposed expulsion from school, the Principal shall convene a meeting, as soon as practicable, between the student and a school psychologist, a school counselor, a school social worker, a student assistance coordinator, or a member of the school's intervention and referral services team. The purpose of the meeting shall be to identify any behavior or health difficulties experienced by the student and, where appropriate, to provide supportive interventions or referrals to school or community resources that may assist the student in addressing the identified difficulties.

The requirements of N.J.S.A. 18A:37-2c shall not apply when a student's immediate removal or suspension from the school's regular education program is required pursuant to: the provisions of the "Zero Tolerance for Guns Act," (N.J.S.A. 18A:37-7 et seq.); N.J.S.A. 18A:37-2.1 – Assault by Pupil Upon Teacher, etc; Suspension; Expulsion Proceedings; N.J.S.A. 18A:37-2.2 – Offense by Pupil Involving Assault, Removal from Schools Regular Education Program; or in any other instance in which the safety and security of other students or school staff requires the student's immediate removal from school. In these instances, the meeting required pursuant to N.J.S.A. 18A:37-2c shall take place as soon as practicable following the student's removal from the school's regular education program.



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The provisions of N.J.S.A. 18A:37-2c shall be construed in a manner consistent with the "Individuals with Disabilities Act," 20 U.S.C. § 1400 et seq.

A student with a disability shall only be expelled from his or her current program in accordance with N.J.A.C. 6A:14 et seq. An expulsion of a student with a disability from a receiving school shall be handled in accordance with N.J.A.C. 6A:14 et seq.

N.J.S.A. 18A:36A-9; 18A:37-2 et seq.
N.J.A.C. 6A:16-7.4; 6A:14 et seq.

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POLICY

PERTH AMBOY BOARD OF EDUCATION

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HATE CRIMES AND BIAS-RELATED ACTS (M)

8465 HATE CRIMES AND BIAS-RELATED ACTS (M)

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The Board of Education is committed to providing a safe and healthy environment for all children in the school district that is inclusive and celebrates our diversity. Hate crimes and bias-related acts involving pupils can lead to further violence and retaliation. Hate crimes and bias-related acts, by their nature are confrontational, inflame tensions, and promote social hostility and will not be tolerated by the school district. The school district employees will work closely with local law enforcement and the county prosecutor's office to report or eliminate the commission of hate crimes and bias-related acts.

Definitions

A "hate crime" is any criminal offense where the person or persons committing the offense acted with a purpose to intimidate an individual or group of individuals because of race, color, disability, religion, sexual orientation, or ethnicity.

A "bias-related act" is an act directed at a person, group of persons, private property, or public property that is motivated in whole or part by racial, gender, disability, religion or sexual orientation, or ethnic prejudice. A bias-related act need not involve conduct that constitutes a criminal offense. All hate crimes are also bias-related acts, but not all bias-related acts will constitute a hate crime.

Required Actions

Whenever any school employee in the course of his/her employment develops reason to believe that (1) a hate crime has been committed or is about to be committed on school property, or has been or is about to be committed by any pupil, whether on or off school property and whether or not such offense was or is about to be committed during operating school hours, or (2) a pupil enrolled in the school has been or is about to become the victim of a hate crime, whether committed on or off school property or during operating school hours, the school employee shall immediately notify the Building Principal and Superintendent, who in turn shall notify the Perth Amboy Police Department and Bias Investigation Officer for the county prosecutor's office. The Principal shall notify the Perth Amboy Police Department and the county prosecutor's office immediately if there is reason to believe that a hate crime that involves an act of violence has been or is about to be physically committed against a pupil or there is otherwise reason to believe that a life has been or will be threatened.



HATE CRIMES AND BIAS-RELATED ACTS (M)

Whenever any school employee in the course of his/her employment has reason to believe that a bias-related act has been committed or is about to be committed on school property, or has been or is about to be committed by any pupil, whether on or off school property and whether or not such bias-related act was or is to be committed during operating school hours, the school employee should immediately notify the Building Principal and Superintendent, who in turn should promptly notify the Perth Amboy Police Department.

In deciding whether to refer the matter of a bias-related act to the Perth Amboy Police Department or the county prosecutor's office, the Building Principal and the Superintendent, should consider the nature and seriousness of the conduct and the risk that the conduct posed to the health, safety and well-being of any pupil, school employee or member of the general public. The Building Principal and Superintendent should also consider the possibility that the suspected bias-related act could escalate or result in some form of retaliation which might occur within or outside school property.

It is understood a referral to the Perth Amboy Police Department or county prosecutor's office is only a transmittal of information that might be pertinent to a law enforcement investigation and is not an accusation or formal charge.

Unless the Perth Amboy Police Department or the county prosecutor's office request otherwise, the school district may continue to investigate a suspected hate crime or bias-related act occurring on school property and may take such actions as necessary and appropriate to redress and remediate any such acts.

School officials will secure and preserve any such graffiti or other evidence of a suspected hate crime or bias-related act pending the arrival of the Perth Amboy Police Department or the county prosecutor's office. The school officials, when feasible, will cover or conceal such evidence until the arrival of the Perth Amboy Police Department or county prosecutor's office.

N.J.A.C. 6A:16-6.1 et seq.; 6A:16-6.3(e)

State Memorandum of Agreement approved by the Department
of Law & Public Safety and the Department of Education

Adopted: 12 January 2006
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