

Perth Amboy Board of Education
REGULAR MEETING
September 17, 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>P</u>
Mr. Iglesia	<u>A</u>
Ms. Lebron	<u>P</u>
Mr. Martinez	<u>A</u>

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

Administration:

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

5. Amendments/revisions to the agenda.

Revisions – Personnel

Item #5 – Remove Richard Muldrow from Adult High School Evening Program; Remove Elizabeth Medina from the Title II Basic Skills Day Program; Remove Richard Muldrow from Substitutes for all the Adult and Continuing Education Programs.

Additions – New Business

Resolution for Continued State Funding for School Based Youth Services Program.

7. 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.

Meeting open to the public (continued):

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 – Asked about having Kindergarten remote learning move to half-day session.

Public Member #2 – Asked the district to reconsider half-day remote learning.

Public Member #3 – Spoke about more planning time for teachers, surveys for grades Pre-k to 4.

Public Member #4 – Spoke about more planning time for teachers, more on-line resources for teachers; protocols for when teachers are sick; resources in both English and Spanish.

Public Member #5 – Asked the district to reconsider half-day remote learning.

<u>Lebron</u>	<u>Brown</u>	Carried unanimously
Motion	Seconded	(To close following discussion)

8. Approval of Minutes of Regular Meeting held on July 20, 2020
Approval of Minutes of Executive Session held on July 20, 2020
Approval of Minutes of Regular Meeting held on August 27, 2020
Approval of Minutes of Executive Session held on August 27, 2020
Approval of Minutes of 2nd Executive Session held on August 27, 2020

<u>Roman</u>	<u>Brown</u>	Carried unanimously
Motion	Seconded	Ms. Rodriguez – abstained on all 8/27 minutes. Ms. Lebron – abstained on 8/27 2 nd executive session minutes. Ms. Marquez-Villafane – abstained on 8/27 – 2 nd executive session minutes.

9. Approval of the Bill List for the period of June 1, 2020 through June 30, 2020 and July 1, 2020 through July 31, 2020.

<u>Puccio</u>	<u>Lebron</u>	Carried unanimously
Motion	Seconded	Ms. Rodriguez - abstained

10. Correspondence

- A. State Department of Education (Copies distributed to Members of the Board)
- 1). Letter received from the Public Employees Retirement System approving the application for Service Retirement for the following individual with the following effective date:
- Maria M. Hernandez September 1, 2020

11. Reports

- A. Board Secretary – Mr. Jess
- 1). Secretary’s Monthly Financial Reports for the months of April 2020, May 2020 and June 2020.
- 2). Treasurer’s Monthly Financial Reports for the months of April 2020, May 2020 and June 2020.

Acceptance of the Reports of the Secretary’s and Treasurer’s as submitted and as being in agreement for the months of April 2020, May 2020 and June 2020.

<u>Puccio</u>	<u>Lebron</u>	Carried by majority
Motion	Seconded	Ms. Rodriguez - no

Acceptance of certification from the Board Secretary that no major line item has been over-expended for the months of April 2020, May 2020 and June 2020.

<u>Puccio</u>	<u>Lebron</u>	Carried by majority
Motion	Seconded	Ms. Rodriguez – no

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

Ms. Vazquez thanked the teachers and parents who advocated for their students and asked that questions be directed to the district and not on social media.

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

Discussion ensued regarding remote learning, communication to parents and the community and the safety of all. The results of the pre-k survey indicate that 80% of respondents want half-day sessions. The results of the grade K-4 survey indicate that 60% of respondents want half-day session.

Dr. Rodriguez spoke about the campaign for grade level reading 2020, and Mr. Rodriguez spoke about operational issues.

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.	Hackensack Meridian Health – CPR Training	September 2020 (Date TBD)	25 Nurses 58 Security Officers	\$2,075.00 (\$25.00 per participant)	Funded through the District Professional Development Account # 11-000-223-320-0-0000-35.	Ms. Eva Kucaba, Supervisor of Nursing & Health Services, Mr. Tibor Kacso, Chief of Security Personnel
b.	American Heart Association – Heartsaver CPR AED Online Component	September 2020 (Date TBD)	25 Nurses 58 Security Officers	\$1,245.00 (\$15.00 per participant)	Funded through the District Professional Development Account # 11-000-223-320-0-0000-35.	Ms. Eva Kucaba, Supervisor of Nursing & Health Services, Mr. Tibor Kacso, Chief of Security Personnel
c.	Hackensack Meridian Health – First Aid Training	September 2020 (Date TBD)	78 Health & Phys. Ed. Staff & Coaches	\$1,950.00 (\$25.00 per participant)	Funded through the District Professional Development Account # 11-000-223-320-0-0000-35.	Ms. Eva Kucaba, Supervisor of Nursing & Health Services & Mr. Nephtaly Cardona, Director of Health, Phys. Ed. & Athletics
d.	American Heart Association – Heartsaver First Aid Online Component	September 2020 (Date TBD)	78 Health & Phys. Ed. Staff & Coaches	\$1,560.00 (\$20.00 per participant)	Funded through the District Professional Development Account # 11-000-223-320-0-0000-35.	Ms. Eva Kucaba, Supervisor of Nursing & Health Services & Mr. Nephtaly Cardona, Director of Health, Phys. Ed. & Athletics

2). Approval for all students in 8th through 12th Grade Students to participate in the 2020-2021 College Board SAT and PSAT programs at a total cost not to exceed \$56,687.00 under the supervision of Ms. Mary Jo McAdam, Director of School Counseling Services, Ms. Pamela Spindel, Director of Special Funded Programs, Mr. Michael Heidelberg, Principal, Mr. Francisco Velez, Principal, Mr. Keith Guarino, Principal, Ms. Melissa Espana, Principal, and Mr. David Loniewski, Principal. Paid through Federal Funds account number 20-233-100-300-0-0000-40.

Roman
Motion

Brown
Seconded

Carried unanimously

A question was asked about the number of participants in this program, to which it was responded that there is room for up to 500 students.

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

- 1). Approval of travel expenses, under the supervision of Mr. Derek J. Jess, School Business Administrator.

Staff Member	Building	Travel Dates	Workshop/ Conference	Destination	Regist. Fee	Account Number	Bd. App Cost
Nicholas Cammarano	PLP	July 2020 – June 2021	New Jersey Leaders To Leaders - NJPSA	Monroe, NJ	\$850.00	11-000-223-500-0-0000-35	\$ 850.00
Joanna Joaquin	McGinnis	October 2020 – December 2020	Anti-Bullying Specialist Certification Program	NJPSA – Virtual	\$500.00	15-000-240-500-0-0000-04	\$ 500.00
Delvis Rodriguez	District	September 16, 2020	Human Resource Professionals: Session #2 – Starting the Year and Being State Compliant	NJASA – Virtual	\$150.00	11-000-223-500-0-0000-35	\$150.00
Yolanda Gomez	District	September 16, 2020	Human Resource Professionals: Session #2 – Starting the Year and Being State Compliant	NJASA – Virtual	\$200.00	11-000-223-500-0-0000-35	\$200.00

- 2). Approval for a Resolution for Participation in Coordinated Transportation Agreement between the Educational Services Commission of New Jersey and the Perth Amboy High School for the 2020-2021 school year. Under the supervision of Mr. Derek J. Jess, School Business Administrator. (Attachment)
- 3). Approval of the placement of special 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:

Initials	Class	Facility	Tuition	Date
BHO	ED	Lamberts Mill Academy	\$56,835.00	09/08/2020
KVL	SLD	Essex Valley School	\$74,730.60	09/03/2020

- 4). Approval of acceptance of the Digital Divide 2020-2021 entitlement amount of \$377,469, under the supervision of Ms. Pamela Spindel, Director of Special Funded Programs.
- 5). Approval of acceptance of \$442,000 for the 2020-2021 school year from WIOA Title II Adult Education and Literacy Grant for the ABE/HSE/ESL/Civics Program at the Perth Amboy Adult School. Under the supervision of Mr. Francisco Velez, Principal of Personalized Learning Program/Adult and Continuing Education.

<u>Puccio</u>	<u>Brown</u>	Carried unanimously
Motion	Seconded	Ms. Rodriguez – abstained #2

New iPads have been received and are being worked on by the technology department, with September 30 and October 1 set for distribution dates.

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PER-14). 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 resignations:

	Name (Last, First)	Position	Location	Effective Date
a.	Perez, Blanca	Level I Secretary	Adult & Continuing Education	September 11, 2020
b.	Cora, Angel	English Teacher	P. A. High School (South Campus)	September 21, 2020

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

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
a.	Faine, Cassandra	Medical Leave	Bus Aide	Transportation	9/2/20	9/16/20	Utilizing sick days
b.	Friedman, Arlene	Medical Leave	Teacher	McGinnis	9/2/20	9/30/20	9/2/20 – 9/15/20 Utilizing sick days 9/16/20 – 9/30/20 Without pay
c.	Ramos, Angelina	Medical Leave	Paraprofessional	McGinnis	9/2/20	9/30/20	Medical Leave without pay
d.	Toledo, Eileen	Extension of Medical Leave	Food Service	McGinnis	9/2/20	9/30/20	Extension of Medical Leave without pay
e.	Santiago, Jessenia	Extension of Medical Leave	Paraprofessional	Ceres School	9/2/20	9/25/20	Extension of Medical Leave without pay
f.	Shamy, Tiffany	Medical Leave	Teacher	Cruz Center	9/2/20	9/28/20	Utilizing sick days
g.	Bishop, Claudine	Extension of Medical Leave	Music Teacher	Wilentz School	9/2/20	11/09/20	Extension of Medical Leave without pay
h.	Kastner, Patricia	Extension of Medical Leave	School Social Worker	Flynn School	9/2/20	6/25/21	Extension of Medical Leave without pay
i.	Cecere, Jennifer	Revision of Maternity Leave	Teacher	Dual Language School	9/2/20	6/25/21	Revision of Maternity Leave From: 9/1/20 – 11/27/20 Without pay To: 9/1/20 – 6/25/21 Without pay
j.	Lobban, Jamie	Revision of Maternity Leave	Teacher	McGinnis School	9/14/20	10/30/20	Revision of Maternity Leave From: 9/28/20 – 10/20/20 Without pay To: 9/14/20 – 10/30/20 Without pay
k.	Esposito, Jaime	Revision of Maternity Leave	Teacher	Wilentz School	9/18/20	11/19/20	Revision of Maternity Leave From: 10/9/20 – 11/12/20 Utilizing sick days 11/13/20 – 12/14/20 Without pay To: 9/18/20 – 11/19/20 Utilizing sick days

Lebron Puccio Roll Call – all aye
Motion Seconded

PER-14). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

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

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
l.	Deluca, Gina	Maternity Leave	Teacher	High School	9/2/20	11/20/20	Maternity Leave without pay
m.	Hevalow- Harvey, Priscilla	Revision of Maternity Leave	Teacher	Shull School	9/8/20	9/18/20	Revision of Maternity Leave From: 9/21/20 – 11/9/20 Utilizing sick days 11/10/20 – 12/4/20 Without pay To: 9/8/20 – 9/18/20 Utilizing sick days
n.	Szpyhulsky, Alison	Maternity Leave	Teacher	Shull School	10/26/20	2/26/21	10/26/20 – 1/7/21 Utilizing sick days 1/18/21 – 2/26/21 Without pay
o.	Jaworowski, Alexandra	Family Leave	Teacher	Patten School	9/2/20	10/23/20	Family Leave without pay
p.	Spencer, Bonnie	Family Leave	Teacher	Richardson School	9/2/20	10/14/20	Family Leave without pay
q.	Porcaro, Samantha	Family Leave	Teacher	Richardson School	1/4/21	3/26/21	Family Leave without pay
r.	Gaul, Kara	Family Leave	Teacher	Wilentz School	9/8/20	12/4/20	Family Leave without pay
s.	Flam, Michal	Revision of Family Leave	Teacher	Shull School	11/19/20	2/12/21	Revision of Family Leave without pay From: 9/8/20 – 12/6/20 Without pay To: 11/19/20 – 2/12/21 Without pay
t.	Schiavello, Cassandra	Revision of Family Leave	Teacher	Shull School	11/19/20	2/12/21	Revision of Family Leave without pay From: 9/8/20 – 11/27/20 Without pay To: 11/19/20 – 2/12/21 Without pay
u.	Neves- Gilcher, Sofia	Rescind of Family Leave	School Counselor	Wilentz School	9/2/20	11/24/20	Rescind of Family Leave without pay
v.	Liska, Michele	Family First Coronavirus Response Act (FFCRA)	Head Cook	Wilentz School	9/2/20	11/18/20	9/2/20 – 11/18/20 With pay at 2/3 of their regular rate under the FFCRA
w.	Kosalowski, Heidi	Family First Coronavirus Response Act (FFCRA)	Teacher	Richardson School	9/8/20	12/4/20	9/8/20 – 12/4/20 With pay at 2/3 of their regular rate Under the FFCRA

Lebron
Motion

Puccio
Seconded

Roll call – all aye

PER-14). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

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

	Name (Last, First)	Reason	Position	Location	Date Effective	End Date	Notes
x.	Herits-Covello, Beth	Intermittent Family First Coronavirus Act (FFCRA)	Teacher	School Seven	9/10/20	12/4/20	9/10/20 – 12/4/20 Intermittent days with pay at 2/3 of their regular rate Under the FFCRA
y.	Figuroa, Kayla	Personal Leave	Paraprofessional	Ignacio Cruz	9/2/20	12/15/20	Personal Leave without pay for student teaching
z.	Riley, Alexandria	Maternity Leave	Teacher	Patten School	10/26/20	3/12/21	10/26/20 – 12/4/20 Utilizing sick days 12/7/20-3/12/21 without pay
aa.	Sher, Rachel	Intermittent Medical Leave	Teacher	McGinnis School	9/2/20	6/25/21	Intermittent Medical Leave utilizing sick days

3). Appointments of the following certificated staff:

	Name (Last, First)	Position	Step	Salary (Pro-rated)	Location	Date Effective	End Date	Notes
a.	Alvarez, Maria	Bilingual Science Teacher (Temporary Contract with Bilingual Support)	A-BA	\$53,000	PAHS – South Campus	On or before 9/18/2020	6/30/2021	Replacing J. Lazodelavega
b.	Rothweiler, Natalie	Dance Teacher (Temporary Contract)	A-MA	\$59,700 (Content Stipend Included)	PAHS	On or before 9/18/2020	6/30/2021	Replacing M. Moriarty
c.	Banoub, Kerolus	Science Teacher (Temporary Contract)	B-BA	\$54,445	PAHS	On or before 9/18/2020	6/30/2021	Replacing J. Wang
d.	Almasoud, Hanan	Math Teacher (Temporary Contract)	C-MA	\$62,485 (Content Stipend Included)	PAHS – South Campus	On or before 9/18/2020	6/30/2021	Replacing V. Jayaraman
e.	Hussey-Schifano, Bryan	Science Teacher (Temporary Contract)	A-BA	\$53,000	PAHS – South Campus	On or before 9/18/2020	6/30/2021	Replacing C. Bailey
f.	Bishop, Brad	Social Studies Teacher (Temporary Contract)	A-BA	\$53,000	PAHS	On or before 9/18/2020	6/30/2021	Replacing R. Vanliew

4). Approval to appoint the following staff to Fall Coaches Stipend positions for the months of September 2020 and October 2020, under the supervision of Mr. Nephtaly Cardona, Director of Athletics, Health & Physical Education. **(Specified in Attachment)**

Lebron
Motion

Puccio
Seconded

Roll call – all aye

PER-14). Recommendations of the Superintendent of Schools

Personnel Committee – Ms. Lisett Lebron, Chairperson

- 5). Approval for the following staff to work the Adult & Continuing Education Programs for the 2020-2021 school year and be compensated at the contractual rate, under the supervision of Mr. Francisco Velez, Principal. **(Specified in Attachment)**
- Adult High School Evening Program
 - Enrichment Evening Program
 - Title II Basic Skills Day Program
 - Title II Basic Skills Evening Program
 - Title II Basic Skills Saturday Morning Family School Program
 - Enrichment Saturday Morning Family School Program
 - Substitutes for all the Adult & Continuing Education Programs

- 6). Approval for the following Personalized Learning Program staff to receive an Extra Period Teaching Assignment (EPTA) and be compensated at the per diem hourly rate of \$47.50, under the supervision of Mr. Francisco Velez, Principal.

	Name (Last, First)	Program Name	Account Number	Effective
a.	Parisi, Cristine	Social Studies	13-601-100-101-1-0000-12	9/8/2020
b.	Pawlyk, Eva	English	13-601-100-101-1-0000-12	9/8/2020
c.	Striplet, Jean-Claude	Math	13-601-100-101-1-0000-12	9/8/2020

- 7). Approval for the following Perth Amboy High School staff to receive an Extra Period Teaching Assignment (EPTA) and be compensated at the per diem hourly rate of \$47.50, under the supervision of Mr. Michael Heidelberg, Principal. **(Specified in Attachment)**
- 8). Approval of Employee: XXX846 to be placed on Administrative Leave without pay effective September 4, 2020.
- 9). Approval for the following transfers and/or change of assignments for the following staff for the 2020-2021 school year.

	Name (Last, First)	From	To	Effective
a.	Sanfilippo, Ivelis	Bilingual Elementary Teacher – Dr. H. N. Richardson School	Bilingual Elementary Teacher – A. V. Ceres School	9/8/2020
b.	Cruz, Isabel	Bilingual Elementary Teacher – Dr. H. N. Richardson School	Bilingual Elementary Teacher – A. V. Ceres School	9/8/2020
c.	Castano, Andrea	Bilingual Elementary Teacher – Dr. H. N. Richardson School	Bilingual Elementary Teacher – R. N. Wilentz School	9/8/2020
d.	Cruz, Margarita	ESL Teacher – Dr. H. N. Richardson School	ESL Teacher – R. N. Wilentz School	9/8/2020
e.	McAllister, Tamara	ESL Teacher – E. J. Patten School	ESL Teacher – J. J. Flynn School	9/8/2020
f.	Kastner, Patricia	School Social Worker – S. E. Shull School	School Social Worker – Pre-School	9/8/2020
g.	Ramos, Angelina	Paraprofessional – W. C. McGinnis School	Paraprofessional – Perth Amboy High School	9/8/2020
h.	Rossi-Dos Reis, Pamela	Paraprofessional – W. C. McGinnis School	Paraprofessional S. E. Shull School	9/8/2020

- 10). Approval of the following salary adjustments. **(Specified in Attachment)**

Lebron
Motion

Puccio
Seconded

Roll call – all aye
Ms. Rodriguez – abstain #8

With regards to personnel - the superintendent has the discretion to place people on administrative leave, with notification to the board.

ATH-15). Recommendations of the Superintendent of Schools

Athletics & Co-Curricular – Dr. Danielle L. Brown, Chairperson

- 1). Approval to continue and participate in the Greater Middlesex Conference for the 2020-2021 school year at a cost not to exceed \$1,500.00, under the supervision of Mr. Nephtaly Cardona, Director of Phys. Ed., Health & Athletics K–12. Funded through account #15-402-100-500-0-0000-03.

- 2). Approval to continue and participate in the New Jersey State Interscholastic Athletic Association for the 2020-2021 school year at a cost not to exceed \$2,500.00, under the supervision of Mr. Nephtaly Cardona, Director of Phys. Ed., Health & Athletics K–12. Funded through account #15-402-100-500-0-0000-03.

<u>Brown</u>	<u>Roman</u>	Carried unanimously
Motion	Seconded	

A question was asked about how will athletics look this year because of the pandemic. It was stated that the district is adhering to all safety procedures and protocols as regulated by the state. Programs are in place, students and staff are being tested, however this could all change.

Old Business

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

- 1648 Restart and Recovery Plan (NEW)
- 1648.02 Remote Learning Options for Families (NEW)
- 1649 Federal Families First Coronavirus (COVID19) Response Act (NEW)
- 3211 Code of Ethics
- 3216 Dress and Grooming
- 3282 Use of Social Networking Sites
- 3283 Electronic Communications Between Teaching Staff and Students
- 3240 Professional Development for Teachers and School Leaders
- 5420 Reporting Pupil Progress
- 5511 Dress and Grooming
- 7522 School District Provided Technology Devices To Staff Members
- 7523 School District Provided Technology Devices To Pupils

The first three policies are new and are mandated by the state. Discussion ensued about public participation regarding policies. The public was asked to reach out to board members and the administration if they had any input regarding policies up for approval.

<u>Puccio</u>	<u>Lebron</u>	Carried by majority
Motion	Seconded	Ms. Rodriguez – no – policy #3211, 3216, 3282, 5511, 7522, 7523.

A question was asked about laptops for Kindergarten and if the district is exchanging current laptops for newer ones with a touchscreen. We need to wait and see when we get the new devices that have been ordered.

<u>Puccio</u>	<u>Brown</u>	Carried unanimously
Motion	Seconded	To close old business

New Business

Mr. Jess read the following resolution:

RESOLUTION

Urging Continued State Funding of the School Based Youth Services Program

WHEREAS, the School Based Youth Services Program (SBYSP), administered by the New Jersey Department of Children and Families, provides students – in a school setting – with critically important supports, such as mental health counseling, employment counseling, substance abuse education and prevention, preventive health awareness, primary medical linkages, and learning support; and

WHEREAS, the SBYSP, in which nearly 100 New Jersey school districts participate, has a proven record of success and has achieved positive results for students and parents across the state; and

WHEREAS, the SBYSP is one of the state’s most effective efforts to serve the mental health and social-emotional needs of students and their families; and

WHEREAS, during the current public health crisis, which has increased isolation and anxiety, these services should not only be maintained, but also strengthened and expanded; and

WHEREAS, in state Fiscal Year 2020, school-linked services were funded at almost \$15.3 million and were originally expected to receive in an increase in funding to nearly \$17 million when the Governor unveiled his original Fiscal Year 2021 budget proposal in February; and

WHEREAS, when the Governor issued his revised FY2021 budget plan on August 25, he proposed cutting the funding for school-linked services to less than \$5 million, and the SBYSP is expected to be completely eliminated at the end of September 2020; and

WHEREAS, the proposed cuts to the SBYSP have sparked an outcry from the educational community, and many local boards of education oppose this drastic departure from the Governor’s original budget proposal and the change in the state’s funding priorities; and

WHEREAS, while these financially difficult times will require difficult choices to be made to address the economic realities brought on by the COVID-19 pandemic, cutting the critical services provided through the SBYSP is not an appropriate way to meet these budgetary challenges; and

WHEREAS, the New Jersey School Boards Association has conducted extensive research into programming that promotes the health and wellness of students, and believes that the SBYSP plays a critical role in supporting the mental health and emotional well-being of students; and

WHEREAS, the Perth Amboy Board of Education recognizes the importance of maintaining funding for the SBYSP so that student and parents may continue receiving the critical services provided through the program.

NOW, THEREFORE, BE IT RESOLVED that the Perth Amboy Board of Education urges the State Legislature and the Governor to reverse the cuts to the School Based Youth Services Program contained in the Governor’s proposed budget for Fiscal Year 2021, and to maintain and increase funding for the program beyond the next fiscal year; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, Commissioner of the NJ Department of Children and Families Christine Norbut Beyer, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin, and the 19th Legislative District’s representatives in the state Senate and General Assembly; and be it further

RESOLVED, that copies of this resolution be sent to the New Jersey School Boards Association.

Ms. Vazquez stated that over the past 20 years, the SBYSP has saved thousands of students and she has personally witnessed the amazing results of the program.

This program is not only in our school building but in the community and they get the students involved in community service programs and other opportunities.

This is a program that speaks to uplifting children and equity of what needs to happen for our children.

<u>Puccio</u>	<u>Rodriguez</u>	Carried unanimously
Motion	Seconded	

New Business (continued):

Thanks were provided for the parental surveys for grades Pre-k through 4. A question was asked if a survey will be done for grades 5-12. Presently we’re not looking to change the schedule for the upper grades but we do want to hear from parents.

A question was asked if board members will receive a copy of the survey results. It was stated that 1,200 people responded to the pre-school survey, with 80% in favor of half-day pre-school and 3,600 people responded to the Grade K-4 survey with 60% in favor of half-day instruction. A survey for special education will be going out next week.

Regarding special education, our first responsibility is keeping students in district. This will require staff to be in district as well to work with the students. Outside pre-school providers have varying schedules, similar to the public schools.

There are 13 days left to respond to the Census.

<u>Puccio</u>	<u>Roman</u>	Carried unanimously
Motion	Seconded	To close new business

Motion to Adjourn – 8:23 PM

<u>Puccio</u>	<u>Brown</u>	Carried unanimously
Motion	Seconded	

Respectfully submitted,

Derek J. Jess
School Business Administrator/Board Secretary



Correspondence

10 - A - 1

50 West State Street
Trenton, New Jersey

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

STATE OF NEW JERSEY
DEPARTMENT OF THE TREASURY
DIVISION OF PENSIONS AND BENEFITS
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ELIZABETH MAHER MUOIO
State Treasurer

JOHN D. MEGARIOTIS
Acting Director

August 19, 2020

MARIA M HERNANDEZ

RE: PERS 1231418

To: Retiree
From: Bureau of Retirements
Subject: Notice of Retirement Approval

Congratulations on your retirement. The Board of Trustees, at their regular meeting on August 19, 2020, approved your application for Service Retirement effective September 1, 2020. (In accordance with your selection of the MAXIMUM retirement option which provides no survivor's benefit).

In accordance with law, you have until thirty days after (A) the effective date of your retirement, or (B) the date your retirement was approved by the Board of Trustees, whichever is the later date, to make any changes to your retirement. Also, your first check cannot be mailed until after this thirty day period. However, the benefit will be retroactive to the original effective date of your retirement. Please allow an additional period for the disbursement and delivery of the check by the federal postal authorities.

If you are considering working after retirement, you should be aware of the restrictions imposed by law and regulations governing post-retirement employments. It is your responsibility to inform your prospective employer that you are receiving retirement benefits from a New Jersey public retirement system, and to understand the impact employment will have on those retirement benefits. In some instances, your retirement benefits may be suspended or even cancelled entirely, and if this occurs, you will be responsible for the repayment of any benefits you were not entitled to receive. You may also be required to re-enroll in your former retirement system or a different retirement system, and make pension contributions to that system. Please read Fact Sheet #86 regarding Post-Retirement Employment Restrictions located on the Division of Pensions and Benefits' website:

<http://www.nj.gov/treasury/pensions/documents/factsheets/fact86.pdf>

Upon reading Fact Sheet #86, if you have any additional questions regarding return to public employment, please contact the Office of Client Services at (609) 292-7524.

CC: Employer
PERTH AMBOY BD OF ED
178 BARRACKS ST
PERTH AMBOY NJ 08861

Personnel
14 – Item #4

20-21 SY Head Coaches & Assistant Coaches (Fall Season)

Employee Name	School	Position	Program Name	Account Number	Rate of Pay (Prorated)	Dates (From-To)	Hours
William Clark	Perth Amboy High School	Head Coach	Football	15-402-100-100-0-0000-03	\$10,815	9/1/2020-10/31/2020	Fall Season
Sean Atkins	Perth Amboy High School	Head Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,570	9/1/2020-10/31/2020	Fall Season
Michael Manfre	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Jeffrey Gumbs	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Patrick Ricks	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Jeremy Rosa	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Lonnie Rawles	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Damon Clark	Perth Amboy High School	Assistant Coach	Football	15-402-100-100-0-0000-03	\$6,305	9/1/2020-10/31/2020	Fall Season
Peyman Jamedar	Perth Amboy High School	Head Coach	Boys Soccer	15-402-100-100-0-0000-03	\$7,425	9/1/2020-10/31/2020	Fall Season
Robert Lezzi	Perth Amboy High School	Assistant Coach	Boys Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
Timothy Shaffer	Perth Amboy High School	Assistant Coach	Boys Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
George Lockhart	Perth Amboy High School	Assistant Coach	Boys Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
Jaime Sprague	Perth Amboy High School	Head Coach	Girls Soccer	15-402-100-100-0-0000-03	\$7,425	9/1/2020-10/31/2020	Fall Season
Victoria Zakrewski	Perth Amboy High School	Assistant Coach	Girls Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
Elyssa Vega	Perth Amboy High School	Assistant Coach	Girls Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
Luis Mendez	Perth Amboy High School	Assistant Coach	Girls Soccer	15-402-100-100-0-0000-03	\$5,175	9/1/2020-10/31/2020	Fall Season
Dennys Gomez	Perth Amboy High School	Head Coach	Girls Tennis	15-402-100-100-0-0000-03	\$4,550	9/1/2020-10/31/2020	Fall Season
Bryan Smith	Perth Amboy High School	Head Coach	Girls Volleyball	15-402-100-100-0-0000-03	\$4,390	9/1/2020-10/31/2020	Fall Season
Marissa Curia	Perth Amboy High School	Assistant Coach	Girls Volleyball	15-402-100-100-0-0000-03	\$2,200	9/1/2020-10/31/2020	Fall Season
Vanessa Stankovitz	Perth Amboy High School	Head Coach	Cheerleading	15-402-100-100-0-0000-03	\$4,500	9/1/2020-10/31/2020	Fall Season
Cindy Cardona	Perth Amboy High School	Assistant Coach	Cheerleading	15-402-100-100-0-0000-03	\$3,300	9/1/2020-10/31/2020	Fall Season
Abbey O'Connor	Perth Amboy High School	Assistant Coach	Cheerleading	15-402-100-100-0-0000-03	\$3,300	9/1/2020-10/31/2020	Fall Season
Alexia Rivera	Perth Amboy High School	Assistant Coach	Cheerleading	15-402-100-100-0-0000-03	\$3,300	9/1/2020-10/31/2020	Fall Season
Ronald Mavus	Perth Amboy High School	Head Coach	Boys Cross Country	15-402-100-100-0-0000-03	\$7,365	9/1/2020-10/31/2020	Fall Season
Jamon Dunn	Perth Amboy High School	Head Coach	Girls Cross Country	15-402-100-100-0-0000-03	\$7,365	9/1/2020-10/31/2020	Fall Season
Kristen Ditommaso	Perth Amboy High School	Coach	Unified Soccer	15-402-100-100-0-0000-03	\$2,000	9/1/2020-10/31/2020	Fall Season

**Recommendations Adult School
Board Meeting
Adult High School Program
2020-2021 SY**

**Personnel
14 – Item #5**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Lashawn Kendall	Adult School	Counselor Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per month for staff meeting
Ana Balram	Adult School	Secretary/Data Entry Clerk Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 15.25	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per month for staff meeting
Cynthia Bankowski	Adult School	Math Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Stephen Piotrowski	Adult School	Digital Literacy Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Stephen Piotrowski	Adult School	Science Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Andrew Vasquez	Adult School	Math Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Stanley Membreno	Adult School	English Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Hailey Cruz	Adult School	English Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting

**Recommendations Adult School
Board Meeting
Adult High School Program
2020-2021 SY**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Sorantly Collado	Adult School	Spanish Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Adrian Sardina	Adult School	Social Studies Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Rose Wardell	Adult School	Science Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Sadie Viscaino	Adult School	Art Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
John Machin	Adult School	Special Education Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Giancarlo Estrada	Adult School	Contemporary World Issues/ World History Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 2 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting
Richard Muldrow	Adult School	Financial Literacy/College & Career Teacher Job ID# 5020	Adult High School	13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/21	5:00 p.m. - 9:00 p.m. 4 Days 1 extra hour per week for prep 1 extra hour per month for staff meeting

2020-2021 SY



**Recommendations Adult School
Board Meeting
Title II Basic Skills Day Program
2020-2021 SY**

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9/3/2020

**Recommendations Adult School
Board Meeting
Title II Basic Skills Evening Program
2020-2021 SY**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Nayda Alvarez	Adult School	Site Coordinator Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	5:45 p.m. - 9:00 p.m. Monday-Thursdays
Olga Bolaños	Adult School	P/T Data Entry Clerk Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 15.25	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. Monday-Thursdays
Noemi Rodriguez	Adult School	Test Examiner Job ID # 5022	Basic Skills Evening Program @ South Campus	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 29.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. Monday-Thursdays
Larry Bello	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. Monday-Thursdays
Linda Nagy	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Gabriela Pugliese	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Esleydy Cabada	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Jessica Alvarez	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Yeny Torres-Magyar	Adult School	ESL/Civics Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days

**Recommendations Adult School
Board Meeting
Title II Basic Skills Evening Program
2020-2021 SY**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Maritza Ubillus	Adult School	HSE Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. Monday-Thursdays
Freddy Valenzuela	Adult School	HSE Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Rose Wardell	Adult School	HSE Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. 2 days
Loris Welch	Adult School	HSE Teacher Job ID # 5022	Basic Skills Evening Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	9/21/20-6/25/21	6:00 p.m. - 9:00 p.m. Monday - Thursday

Recommendations Adult School
Board Meeting
Title II Basic Skills Saturday Morning Family School Program
2020-2021 SY

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Yamilka VanHsem	Adult School	Site Coordinator Job ID# 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:15 a.m. - 11:45 a.m. Saturday
Kayla Figueroa	Adult School	Test Examiner Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 29.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Rosa Napoles	Adult School	Test Examiner Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 29.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Hailey Cruz	Adult School	ESL/Civics Teacher Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Linda Nagy	Adult School	ESL/Civics Teacher Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Gabriela Pugliese	Adult School	ESL/Civics Teacher Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Frezia Valenzuela	Adult School	ESL/Civics Teacher Job ID # 5024	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Sadie Viscaino	Adult School	ESL/Civics Teacher Job ID #	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday
Awilda Jerez	Adult School	ESL/Civics Teacher Job ID #	Basic Skills SMFS Program	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12	\$ 40.00	10/3/20-6/25/2021	8:30 a.m. - 11:30 a.m. Saturday

2020-2021 SY



**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Jennifer Simatos	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Sarah Klepner	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Kelli Young	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evening & Saturday
Freddy Valenzuela	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evening & Saturday
Larry Bello	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Esleydy Cabada	Perth Amboy Adult School	Site Coordinator/Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Linda Nagy	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Mariza Ubillus	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Frezia Valenzuela	Perth Amboy Adult School	Teacher	Adult High School Evening Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Rose Wardell	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Loris Welch	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Jessica Alvarez	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Elba Arias	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Rosa Navas	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Yeny Torres-Magyar	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Gabriela Pugliese	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Carolina Benitez	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Hailey Cruz	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
John Machin	Perth Amboy Adult School	Teacher/Site Coordinator	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Ana Balram	Perth Amboy Adult School	P/T Secretary/Data Entry Clerk	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 15.25	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Andrew Vasquez	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Stanley Membreno	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Soraniy Collado	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Anju Bala	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Adrian Sardina	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Sadie Viscaino	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Giancarlo Estrada	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Cynthia Bankowski	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Gisselle Meza	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Nayda Alvarez	Perth Amboy Adult School	Site Coordinator/Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Maria Diaz	Perth Amboy Adult School	Site Coordinator	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Yamilka Vanlhem	Perth Amboy Adult School	Site Coordinator/Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Olga Bolaños	Perth Amboy Adult School	P/T Secretary/Data Entry Clerk	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 15.25	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Yarisel Cortes	Perth Amboy Adult School	P/T Secretary/Data Entry Clerk	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 15.25	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Daniel Torres Reyes	Perth Amboy Adult School	P/T Secretary/Data Entry Clerk	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 15.25	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

**Recommendations Adult School
Board Meeting
2020-2021 SY - Substitute List**

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours/ Am or PM
Noemi Rodriguez	Perth Amboy Adult School	Test Examiner	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Sylvia Pinairo	Perth Amboy Adult School	Test Examiner	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Kayla Figueroa	Perth Amboy Adult School	Test Examiner	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Rosa Naples	Perth Amboy Adult School	Test Examiner	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 29.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Stephen Piotrowski	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Pamela Rossi Dos Reis	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Awilda Jerez	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday
Richard Muldrow	Perth Amboy Adult School	Teacher	Evening Adult High School Basic Skills Evening Basic Skills Saturday Morning Family School Enrichment Evening/SMFS	20-619-100-101-0-0000-12 20-619-100-101-1-0000-12 20-619-100-101-2-0000-12 20-619-100-101-3-0000-12 13-602-100-101-0-0000-15	\$ 40.00	9/21/20-6/25/2021	As required to substitute for Staff Absences Evenings & Saturday

PERTH AMBOY HIGH SCHOOL
PER DIEM 6TH-ASSIGNMENTS 20.21 SY

Employee Name	School	Position	Program Name	Account Number	Rate of Pay	Dates (From-To)	Hours
Dohl, Jason	PAHS-MAIN	TEACHER	SPED (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Konopka, Raymond	PAHS-MAIN	TEACHER	Math (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Melendez, Marcel	PAHS-MAIN	TEACHER	ESL (Test Skills)	15-240-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Mintmier, Maria	PAHS-MAIN	TEACHER	ELA (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Nigrelli, Valerie	PAHS-MAIN	TEACHER	Math (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
O'Connor, Abbey	PAHS-MAIN	TEACHER	ELA (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Orson, Lisa	PAHS-MAIN	TEACHER	SPED (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Ruggiero, Robert	PAHS-MAIN	TEACHER	ESL (Test Skills)	15-240-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Salazar, Suzanne	PAHS-MAIN	TEACHER	Math (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Sayles, Peter	PAHS-MAIN	TEACHER	Math (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Welch, Loris	PAHS-MAIN	TEACHER	SPED (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed
Worthley, Colin	PAHS-MAIN	TEACHER	ELA (Test Skills)	15-140-100-101-0-0000-03	\$47.50	9/8/2020 Until filled	As Needed



Perth Amboy Public Schools

Administrative Headquarters Building

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

Personnel
14 – Item #10

Ms. Yolanda Gómez
Director of Personnel

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

September 8, 2020

AGENDA: September 17, 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	Reason for Change	Effective Date
Ramon L. Ruiz-Tirado	A.V. Ceres	\$54,495.00	\$55,795.00	20 yrs. Custodian Long.	8/16/2020
Gisela Alicea	E.J. Patten	\$55,480.00	\$56,625.00	20 yrs. Para Long.	9/1/2020
Nereida Alvarez	W.C. McGinnis	\$83,915.00	\$85,480.00	20 yrs. Teacher Long.	9/1/2020
Charlene Bielak	R.N. Wilentz	\$100,810.00	\$101,505.00	30 yrs. Teacher Long.	9/1/2020
Ryan Boyd	H.N. Richardson	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	9/1/2020
Emily Colon	A.V. Ceres	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Yolanda Hernandez	R.N. Wilentz	\$53,330.00	\$54,475.00	20 yrs. Para Long.	9/1/2020
Kathleen Cumber	J.J. Flynn	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Rhonda Dakelman	South Campus	\$97,065.00	\$98,710.00	25 yrs. Teacher Long.	9/1/2020
Sandra Eberhardt	W.C. McGinnis	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Janet El-Maraghy	H.N. Richardson	\$96,500.00	\$98,065.00	20 yrs. Teacher Long.	9/1/2020
Marisol Acevedo	Business Office	\$55,655.00	\$56,040.00	20 yrs. Secretary Long.	9/1/2020
Michele Finkelstein	R.N. Wilentz	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	9/1/2020
Eugene Fioravanti	R.N. Wilentz	\$55,480.00	\$56,625.00	20 yrs. Para Long.	9/1/2020
Lynn Geiger	Ignacio Cruz	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	9/1/2020
Jeffrey Gumbs	East Campus	\$48,740.00	\$50,855.00	7 yrs. Para Long.	9/1/2020
Vivian Irizarry	R.M. Lopez	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Marisel Cardona	Ignacio Cruz	\$53,330.00	\$54,475.00	20 yrs. Para Long.	9/1/2020
Emelina Tavarez	E.J. Patten	\$55,655.00	\$56,040.00	20 yrs. Secretary Long.	9/1/2020
Mabel Lamourt	Bilingual Office	\$56,950.00	\$58,630.00	30 yrs. Secretary Long.	9/1/2020
Valerie Agosto	R.N. Wilentz	\$96,500.00	\$98,065.00	20 yrs. Teacher Long.	9/1/2020
Cassandra Lawrence	R.N. Wilentz	\$99,810.00	\$100,505.00	30 yrs. Teacher Long.	9/1/2020
Jose Dilla	Transportation	\$68,665.00	\$69,770.00	25 yrs. SRP Long.	9/1/2020
Lori Malyar	Ignacio Cruz	\$54,475.00	\$56,170.00	25 yrs. Para Long.	9/1/2020
Maria Medina	Transportation	\$43,040.00	\$44,090.00	20 yrs. SRP Long.	9/1/2020

Angelina Medina	E.J. Patten	\$53,330.00	\$54,475.00	20 yrs. Para Long.	9/1/2020
Roberto Morales	PAHS	\$91,365.00	\$93,010.00	25 yrs. Teacher Long.	9/1/2020
Lynne Morgan	J.J. Flynn	\$96,500.00	\$98,065.00	20 yrs. Teacher Long.	9/1/2020
Lorraine Pannullo	S.E. Shull	\$95,500.00	\$97,065.00	20 yrs. Teacher Long.	9/1/2020
Julia Tenorio	PAHS	\$38,725.00	\$39,830.00	25 yrs. SRP Long.	9/1/2020
Chritine Pichette	J.J. Flynn	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	9/1/2020
Michael Pomponio	R.N. Wilentz	\$91,365.00	\$93,010.00	25 yrs. Teacher Long.	9/1/2020
Ridvana Evangelou	PAHS	\$55,480.00	\$56,625.00	20 yrs. Para Long.	9/1/2020
Angelina Ramos	W.C. McGinnis	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Ana Rivera	HR Dept.	\$89,274.00	\$89,774.00	20 yrs. Confidential Long.	9/1/2020
Yolanda Rojas	Ignacio Cruz	\$53,330.00	\$54,475.00	20 yrs. Para Long.	9/1/2020
Karen Margolin	R.M. Lopez	\$99,565.00	\$101,210.00	25 yrs. Teacher Long.	9/1/2020
Frank Mugica	Dual Language	\$61,115.00	\$61,730.00	15 yrs. SRP Long.	9/1/2020
Marianne Runco	Ignacio Cruz	\$95,500.00	\$97,065.00	20 yrs. Teacher Long.	9/1/2020
Iris Sanchez	Transportation	\$42,425.00	\$43,040.00	15 yrs. SRP Long.	9/1/2020
Migdali Sanchez	PAHS	\$55,480.00	\$56,625.00	20 yrs. Para Long.	9/1/2020
Maria Hornlein	R.N. Wilentz	\$96,500.00	\$98,065.00	20 yrs. Teacher Long.	9/1/2020
Wendy Sutton	School 7	\$57,625.00	\$58,675.00	20 yrs. SRP Long.	9/1/2020
Mirian Cukovic	Ignacio Cruz	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Eileen Toledo	W.C. McGinnis	\$55,130.00	\$56,235.00	25 yrs. SRP Long.	9/1/2020
Matthew Velez	H.N. Richardson	\$89,800.00	\$91,365.00	20 yrs. Teacher Long.	9/1/2020
Lorraine Warman	W.C. McGinnis	\$99,810.00	\$100,505.00	30 yrs. Teacher Long.	9/1/2020
Victoria Pullaro	A.V. Ceres	\$96,500.00	\$98,065.00	20 yrs. Teacher Long.	9/1/2020
Joaquin Gutierrez	W.C. McGinnis	\$57,010.00	\$57,625.00	15 yrs. SRP Long.	9/1/2020
Olga Bolanos	R.M. Lopez	\$48,740.00	\$50,855.00	7 yrs. Para Long.	9/1/2020
Rosalia Bosques	R.N. Wilentz	\$45,210.00	\$46,150.00	10 yrs. SRP Long.	9/1/2020
Anamaria Vento	E.J. Patten	\$50,340.00	\$52,455.00	7 yrs. Para Long.	9/1/2020
Isabel Lorenzo	Transportation	\$41,485.00	\$42,425.00	10 yrs. SRP Long.	9/1/2020
Beverly Gibbons	Transportation	\$41,485.00	\$42,425.00	10 yrs. SRP Long.	9/1/2020
Nancy Figueroa	School 7	\$50,930.00	\$52,075.00	20 yrs. Para Long.	9/1/2020
Yomara Arias	Hmieleski E.C.C.	\$46,590.00	\$48,705.00	7 yrs. Para Long.	9/1/2020
Christian Rosa	Ignacio Cruz	\$48,740.00	\$50,855.00	7 yrs. Para Long.	9/1/2020
Marielle Dunn	Ignacio Cruz	\$48,740.00	\$50,855.00	7 yrs. Para Long.	9/1/2020
Melissa Louis	H.N. Richardson	\$46,590.00	\$48,705.00	7 yrs. Para Long.	9/1/2020
Maria Novio	H.N. Richardson	\$46,590.00	\$48,705.00	7 yrs. Para Long.	9/1/2020
Denny Canela	W.C. McGinnis	\$89,800.00	\$99,300.00	Full EPTA Stipend	9/8/2020
Danielle Papa	W.C. McGinnis	\$75,320.00	\$84,820.00	Full EPTA Stipend	9/8/2020
Scarlin Rodriguez	W.C. McGinnis	\$62,365.00	\$59,865.00	Removal Bil. Stipend	9/1/2020
Scarlin Rodriguez	W.C. McGinnis	\$59,865.00	\$69,365.00	Full EPTA Stipend	9/8/2020
Frances Cafferty	S.E. Shull	\$83,915.00	\$93,415.00	Full EPTA Stipend	9/8/2020
Karen Granado	S.E. Shull	\$76,320.00	\$85,820.00	Full EPTA Stipend	9/8/2020
Jessica Perez	S.E. Shull	\$98,065.00	\$107,565.00	Full EPTA Stipend	9/8/2020
Theresa Berrios	PAHS	\$98,710.00	\$100,610.00	1/5 EPTA Stipend	9/8/2020
Paul Bouchard	PAHS	\$89,800.00	\$99,300.00	Full EPTA Stipend	9/8/2020
Mary Boychuk	PAHS	\$58,300.00	\$67,800.00	Full EPTA Stipend	9/8/2020
James Catenaro	PAHS	\$61,600.00	\$71,100.00	Full EPTA Stipend	9/8/2020
William Clark	PAHS	\$59,865.00	\$61,765.00	1/5 EPTA Stipend	9/8/2020

Justyna Dapuzzo	PAHS	\$58,700.00	\$68,200.00	Full EPTA Stipend	9/8/2020
Justyna Dapuzzo	PAHS	\$68,200.00	\$70,100.00	1/5 EPTA Stipend	9/8/2020
Makka Depa	PAHS	\$58,300.00	\$67,800.00	Full EPTA Stipend	9/8/2020
Makka Depa	PAHS	\$67,800.00	\$69,700.00	1/5 EPTA Stipend	9/8/2020
Anitha Dilip	PAHS	\$63,540.00	\$73,040.00	Full EPTA Stipend	9/8/2020
Amanda Gogolin	PAHS	\$68,300.00	\$74,000.00	3/5 EPTA Stipend	9/8/2020
Franck Joseph	PAHS	\$98,270.00	\$107,770.00	Full EPTA Stipend	9/8/2020
Carolyn Macchia	PAHS	\$89,800.00	\$99,300.00	Full EPTA Stipend	9/8/2020
Amanda Martin	PAHS	\$64,000.00	\$73,500.00	Full EPTA Stipend	9/8/2020
Mark Niebojeski	PAHS	\$98,710.00	\$108,210.00	Full EPTA Stipend	9/8/2020
Tricia O'Grady	PAHS	\$89,800.00	\$99,300.00	Full EPTA Stipend	9/8/2020
William Osvath	PAHS	\$89,800.00	\$99,300.00	Full EPTA Stipend	9/8/2020
Joy Otokiti	PAHS	\$64,000.00	\$73,500.00	Full EPTA Stipend	9/8/2020
Alina Pankiv	PAHS	\$62,485.00	\$71,985.00	Full EPTA Stipend	9/8/2020
Jose Pizarro	PAHS	\$98,000.00	\$107,500.00	Full EPTA Stipend	9/8/2020
Edgar Ramirez	PAHS	\$93,805.00	\$103,305.00	Full EPTA Stipend	9/8/2020
Arlene Roncin	PAHS	\$78,090.00	\$79,990.00	1/5 EPTA Stipend	9/8/2020
Nina Schurko-Wieczorek	PAHS	\$61,600.00	\$67,300.00	3/5 EPTA Stipend	9/8/2020
Jaclyn Schweitzer	PAHS	\$59,865.00	\$69,365.00	Full EPTA Stipend	9/8/2020
Sonali Shetty	PAHS	\$65,000.00	\$74,500.00	Full EPTA Stipend	9/8/2020
Tiffany Soderholm	PAHS	\$65,000.00	\$74,500.00	Full EPTA Stipend	9/8/2020
Afshan Waheed	PAHS	\$91,305.00	\$93,205.00	1/5 EPTA Stipend	9/8/2020
Lea Welch	PAHS	\$65,565.00	\$67,465.00	1/5 EPTA Stipend	9/8/2020
Dolores McAndrew	DLS	\$76,320.00	\$78,820.00	Dual Language Stipend	9/1/2020
Elizabeth Velasquez	DLS	\$89,800.00	\$92,300.00	Dual Language Stipend	9/1/2020
Esleydy Cabada	Hmielecki E.C.C.	\$60,865.00	\$66,565.00	MA Degree	9/1/2020
Nayna Vyas	PAHS	\$81,680.00	\$84,180.00	Bilingual Stipend	19/20 School Year
Nayna Vyas	PAHS	\$86,685.00	\$89,185.00	Bilingual Stipend	20/21 School Year
Carlos Baltodano	PAHS	\$91,275.00	\$93,775.00	Bilingual Stipend	19/20 School Year
Carlos Baltodano	PAHS	\$93,010.00	\$95,510.00	Bilingual Stipend	20/21 School Year

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Restart and Recovery Plan

July 20

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[See POLICY ALERT No. 221]

1648 RESTART AND RECOVERY PLAN

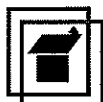
On June 26, 2020, the New Jersey Department of Education (NJDOE) published "The Road Back - Restart and Recovery Plan for Education" (Guidance), a guidance document for reopening New Jersey schools during the COVID-19 pandemic. The Guidance provided school officials with the information necessary to ensure that schools reopen safely and are prepared to accommodate staff and students' unique needs during these unprecedented times. The NJDOE required school districts in the State to develop, in collaboration with community stakeholders, a "Restart and Recovery Plan" (Plan) to reopen schools that best fits the district's local needs.

The Guidance requires the Board of Education to adopt certain policies and the Board adopts Policy 1648 to address those policy requirements in the Guidance. Policy 1648 shall only be effective through the current COVID-19 pandemic and will take precedence over any existing Policy on the same or similar subject, unless determined otherwise by the Superintendent.

A. NJDOE Guidance – Key Subject Area 1 – Conditions for Learning

1. Transportation

- a. If the school district is providing transportation services on a district-owned school bus, a face covering must be worn by all students who are able to do so in accordance with A.2.c. below.
 - (1) Accommodations for students who are unable to wear a face covering should be addressed according to that student's particular need and in accordance with all applicable laws and regulations.
- b. The school district shall use best practices for cleaning and disinfecting district-owned school buses and other transportation vehicles in accordance with A.3. below.



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Restart and Recovery Plan

- c. District-employed school bus drivers and aides on district-owned school buses shall practice all safety actions and protocols as indicated for other school staff.
- d. If the school district is using contracted transportation services, the contractor shall ensure all Board of Education safety actions and protocols are followed by the contractor and its employees and/or its agents.

[See Policy Guide 1648 – Appendix C for the protocols/procedures for “Transportation” which is also included in the school district’s Restart and Recovery Plan.]

2. Screening, Personal Protective Equipment (PPE), and Response to Students and Staff Presenting Symptoms

- a. The school district shall screen students and employees upon arrival to a school building or work location for COVID-19 symptoms and a history of exposure.
 - (1) School staff must visually check students and employees for symptoms upon arrival (which may include temperature checks) and/or confirm with families that students are free of COVID-19 symptoms.
 - (2) Health checks must be conducted safely and respectfully, and in accordance with any applicable privacy laws and regulations.
 - (3) Results must be documented when signs/symptoms of COVID-19 are observed.
 - (4) The screening protocol will take into account students and employees with disabilities and accommodations that may be needed in the screening process for those students and employees.



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Restart and Recovery Plan

- (5) Students and employees with symptoms related to COVID-19 must be safely and respectfully isolated from others.
 - (6) If the school district becomes aware that an individual who has spent time in a school district facility tests positive for COVID-19, district officials must immediately notify local health officials, staff, and families of a confirmed case while maintaining confidentiality.
- b. School staff and visitors are required to wear face coverings unless doing so would inhibit the individual's health or the individual is under two years of age.
- (1) If a visitor refuses to wear a face covering for non-medical reasons and if such covering cannot be provided to the individual at the point of entry, the visitor's entry to the school/district facility may be denied.
- c. Students must wear face coverings at all times, unless they are subject to an exemption pursuant to Section 2d of this policy.. It is also necessary to acknowledge that enforcing the use of face coverings may be impractical for young children or individuals with disabilities.
- (1) Accommodations for students who are unable to wear a face covering should be addressed according to that student's need and in accordance with all applicable laws and regulations.



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Restart and Recovery Plan

d. Exceptions to the Requirement for Face Coverings

1. When doing so would inhibit the individual's health.
2. When a student is in extreme heat outdoors.
3. When a student is in water.
4. If a student's documented medical condition, or disability as reflected in an Individualized Education Program (IEP), precludes the use of a face covering.
5. If a student is under the age of two (2), due to the risk of suffocation.
6. When a student is eating or drinking.
7. If or when anyone has trouble breathing or is unconscious, is incapacitated, or is otherwise unable to remove the face covering without assistance (e.g., face coverings should not be worn by Pre-K students during nap time).
8. The student is engaged in high intensity aerobic or anaerobic activities.
9. During gym and music classes when individuals are in a well-ventilated location and able to maintain a physical distance of six feet apart (see number 2 below).
10. When wearing a face covering creates an unsafe condition in which to operate equipment or execute a task (for example, students operating machinery in which face coverings may get caught).

[See Policy Guide 1648 – Appendix E for the protocols/procedures for “Screening, PPE, and Response to Students and Staff Presenting Symptoms” which is also included in the school district’s Restart and Recovery Plan.]



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Restart and Recovery Plan

3. Facilities Cleaning Practices

- a. The school district must continue to adhere to existing required facilities cleaning practices and procedures and any new specific requirements of the local health department as they arise.
- b. A procedure manual must be developed to establish cleaning and disinfecting schedules for schools and school equipment, targeted areas to be cleaned, and methods and materials to be used.

[See Policy Guide 1648 – Appendix G for the protocols/procedures for – “Facilities Cleaning Practices” which is also included in the school district’s Restart and Recovery Plan.]

4. Wraparound Supports

a. Mental Health Supports

The school district’s approach to student mental health supports will be affected by the learning environment in place at the beginning of the school year. If in-person instruction is not feasible, the district must find other ways to assess and monitor students’ mental health.

[See Policy Guide 1648 – Appendix K for the protocols/procedures for “Academic, Social, and Behavioral Supports” which is also included in the school district’s Restart and Recovery Plan.]

5. Contact Tracing

- a. Upon notification that a resident has tested positive for COVID-19, the local health department will call the school district to determine close contacts to whom they may have spread the virus, where close contact is defined as being within six feet for a period of at least ten minutes.



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Restart and Recovery Plan

- b. The school district shall assist the local health department in conducting contact tracing activities, including ongoing communication with the identified individual and/or their contacts.
- c. The school district shall ensure adequate information and training is provided to the staff as necessary to enable staff to carry out responsibilities assigned to them.
- d. A staff liaison(s) shall be designated by the Superintendent or designee and shall be responsible for providing notifications and carrying out other components that could help ensure notifications are carried out in a prompt and responsible manner.
- e. School districts shall allow staff, students, and families to self-report symptoms and/or suspected exposure.

B. NJDOE Guidance – Key Subject Area 2 – Leadership and Planning

1. Scheduling

- a. The school district's Plan must account for resuming in-person instruction and shall provide steps to shift back to virtual learning models if circumstances change and
- b. in-person instruction guidelines can no longer be followed.
- b. The school district's Plan accommodates opportunities for both synchronous and asynchronous instruction, while ensuring requirements for a 180-day school year are met.
- c. The school district recognizes special populations will require unique considerations to ensure the continuity of learning as well as the health and safety of students and staff within the least restrictive environment.

(1) Special Education and English Language Learners (ELL)



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Restart and Recovery Plan

- (a) The school district shall provide educators with professional development to best utilize the accessibility features and accommodations tools made available through technology-based formats in accordance with this Policy.
- (b) The school district shall continue to ensure students receive individualized supports that meet the requirements of the IEP and 504 Plans.

2. Staffing

- a. The school district shall comply with all applicable employment laws when making staffing and scheduling requirements, including, but not limited to, the Americans Disabilities Act (ADA), the Health Insurance Portability and Accountability Act (HIPPA), and all applicable State laws.
- b. As the school district adjusts schedules, teaching staff members must maintain quality instruction for students pursuant to the minimum requirements set forth in NJDOE regulation.

C. NJDOE Guidance – Key Subject Area 3 – Policy and Funding

1. School Funding

a. Purchasing

The school district may likely need to purchase items not needed in the past and may experience increased demand for previously purchased goods and services to implement the Plan. The school district shall continue to comply with the provisions of the “Public School Contracts Law”, N.J.S.A. 18A:18A-1 et seq.



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Restart and Recovery Plan

b. Use of Reserve Accounts, Transfers, and Cashflow

The school district shall apply for the approval from the Commissioner of Education, prior to performing certain budget actions, such as withdrawing from the emergency reserve account or making transfers that cumulatively exceed ten percent of the amount originally budgeted.

c. Costs and Contracting

The school district shall follow all New Jersey State laws and regulations applicable to local school districts for purchasing when procuring devices and connectivity or any technology related item.

D. NJDOE Guidance – Key Subject Area 4 – Continuity of Learning

1. Ensuring the Delivery of Special Education and Related Services to Students with Disabilities

- a. The school district shall continue to meet their obligations to students with disabilities to the greatest extent possible.

2. Professional Learning

- a. The school district shall prepare and support teaching staff members in meeting the social, emotional, health, and academic needs of all students throughout the implementation of the Plan.

(1) Professional Learning

- (a) The school district shall grow each teaching staff member's professional capacity to deliver developmentally appropriate standards-based instruction remotely.



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Restart and Recovery Plan

(2) Mentoring and Induction

(a) The school district shall ensure:

- (i) All novice provisional teachers new to the district be provided induction;
- (ii) One-to-one mentoring is provided to novice provisional teachers by qualified mentors;
- (iii) Mentors can provide sufficient support and guidance to novice provisional teachers working in a remote environment;
- (iv) Mentoring is provided in both hybrid and fully remote learning environments and that mentors and provisional teachers will agree upon scheduling, structure, and communication strategies they will use to maintain the mentoring experience; and
- (v) The use of online collaborative tools for school staff to remain connected to other mentors, new teachers, and administrators to maintain a sense of communal support.

(3) Evaluation

- (a) The school district has considered the requirements and best practices with provisional status teachers, nontenured educators, and those on Corrective Action Plans (including extra observations, extra observers, assuring more frequent feedback and face-to-face).



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Restart and Recovery Plan

3. Career and Technical Education (CTE)

a. The school district shall implement innovative learning models for new learning environments regarding CTE.

b. Quality CTE Programs

The school district shall ensure students have access to appropriate industry-recognized, high-value credentials.

c. Work-Based Learning

The school district will ensure students are provided the opportunity to participate in safe work-based learning, either remotely (simulations, virtual tours, etc.) or in-person.

Adopted: 17 September 2020



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Appendix C

Transportation:

The district has developed various plans in an attempt to transport students in a safe yet effective manner. With that said, the district will be unable to provide “courtesy transportation” throughout the 2020-2021 school year, as our focus will be on mandatory routes. Due to the high demand of districts seeking additional transportation, we may have to adjust student arrival and departure times. However, our staff work hours remain the same. Bus routes have been arranged to ensure all social distancing protocols are in place. For example, no more than 23 students are in a 54-passenger bus.



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Appendix E

Screening of Staff and Students, Protective Personal Equipment (PPE), And Response to Staff Presenting Symptoms:

All students and staff will be screened each morning upon arrival using thermal scanning technology or handheld forehead thermometers. Our nursing staff will be given additional protective personal equipment when interacting with students and/or staff who may show signs of the virus.

As per the Governor's announcement, some traditional roles may change. The district is developing policies and protocols to allow for flexibility with all staff roles. An isolation room has been designated at school for students and staff who may show symptoms.



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Appendix F

Contact Tracing

The district will continue to work with the county department of health to identify any student or staff member who may have contracted the virus, or come into contact with someone who has. All contact tracing will be managed by the County Health Department.



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Appendix G

Facilities' Cleaning Practices

The district has developed a plan to increase cleaning of high touch areas to include doorknobs, walls, classrooms, shared spaces and bathrooms.

Additional disinfecting products have been purchased to increase the level of cleanliness. For example, electrostatic sprayers will be used to quickly sanitize high touch areas. In addition, new hand sanitizing dispensers have been purchased for all classrooms, bathrooms, and common areas.



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Appendix K

Academic, Social and Behavioral Supports

The district is committed to providing academic, social and behavioral support that will optimize conditions for teaching and learning when schools reopen in September. The district has previously implemented the NJ Department of Education social and emotional competencies and NJ multi-tiered system of support and will continue to do so. For example, counseling sessions for students and families will continue to be provided as needed.



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Appendix N

Scheduling of Students

Based on the guidelines provided and minimum standards required, the district was able to develop the following hybrid models for the 2020-2021 school year. Please note that a lot of thought, energy, and reflection was given to develop the plan. We are aware that no model will fully meet the needs of each family within the school community, but we strongly believe that we have made the best possible decision within the circumstances and guidelines provided. Maintaining consistency in Pre-K through 12th Grade was always a consideration; however, this became a difficult task in the current environment and restrictions. The District will begin the year on remote instruction- before returning to in-person instruction- tentatively scheduled for November 18, 2020. Different schedules were developed for Pre-K Schools, Elementary Schools, Middle Schools, and High School to be implemented if and when circumstances allow the implementation of the hybrid model.

AB Daily Full Day Schedule for Students in Prekindergarten: In this model, prekindergarten students are split into two (2) equal groups: Group A and Group B. Group A will have in-person learning for a full day on Mondays and Tuesday, while Group B will participate in remote learning from home. Group B in-person learning on Wednesdays and Thursdays while Group A participates in remote learning. Fridays will be an all-remote learning day for every student.

ABC Full Day Schedule for Elementary Students (Grades K-4): In this model, elementary school students are split into three (3) groups: Group A, Group B, and Group C. Group A will attend in-person instruction for a full day, while Group B and Group C will participate in remote instruction. In this model, students are in school for one day, remote for two days, and then the cycle repeats. During in-person instruction days, students will follow a "regular school day schedule." They will have breakfast and lunch at school.

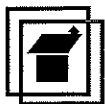
ABC Full day Schedule for Middle School Students (Grades 5-8): In this model, students are split into three (3) groups: Group A, Group B, and Group C. Group A will attend school for a full day in-person instruction two days a week on a rotating basis while Group B and Group C are learning remotely. This schedule will rotate throughout the month.

ABC Full Day Schedule for High School Students (Grades 9-12): In this model, students are split into three (3) groups: Group A, Group B, and Group C. Group A will attend school for a full day in-person instruction two days a week on a rotating basis while Group B and Group C are learning remotely. This schedule will rotate throughout the month.



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*Scheduling siblings to attend in-person instruction on the same days will be considered.



POLICY GUIDE

Appendix O

Staffing

Due to the COVID-19 Pandemic, the roles and responsibilities of staff members have evolved to ensure the continuity of student learning while also ensuring students social, emotional, physical, and mental health wellness. Regardless of the instructional delivery model (Hybrid or All-Remote Learning), staff must maintain quality instruction that is aligned to the New Jersey Student Learning Standards. The following roles and responsibilities also take into consideration the needs of staff members, such as access to technology and social and emotional health.



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Remote Learning Options for Families

July 20

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[See POLICY ALERT No. 221]

1648.02 REMOTE LEARNING OPTIONS FOR FAMILIES

On July 24, 2020, the New Jersey Governor and the Commissioner of Education published a supplemental guidance document titled “Clarifying Expectations Regarding Fulltime Remote Learning Options for Families 2020-2021” as a result of the COVID-19 pandemic. This supplemental guidance includes an additional “anticipated minimum standard,” as this phrase is used throughout “The Road Back: Restart and Recovery Plan for Education” (NJDOE Guidance). This additional “anticipated minimum standard” provides that, in addition to the methods and considerations explicitly referenced in the NJDOE Guidance for scheduling students for in-person, remote, or hybrid learning, families/guardians (hereinafter referred to as “parents”) may submit, and school districts shall accommodate, requests for full-time remote learning.

Requests for full-time remote learning may include any service or combination of services that would otherwise be delivered to students on an in-person schedule, which may be a hybrid schedule, such as instruction, behavioral and support services, special education, and related services. A parent may request some services be delivered entirely remotely, while other services follow the same schedule they otherwise would according to the provisions in the school district’s Restart and Recovery Plan (Plan) and Policy 1648.

A parent may contact the Principal or designee of the building the student would attend with any questions on: a request to transition from in-person services to full-time remote learning; a request to transition from full-time remote learning to in-person services; the procedures of this Policy; and/or any other information regarding the school district’s Plan and Policy 1648.

To ensure clarity and consistency in implementation of full-time remote learning, the Board of Education adopts this Policy that addresses the following:

A. Unconditional Eligibility for Full-time Remote Learning

1. All students are eligible for full-time remote learning.



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Remote Learning Options for Families

- a. Eligibility for full-time remote learning cannot be conditioned on a parent demonstrating a risk of illness or other selective criteria.
- b. Unconditional eligibility for full-time remote learning includes students with disabilities who attend in-district schools or receiving schools (county special services school districts, educational services commissions, jointure commissions, Katzenbach School for the Deaf, regional day schools, college operated programs, and approved private schools for students with disabilities).

B. Procedures for Submitting Full-time Remote Learning Requests

1. A parent may request a student receive full-time remote learning from the school district by submitting a written request to the Principal of the school building their child would attend. The written request shall be provided to the Principal within 6 calendar days before the student is eligible to commence full-time remote learning in accordance with B.2. below.
2. The student may only begin full-time remote learning: at the beginning of the school year; or within 3 school days after receiving written approval of the Principal or designee.
3. The written request for the student to receive full-time remote learning shall include:
 - a. The student's name, school, and grade;



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Remote Learning Options for Families

- b. The technology the student will be using to receive full-time remote learning, including the student's connectivity capabilities;
 - c. A request for any service or combination of services that would otherwise be delivered to the student on an in-person or hybrid schedule, such as instruction, behavioral and support services, special education, and related services;
 - d. For students with disabilities, the school district staff will determine if an Individualized Education Plan (IEP) meeting or an amendment to a student's IEP is needed for full-time remote learning; and
 - e. Any additional information the Principal or designee requests to ensure the student, when receiving remote learning, will receive the same quality and scope of instruction and other educational services as any other student otherwise participating in school district programs.
 - (1) The documentation required by the school district to be provided in the parent's request for full-time remote learning shall not exclude any students from the school district's full-time remote learning option, but rather be limited to the minimum information needed to ensure proper recordkeeping and implementation of successful remote learning.
4. Upon receiving the written request, the Principal or designee may request additional information from the parent to assist the Principal or designee in providing the student the same quality and scope of instruction and other educational services as any other student otherwise participating in school district programs.
5. The Principal or designee will review the written request and upon satisfaction of the procedures outlined in this Policy, the Principal or designee will provide written approval of the parent's request for full-time remote learning.



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Remote Learning Options for Families

- a. In the event the request does not satisfy the procedures outlined in this Policy, the Principal or designee will notify the parent in writing of the issues that need to be addressed by the parent to satisfy the procedures outlined in this Policy.
6. The Principal's written approval of the request shall be provided to the parent within 3 calendar days of receiving the parent's written request.
 - a. The written approval will include the date the remote learning program will commence for the student in accordance with B.2. above.
- C. Scope and Expectations of Full-Time Remote Learning
 1. The scope and expectations of the school district's full-time remote learning program will include, but not be limited to, the following:
 - a. The length of the school day pursuant to N.J.A.C. 6A:32-8.3 and compliance with the Board's Attendance Policy and Regulation 5200; the provisions of the district's remote learning program outlined in the school district's Plan; and any other Board policies and regulations that govern the delivery of services to, and district expectations of, students participating in the remote learning program and their families;
 - b. The technology and the connectivity options to be used and/or provided to the student during remote learning; and
 - c. Any additional information the Principal or designee determines is needed to ensure the student, when receiving remote learning, will receive the same quality and scope of instruction and other educational services as any other student otherwise participating in school district programs (i.e. students participating in a hybrid model).



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Remote Learning Options for Families

- (1) This includes, for example, access to standards-based instruction of the same quality and rigor as afforded all other students of the district, the district making its best effort to ensure that every student participating in remote learning has access to the requisite educational technology, and the provision of special education and related services to the greatest extent possible.
 - d. The school district will endeavor to provide supports and resources to assist parents, particularly those of younger students, with meeting the expectations of the school district's remote learning option.
- D. Procedures to Transition from Full-Time Remote Learning to In-Person Services
1. A parent may request their student transition from full-time remote learning to in-person services, if in-person services are being provided, by submitting a written request to the Principal of the building the student will attend. In order for the student to be eligible for in-person services during the next semester, the request must be submitted at least 6 calendar days before the end of the semester.
 2. A student is only eligible to transition from full-time remote learning to in-person services commencing at the beginning of a marking period following receipt of the required notice.



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Remote Learning Options for Families

3. The written request from the parent for the student to transition from full-time remote learning to in-person services shall include:
 - a. The student's name, school, and grade;
 - b. The in-person program may only commence for a student transitioning from full-time remote learning to in-person services in accordance with D.2. above; and
 - c. Any additional information the Principal or designee determines would be important on the student's transition from full-time remote learning to in-person services.
4. A student previously approved for remote learning wanting to transition into the school district's in-person program must spend at least one marking period in remote learning before being eligible to transition into the school district's in-person program.
 - a. This will allow parents to make the arrangements needed to effectively serve students' home learning needs and will support educators in ensuring continuity of instruction for the student.
5. The Principal or designee will review the request for compliance with this Policy, and upon satisfaction of the procedures in this Policy, will provide the parent of the student a written approval of the student entering the school district's in-person program.



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Remote Learning Options for Families

- a. In the event the request does not satisfy the procedures outlined in this Policy, the Principal or designee will notify the parent in writing of the issues that need to be addressed by the parent to satisfy the procedures outlined in this Policy.

6. Upon approval of the student's transition from full-time remote learning to in-person services, the school district will provide specific student and academic services to better assist parents anticipate their student's learning needs and help educators maintain continuity of services.

7. School districts that offer Pre-K will consult their Pre-K curriculum providers regarding appropriate measures to assess a Pre-K student's learning progress during the transition from full-time remote learning to in-person learning.

E. Reporting

1. To evaluate full-time remote learning, and to continue providing meaningful guidance for school districts, it will be important for the New Jersey Department of Education (NJDOE) to understand the extent and nature of demand for full-time remote learning around the State.
 - a. The school district will be expected to report to the NJDOE data regarding participation in full-time remote learning. Data will include the number of students participating in full-time remote learning by each of the following subgroups: economically disadvantaged; major racial and ethnic groups; students with disabilities; and English learners.

F. Procedures for Communicating District Policy with Families

1. The school district will have clear and frequent communication with parents, in their home language, to help ensure this important flexibility is as readily accessible as possible. Communication must include, at a minimum, information regarding:



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Remote Learning Options for Families

- a. Summaries of, and opportunities to review, the school district's full-time remote learning Policy/Plan;
- b. Procedures for submitting full-time remote learning requests in accordance with B. above;
- c. Scope and expectations of full-time remote learning in accordance with C. above;
- d. The transition from full-time remote learning to in-person services and vice-versa in accordance with B. and D. above; and
- e. The school district's procedures for ongoing communication with families and for addressing families' questions or concerns.

G. Home or Out-of-School Instruction

1. No provision of this Policy supersedes the district's requirements to provide home or out-of-school instruction for the reasons outlined in N.J.S.A. 18A, N.J.A.C. 6A, or any applicable Board policy unless determined otherwise by the Superintendent or designee.

Appendix Q for the protocols/procedures for "Remote Learning Options for Families" which is outlined in the school district's Restart and Recovery Plan.

New Jersey Department of Education Guidance Document:
"Clarifying Expectations Regarding Fulltime Remote Learning
Options for Families 2020-2021"

Adopted: 17 September 2020



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Appendix Q

Remote Options for Families

As announced by Governor Murphy, school districts across New Jersey will be expected to offer parents a choice on whether they want their children to participate in the hybrid model or in all-remote learning. The Perth Amboy Public Schools will accommodate parents' requests and preferences with the understanding that parents who choose the "All-remote" option will not be able to come back to the hybrid model for the first marking period. However, extenuating circumstances will be considered.



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Federal Families First Coronavirus
(COVID-19) Response Act

June 20

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[See POLICY ALERT No. 220]

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

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

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

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

1. Definitions - For the purposes of the EFMLEA:

- a. "Eligible employee" means an employee who has been employed for at least thirty calendar days by the employer with respect to whom leave is requested.
- b. "Employer" means any employer with fewer than five hundred employees.
- c. "Qualifying need related to a public health emergency" means with respect to leave, the employee is unable to work (or telework) due to a need for leave to care for the son or daughter under eighteen years of age of such employee if the school or place of care has been closed, or the child care provider of such son or daughter is unavailable, due to a public health emergency.
- d. "Public Health Emergency" means an emergency with respect to COVID-19 declared by a Federal, State, or local authority.



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- e. “Child care provider” means a provider who receives compensation for providing child care services on a regular basis, including an ‘eligible child care provider’ (as defined in section 658P of the Child Care and Development Block Grant Act of 1990 (42 U.S.C. 9858n)).
- f. “School” means an ‘elementary school’ or ‘secondary school’ as such terms are defined in section 8101 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7801).

2. Relationship to Paid EFMLEA Leave

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

a. Leave for Initial Ten Days

- (1) The first ten days of this FMLA leave for an eligible employee shall be unpaid.
- (2) If the first ten days of this FMLA leave are unpaid, an employee may elect to substitute any accrued vacation leave, personal leave, or emergency paid sick leave provided by the EPSLA for the initial ten days under the EFMLEA in accordance with 29 U.S.C. 2612(d)(2)(B).



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- (3) An employee may not use sick leave under N.J.S.A. 18A:30-1 for a qualifying need related to a public health emergency. However, an employee receiving sick leave under the provisions of N.J.S.A. 18A:30-1 may only use sick leave because of personal disability due to illness or injury, or because the employee has been excluded from school by the school district's medical authorities on account of contagious disease or of being quarantined for such a disease in his or her immediate household.

b. Paid Leave for Subsequent Days

- (1) An employer shall provide paid leave for each day of leave under the EFMLEA that an employee takes after taking such leave for ten days.
- (2) The paid leave for an employee shall be calculated based on:
 - (a) An amount that is not less than two-thirds of an employee's regular rate of pay (as determined under section 7(e) of the Fair Labor Standards Act of 1938 (29 U.S.C. 207(e)); and
 - (b) The number of hours the employee would otherwise be normally scheduled to work (or the number of hours calculated under A.2.(b)(4) below).
- (3) In no event shall such paid leave exceed \$200.00 per day and \$10,000.00 in the aggregate.



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- (4) Varying Schedule Hours Calculation – In the case of an employee whose schedule varies from week to week to such an extent that an employer is unable to determine with certainty the number of hours the employee would have worked if such employee had not taken leave under the EFMLEA, the employer shall use the following in place of such number:
 - (a) Subject to A.2.b.(4)(b) below, a number equal to the average number of hours that the employee was scheduled per day over the six-month period ending on the date on which the employee takes such leave, including hours for which the employee took leave of any type.
 - (b) If the employee did not work over such period, the reasonable expectation of the employee at the time of hiring of the average number of hours per day that the employee would normally be scheduled to work.

c. Employee Notice to Employer

- (1) In any case where the necessity for leave under the EFMLEA for the purpose of a qualifying need related to a public health emergency is foreseeable, an employee shall provide the employer with such notice of leave as is practicable.
 - (a) A request for such leave that is foreseeable shall be submitted to the Director of Personnel prior to commencing the leave.



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- (b) A need for such leave that is not foreseeable shall be submitted to the Director of Personnel within one business day of the first day of the leave being taken by the employee.
- (c) The employee shall provide to the Director of Personnel the name of the employee's child, the name of the school, place of care, or child care provider that has closed or become unavailable, and a statement that no other suitable person is available to care for the child.

d. Restoration to Position

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



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- (c) The employer makes reasonable efforts to restore the employee to a position equivalent to the position the employee held when the leave commenced with equivalent employment benefits, pay, and other terms and conditions of employment.
- (d) If the reasonable efforts of the employer under A.2.d.(1)(c) above fail, the employer makes reasonable efforts during the period described in A.2.d.(2) below to contact the employee if an equivalent position described in A.2.d.(1)(c) above becomes available.

(2) Contact Period

- (a) The period described under A.2.d. above is the one-year period beginning on the earlier of:
 - i. The date on which the qualifying need related to a public health emergency concludes; or
 - ii. The date that is twelve weeks after the date on which the employee's leave under the EFMLEA commences.

B. Emergency Paid Sick Leave Act (EPSLA)

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



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1. Definitions

a. For purposes of the EPSLA and this Policy:

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

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

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

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

ii. In the case of a public agency or any other entity that is not a private entity or individual, employs one or more employees.

(b) "Covered employer" also includes:

i. Any person acting directly or indirectly in the interest of an employer in relation to an employee (within the meaning of such phrase in section 3(d) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(d)); and



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- ii. Any successor in interest of an employer; and any “public agency”, as defined in section 3(x) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(x)).
- (c) “Covered employer” also includes any “public agency” as defined in section 3(x) of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(x)).
- (3) “Employ” and “State” have the meanings given such terms in section 3 of the Fair Labor Standards Act of 1938 (29 U.S.C. 203).
- (4) “Health care provider” and “son or daughter” have the meanings given such terms in section 101 of the Family and Medical Leave Act of 1993 (29 U.S.C. 2611).
- (5) “Paid sick time” means an increment of compensated leave that:
 - (a) Is provided by an employer for use during an absence from employment for a reason described in any paragraph of B.2.a. below; and
 - (b) Is calculated based on the employee’s required compensation under B.1.a.(6) below and the number of hours the employee would otherwise be normally scheduled to work (or the number of hours calculated under (B.1.a.(7) below), except that in no event shall such paid sick time exceed:



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

Subject to B.1.a.(5)(b) above, with respect to any paid sick time provided for any use described in B.2.a.(4), (5), or (6) below, the employee’s required compensation shall be two-thirds of the amount described in B.1.a.(6) above.
- (7) “Varying Schedule Hours Calculation” means in the case of a part-time employee described in B.3.b.(2) below whose schedule varies from week to week to such an extent that an employer is unable to determine with certainty the number of hours the



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employee would have worked if such employee had not taken paid sick time under B.2.a. below, the employer shall use the following in place of such number:

- (a) Subject to clause B.1.a.(7)(b) below, a number equal to the average number of hours that the employee was scheduled per day over the six-month period ending on the date on which the employee takes the paid sick time, including hours for which the employee took leave of any type.
- (b) If the employee did not work over such period, the reasonable expectation of the employee at the time of hiring of the average number of hours per day that the employee would normally be scheduled to work.

2. Paid Sick Leave Requirement

- a. An employer shall provide to each employee employed by the employer paid sick time to the extent that the employee is unable to work (or telework) due to a need for leave because:
 - (1) The employee is subject to a Federal, State, or local quarantine or isolation order related to COVID-19.
 - (2) The employee has been advised by a health care provider to self-quarantine due to concerns related to COVID-19.
 - (3) The employee is experiencing symptoms of COVID-19 and seeking a medical diagnosis.
 - (4) The employee is caring for an individual who is subject to an order as described in B.2.a.(1) above or has been advised as described in B.2.a.(2) above.



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- (5) The employee is caring for a son or daughter of such employee if the school or place of care of the son or daughter has been closed, or the child care provider of such son or daughter is unavailable, due to COVID-19 precautions.
- (6) The employee is experiencing any other substantially similar condition specified by the Secretary of Health and Human Services in consultation with the Secretary of the Treasury and the Secretary of Labor.

3. Duration of Paid Sick Time

- a. An employee shall be entitled to paid sick time for an amount of hours determined under B.3.b. below.
- b. The amount of hours of paid sick time to which an employee is entitled shall be as follows:
 - (1) For full-time employees, eighty hours.
 - (2) For part-time employees, a number of hours equal to the number of hours that such employee works, on average, over a two-week period.
- c. Paid sick time under the EPSLA shall not carry over from one year to the next.

4. Employer's Termination of Paid Sick Time

- a. Paid sick time provided to an employee under the EPSLA shall cease beginning with the employee's next scheduled work shift immediately following the termination of the need for paid sick time under B.2.a. above.



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5. Prohibition

- a. An employer may not require, as a condition of providing paid sick time under the EPSLA, that the employee involved search for or find a replacement employee to cover the hours during which the employee is using paid sick time.

6. Use of Paid Sick Time

- a. The paid sick time under B.2.a. above shall be available for immediate use by the employee for the purposes described in the EPSLA, regardless of how long the employee has been employed by an employer.
- b. Sequencing Leave Time
 - (1) An employee may first use the paid sick time under B.2.a. above for the purposes described in the EPSLA.
 - (2) An employer may not require an employee to use other paid leave provided by the employer to the employee before the employee uses the paid sick time under B.2.a. above.

7. Notice

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



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8. Prohibited Acts

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

9. Enforcement

- a. Unpaid Sick Leave - An employer who violates B.2. through B.6. of this Policy shall:
 - (1) Be considered to have failed to pay minimum wages in violation of section 6 of the Fair Labor Standards Act of 1938 (29 U.S.C. 206); and
 - (2) Be subject to the penalties described in sections 16 and 17 of the Fair Labor Standards Act of 1938 (29 U.S.C. 216; 217) with respect to such violation.
- b. Unlawful Termination - An employer who willfully violates B.8. above shall:
 - (1) Be considered to be in violation of section 15(a)(3) of the Fair Labor Standards Act of 1938 (29 U.S.C. 215(a)(3)); and
 - (2) Be subject to the penalties described in sections 16 and 17 of the Fair Labor Standards Act of 1938 (29 U.S.C. 216; 217) with respect to such violation.



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10. Rules of Construction

a. Nothing in the EPSLA shall be construed:

- (1) To in any way diminish the rights or benefits that an employee is entitled to under any:
 - (a) Other Federal, State, or local law;
 - (b) Collective bargaining agreement; or
 - (c) Existing employer policy; or
- (2) To require financial or other reimbursement to an employee from an employer upon the employee's termination, resignation, retirement, or other separation from employment for paid sick time under the EPSLA that has not been used by such employee.

11. Guidelines

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

12. Reasonable Notice

- a. After the first workday (or portion thereof) an employee receives paid sick time under the EPSLA, an employer may require the employee to follow reasonable notice procedures in order to continue receiving such paid sick time.
- b. The request for such leave shall be submitted to the Director of Personnel, who may request documentation from the employee in support of the emergency paid sick leave.



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

13. Regulatory Authorities

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

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

Adopted: 17 September 2020



POLICY

PERTH AMBOY BOARD OF EDUCATION

Teaching Staff Members
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CODE OF ETHICS

3211 CODE OF ETHICS

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

Preamble

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

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

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

Principle I -- Commitment to the Pupil

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

In fulfillment of the obligation to the pupil, the educator--

1. Shall not unreasonably restrain the pupil from independent action in the pursuit of learning.
2. Shall not unreasonably deny the pupil access to varying points of view.
3. Shall not deliberately suppress or distort subject matter relevant to the pupil's progress.



4. Shall make reasonable effort to protect the pupil from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the pupil to embarrassment or disparagement.
6. Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation, unfairly--
 - a. Exclude any pupil from participation in any program
 - b. Deny benefits to any pupil
 - c. Grant any advantage to any pupil
7. Shall not use professional relationships with pupils for private advantage.
8. Shall not disclose information about pupils obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

Principle II -- Commitment to the Profession

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

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

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

1. Shall not in an application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
2. Shall not misrepresent his/her professional qualifications.



POLICY

PERTH AMBOY BOARD OF EDUCATION

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CODE OF ETHICS

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

Principle III -- Commitment to Inclusion and Diversity

The educator recognizes that ALL people, regardless of religious background, sexual orientation, race, ethnic or linguistic background, have rights. The educator MUST respect all the diversity found in our district and MUST promote equity and social justice in all interactions with students and staff.

Adopted: 12 January 2006
Revised: 13 October 2016
Revised: 17 September 2020



POLICY

PERTH AMBOY BOARD OF EDUCATION

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DRESS AND GROOMING

3216 DRESS AND GROOMING

The attire of all employees is expected to be neat, clean and professionally appropriate to their status as members of the faculty or staff. Attire may be of a formal or dress casual nature. Care should be given to ensure clothing is not torn, faded, frayed, stained, tattered or wrinkled in order to set an example to students and maintain an atmosphere of respect.

1. Appropriate (Classroom / Office staff)
 - a. Females shall wear skirts, dresses, skorts, culottes, slacks, capri/cropped pants, blouses, sweaters are also acceptable. Skirts, dresses, blouses, and tops should be length appropriate.
 - b. Males shall wear slacks, sports or golf shirts with collars. Turtlenecks, mock turtlenecks, crew neck polos, and crew neck sweaters are also considered acceptable. Suits or sports jackets with ties are strongly encouraged.
 - c. Paraprofessionals may wear sneakers on days their students attend Physical Education.
2. Inappropriate (Classroom / Office staff)
 - a. Tee-shirts, sport jerseys, sweatshirts, thin-strapped shirts or blouses, tube tops, mini-skirts/dresses (mid-thigh or higher).
 - b. Inappropriate logos or designs on clothes are not acceptable.
 - c. Excessively tight fitting shirts and pants, including spandex, leggings and skinny jeans.
 - d. Work boots, work shoes, athletic sneakers or flip flop thongs.
 - e. Warm-up/sweat suits or shorts. Shorts shall mean Bermuda/or walking shorts, cut-off pants, hot pants, athletic shorts and short pants that are mid-calf or higher.
 - f. Excessively short clothing.
 - g. Denim dungarees or any type of jeans.
 - h. When necessary, in a consistent manner, the Building Principals may relax the dress code for the faculty members under the following circumstances:
 - Inclement Weather
 - Field Trips/Field Day
 - Unique school activities
 - i. Pre-school teachers are permitted to wear appropriate footwear when engaged in physical education activities.



3. Health and Physical Education teachers may wear proper fitted clothing that is appropriate to their teaching duties.

A. Grooming and attire shall meet the following criteria during school hours.

- Warm up/sweat suits/capris/cargo and khaki style pants.
- Non-baggy athletic shorts fitted around the waist, cargo shorts, non-form fitting skorts or skirts worn with shorts underneath. All of at least fingertip length.
- Athletic shirts, T-shirts, golf shirts and tops. All must have sleeves that don't expose the armpits or abdomen when arms are lifted overhead. They may be plain, have athletic co., college or pro logos, promote school spirit or a healthy lifestyle.
- Sneakers properly laced and tied.

B. Grooming and attire not acceptable during school hours.

- No sleeveless or cut off sleeve T-shirts, see through, midriff, tube, tank and spaghetti strap tops.
- No shirts with questionable logos, inferences or sayings.
- No swim trunks worn as shorts.
- No sagging of shorts or pants of any kind.
- No excessively tight fitting or short clothing of any kind.
- No clogs, flip flops, sandals, slides or work boots.
- No head coverings in the building, except due to religious, cultural, or medical conditions.

4. Nurses should wear laboratory coats, smocks, or other clothing which readily distinguishes them as health professionals.

Enforcements

An employee violating the Dress Code will be issued a verbal warning by the Building Principal, Director or Supervisor. Upon the second offense, a letter of reprimand by the appropriate administrator/supervisor will be issued with a copy placed in the employees personnel file. Upon the third letter of reprimand, the Superintendent of Schools may recommend appropriate disciplinary action to the Board. Such disciplinary measures may include withholding of increment, charges of insubordination, or other sanctions as allowed by law.



POLICY

PERTH AMBOY
BOARD OF EDUCATION

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DRESS AND GROOMING

N.J.S.A. 18A:27-4

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Revised: 21 September 2010
Revised: 16 October 2014
Revised: 10 January 2017
Revised: 17 September 2020



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PERTH AMBOY BOARD OF EDUCATION

Teaching Staff Members

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USE OF SOCIAL NETWORKING SITES

3282 USE OF SOCIAL NETWORKING SITES

The Board of Education has a strong commitment to quality education and the well-being of all pupils, as well as the preservation of the school district's reputation. The Board believes staff members must establish and maintain public trust and confidence and be committed to protecting all pupils attending the school district. In support of the Board's strong commitment to the public's trust and confidence, the Board holds all staff members to the highest level of professional responsibility.

The Commissioner of Education has determined inappropriate conduct outside a staff member's professional responsibilities may determine them as unfit to discharge the duties and functions of their position. Staff members should be advised communications, publications, photographs, and other information appearing on social networking sites deemed inappropriate by the Board could be cause for dismissal of a non-tenured staff member or to certify tenure charges against a tenured staff member of the Commissioner of Education.

Staff members are advised to be concerned and aware such conduct deemed inappropriate may include, but is not limited to, communications and/or publications using e-mails, text-messaging, social networking sites, or any other form of electronic communication that is directed and/or available to pupils or for public display or publication.

While the Board respects the right of staff members to use social networking sites, staff members should recognize they are held to a higher standard than the general public with regard to standards of conduct and ethics. It is important that a staff member's use of these sites does not damage the reputation of the school district, employees, pupils, or their families. Staff members who utilize, post or publish images, photographs, or comments on social networking sites, blogs, or other forms of electronic communication outside their professional responsibilities shall ensure their use, postings, or publications are done with an appropriate level of professionalism and are appropriate conduct for a school staff member. Staff members should exercise care in setting appropriate boundaries between their personal and public online behavior, understanding that what is private in the digital world often has the possibility of becoming public even without their knowledge or consent.

The school district strongly encourages all staff members to carefully review the privacy settings on social networking sites they use and exercise care and good judgment when posting content and information on such sites. Staff members



USE OF SOCIAL NETWORKING SITES

should adhere to the following guidelines, which are consistent with the district's workplace standards on harassment, pupil relationships, conduct, professional communication, and confidentiality.

When using personal social networking sites, school staff members:

1. Should not make statements that would violate any of the district's policies, including its policies concerning discrimination or harassment;
2. Must uphold the district's value of respect for the individual and avoid making defamatory statements about the school district, employees, pupils, or their families;
3. May not disclose any confidential information about the school district or confidential information obtained during the course of his/her employment, about any individual(s) or organization, including pupils and/or their families;
4. Shall not use social networking sites to post any materials of a sexually graphic nature;
5. Shall not use social networking sites to post any materials which promote hate language, discrimination, and violence;
6. Shall not use social networking sites which would be detrimental to the mission and function of the district;
7. Are prohibited from using their school district title as well as adding references to the district in any correspondence including, but not limited to, e-mails, postings, blogs, and social networking sites unless the communication is of an official nature and is serving the mission of the district. This prohibition also includes signature lines and personal e-mail accounts;
8. Shall not post updates to their status on any social networking sites during normal working hours including posting of statements or comments on the social networking sites of others during school time unless it involves a school project. Employees must seek approval from the Superintendent of Schools for such use; and



USE OF SOCIAL NETWORKING SITES

9. Shall not post or publish any information the Commissioner of Education would deem to be inappropriate conduct by a school staff member.

The Policy of this district is to maintain a level of professionalism both during and after the school day. Any publication through any means of electronic communication which is potentially adverse to the operation, morale, or efficiency of the district, will be deemed a violation of this Policy. If the Board or Superintendent believes that a staff member's activity on any social networking site violates the district's policies, the Board or Superintendent may request that the employee cease such activity. Depending on the severity of the incident, the staff member may be subject to disciplinary action.

This Policy has been developed and adopted by this Board to provide guidance and direction to staff members on how to avoid actual and/or the appearance of inappropriate conduct toward pupils and/or the community while using social networking sites.

Adopted: 16 October 2014
Revised: 17 September 2020



POLICY

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3283 ELECTRONIC COMMUNICATIONS BETWEEN TEACHING STAFF MEMBERS AND STUDENTS

The Board of Education recognizes electronic communications and the use of social media outlets create new options for extending and enhancing the educational program of the school district. Electronic communications and the use of social media can help students and teaching staff members communicate regarding: questions during non-school hours regarding homework or other assignments; scheduling issues for school-related co-curricular and interscholastic athletic activities; school work to be completed during a student's extended absence; distance learning opportunities; and other professional communications that can enhance teaching and learning opportunities between teaching staff and students. However, the Board of Education recognizes teaching staff members can be vulnerable in electronic communications with students.

In accordance with the provisions of N.J.S.A. 18A:36-40, the Board of Education adopts this Policy to provide guidance and direction to teaching staff members to prevent improper electronic communications between teaching staff members and students.

The Commissioner of Education and arbitrators, appointed by the Commissioner, have determined inappropriate conduct may determine a teaching staff member unfit to discharge the duties and functions of their position. Improper electronic communications by teaching staff members may be determined to be inappropriate conduct.

For the purposes of this Policy, "electronic communication" means a communication transmitted by means of an electronic device including, but not limited to, a telephone, cellular telephone, computer, computer network, personal data assistant, or pager. "Electronic communications" include, but are not limited to, e-mails, text messages, instant messages, and communications made by means of an Internet website, including social media and social networking websites.

For the purpose of this Policy, "professional responsibility" means a teaching staff member's responsibilities regarding co-curricular, athletic coaching, and any other instructional or non-instructional responsibilities assigned to the teaching staff member by the administration or Board of Education.

For the purpose of the Policy, "improper electronic communications" means an electronic communication between a teaching staff member and any student of the school district when:



1. The content of the communication is inappropriate as defined in this Policy; and/or
2. The manner in which the electronic communication is made is not in accordance with acceptable protocols for electronic communications between a teaching staff member and a student as defined in this Policy.

Inappropriate content of an electronic communication between a teaching staff member and a student includes, but is not limited to:

1. Communications of a sexual nature, sexually oriented humor or language, sexual advances, or content with sexual overtone;
2. Communications involving the use, encouraging the use, or promoting or advocating the use of alcohol or tobacco, the illegal use of prescription drugs or controlled dangerous substances, illegal gambling, or other illegal activities;
3. Communications regarding the teaching staff member's or student's past or current romantic relationships;
4. Communications which include the use of profanities, obscene language, lewd comments, or pornography;
5. Communications that are harassing, intimidating, or bullying, or hate speech;
6. Communications requesting or trying to establish a personal relationship with a student beyond the staff member's professional responsibilities;
7. Communications related to personal or confidential information regarding another school staff member or student; and
8. Communications between the teaching staff member and a student that the Commissioner of Education or an arbitrator would determine to be inappropriate in determining the teaching staff member is unfit to discharge the duties and functions of their position.



The following acceptable protocols for all electronic communications between a teaching staff member and student shall be followed:

1. E-Mail Electronic Communications Between a Teaching Staff Member and a Student
 - a. All e-mails between a teaching staff member and a student must be sent or received through the school district's e-mail system. The content of all e-mails between a teaching staff member and a student shall be limited to the staff member's professional responsibilities regarding the student.
 - b. A teaching staff member shall not provide their personal e-mail address to any student. If a student sends an e-mail to a teaching staff member's personal e-mail address, the staff member shall respond to the e-mail through the school district e-mail system and inform the student his/her personal e-mail address shall not be used for any electronic communication between the teaching staff member and the student.
 - c. A teaching staff member's school district e-mail account is subject to review by authorized school district officials. Therefore, a teaching staff member shall have no expectation of privacy on the school district's e-mail system.
2. Cellular Telephone Electronic Communications Between a Teaching Staff Member and a Student
 - a. Communications between a teaching staff member and a student via a personal cellular telephone shall be prohibited.
 - (1) However, a teaching staff member may, with prior approval of the Principal or designee, communicate with a student using their personal cellular telephone if the need to communicate is directly related to the teaching staff member's professional responsibilities for a specific purpose such as a field trip, athletic event, co-curricular activity, etc. Any such approval for cellular telephone communications shall not extend beyond the specific field trip, athletic event, co-curricular activity, etc. approved by the Principal or designee.



3. Text messaging Electronic Communications Between Teaching Staff Members and Students

- a. Text messaging communications between a teaching staff member and an individual student are prohibited.

- (1) However, a teaching staff member may, with prior approval of the Principal or designee, text message students provided the need to text message is directly related to the teaching staff member's professional responsibilities with a class or co-curricular activity. Any such text message must be sent to every student in the class or every member of the co-curricular activity. Any such approval for text messaging shall not extend beyond the class or activity approved by the Principal or designee.

4. Social Networking Websites and other Internet-Based Social Media Electronic Communications Between Teaching Staff Members and a Student

- a. A teaching staff member is prohibited from communicating with any student through the teaching staff member's personal social networking website or other Internet-based website. Communications on personal websites are not acceptable between a teaching staff member and a student.
- b. A teaching staff member shall not accept "friend" requests from any student on their personal social networking website or other Internet-based social media website. Any communication sent by a student to a teaching staff member's personal social networking website or other Internet-based social media website shall not be responded to by the teaching staff member and shall be reported to the Principal or designee by the teaching staff member.
- c. If a teaching staff member has a student(s) as a "friend" on their personal social networking website or other Internet-based social media website they must permanently remove them from their list of contacts upon Board adoption of this Policy.



- d. Communication between a teaching staff member and a student through social networking websites or other Internet-based social media websites is only permitted provided the website has been approved by the Principal or designee and all communications or publications using such websites are available to: every student in the class; every member of the co-curricular activity and their parents; and the Principal or designee.

Report Responsibilities

In the event a student sends an improper electronic communication, as defined in this Policy, to a teaching staff member, the teaching staff member shall report the improper communication to the Principal or designee by the next school day. The Principal or designee will take appropriate action to have the student discontinue such improper electronic communications. Improper electronic communications by a teaching staff member or a student may result in appropriate disciplinary action.

A teaching staff member and student may be exempt from the provisions outlined in the Policy if a teaching staff member and student are relatives. The teaching staff member and the student's parent shall submit notification to the Principal of the student's school of their family relationship and their exemption from the provisions outlined in this Policy.

The provisions of this Policy shall be applicable at all times while the teaching staff member is employed in the school district and at all times the student is enrolled in the school district, including holiday and summer breaks.

A copy of this Policy will be made available on an annual basis, to all parents, students and school employees either electronically or in school handbooks.

N.J.S.A. 18A:36-40

Adopted: 16 October 2014
Revised: 13 October 2016
Revised: 17 September 2020



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3240 PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS (M)

M

The Board of Education encourages all teaching staff members to pursue a program of continuing professional development by course work or matriculation in institutions of higher learning, participation in workshops and conferences, membership in professional organizations, and/or independent scholarship.

Teaching staff members may be permitted to: visit other schools and classrooms; attend local, regional, or national conferences; participate in committees, workshops, and panels, both within and outside the district. Requests for participation in such professional development activities must be submitted in writing to the Superintendent or designee for approval. In addition, the Board of Education must approve all travel expenditures in accordance with N.J.S.A. 18A:11-12 and the State of New Jersey Department of the Treasury, Office of Management and Budget Circulars 08-19-OMB and 06-14-OMB (OMB Circulars) and any superseding circulars and any additional requirements set forth in N.J.A.C. 6A:23A-7 et seq.

A teaching staff member who has been granted time off and/or approved to be reimbursed for a professional development activity shall submit to the Superintendent or designee, with a copy to the School Business Administrator/Board Secretary, within ten working days, a brief written report that includes the primary purpose of the travel, the key issues addressed at the event, and their relevance to improving instruction or the operations of the school district.

All active teachers, defined as staff whose positions require possession of the instructional or educational services certificates in accordance with N.J.A.C. 6A:9B-8 through 11 and 13 and all active school leaders serving on a permanent or interim basis whose positions require possession of the Chief School Administrator, Principal, or Supervisor endorsement in accordance with N.J.A.C. 6A:9B-12 shall comply with the professional development requirements as outlined in N.J.A.C. 6A:9C-4.1 et seq.

To meet the professional development requirement, each teacher shall be guided by an individual Professional Development Plan (PDP), which shall include at least twenty hours per year of qualifying activities as outlined in N.J.A.C. 6A:9C-4.4. The PDP shall be developed by each teacher's supervisor in



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consultation with the teacher and shall align with the Professional Standards for Teachers in N.J.A.C. 6A:9-3.3 and the Standards for Professional Learning in N.J.A.C. 6A:9C-3.3. The PDP shall be updated annually in accordance with N.J.A.C. 9C-4.4(c) and modified during the year as outlined in N.J.A.C. 9C-4.4(d)

District-level and school-level professional development planning and implementation shall be in accordance with the requirements of N.J.A.C. 6A:9C-4.2.

All faculty and staff employed by the District shall receive training on Inclusion and Diversity as determined by the Superintendent and the Board of Education.

Implementation of the professional development requirement for school leaders shall be in accordance with N.J.A.C. 6A:9C-4.3.

The Board of Education shall comply with the monitoring and assistance requirements as outlined in N.J.A.C. 6A:9C-4.4.

The Board shall monitor and enforce the professional development requirements for teachers and school leaders set forth in N.J.A.C. 6A:9C-4.1 et seq. and shall actively assist and support the provision of opportunities and resources, and the efforts by teachers and school leaders to meet the professional development requirements.

N.J.S.A. 18A:31-2; 18A:6-111
N.J.A.C. 6A:9-3.3; 6A:13-2.1; 6A:9B-8 through 13; 6A:9C-3.3;
6A:9C-4.1 et seq.

Adopted: 12 January 2006
Revised: 02 November 2006
Revised: 21 September 2010
Revised: 13 October 2016
Revised: 24 August 2017
Revised: 17 September 2020



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Students
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REPORTING PUPIL PROGRESS (M)

5420 REPORTING PUPIL PROGRESS (M)

M

The Board of Education believes that the cooperation between school and home in the interests of children is fostered by the systematic communication of pupils' educational welfare to parent(s) or legal guardian(s). The Board directs the establishment of a program of reporting pupil progress to parent(s) or legal guardian(s) by both written reports and by parent-teacher conferences and requires the cooperation of all appropriate teaching staff members in that program as part of their professional responsibilities. The above communications should be conducted in the parents/guardians native language whenever possible in the event that they do not understand English.

The Superintendent shall develop, in consultation with appropriate teaching staff members, procedures for reporting pupil progress to parent(s) or legal guardian(s) that utilize various methods of reporting appropriate to grade level and curriculum content; ensure that the pupil and parent(s) or legal guardian(s) receive ample warning of a possible failing grade or any grade that would adversely affect the pupil's educational status; enable the scheduling of parent-teacher conferences at such times as will ensure the greatest degree of participation by parent(s) or legal guardian(s); and require the issuance of report cards at intervals of not less than four times annually.

Reports of individual achievement on State assessment tests shall be promptly made available to the pupil or the pupil's parent(s) or legal guardian(s).

N.J.A.C. 6:3-4A.1

Adopted: 12 January 2006
Revised: 17 September 2020



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Students
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DRESS AND GROOMING

5511 DRESS AND GROOMING

Since school is a place of business and learning, pupils are expected to dress appropriately. It is the obligation of the pupils to maintain their personal appearance in a manner that reflects well on themselves and on the school.

Pupils will dress in good taste. It is their responsibility, as well as that of their parents, to see that the pupils are properly dressed and well-groomed. Any type of garment that does not contribute to the proper social and academic atmosphere of the school will be prohibited by the school authorities. Pupils will wear clothing that is neat, clean and suitable for classroom and campus. Attire should not be so extreme as to create a disturbance of the educational environment.

Proper and safe footwear is required at all times. No spike heels that exceed three inches.

Head coverings are not permitted unless for religious, cultural or medical purposes. Hats are not to be carried throughout the school after homeroom period.

Skin-tight fitting pants are not permitted.

Clothing designed for outdoor use is not permit to be worn in the classroom unless deemed necessary by the teacher or Principal.

Clothing that could cause damage to any pupil or school property is not to be worn.

Girls are not permitted to wear transparent blouses.

Halter-tops and tube-tops are not permitted. Tops must meet the waistband of slacks, skirts or shorts.

Knee-length skirts, dresses and Bermuda shorts with waistbands may be worn as long as they are appropriate and are neat in appearance.

Undershirts are not permitted to be worn as the outer garment.

Slogans, patches and emblems that promote hate, discrimination and/or obscene are not permitted.

Clothing worn while actively participating in a physical education class is not to be worn in the classroom in schools where locker rooms are available. A change of clothing must



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DRESS AND GROOMING

be brought to school. Physical education attire (such as sweat suits, etc.) is only permitted to be worn in gym area and/or athletic field.

N.J.S.A. 18A:11-1;18A:11-7; 18A:11-8; 18A:11-9

Adopted: 12 January 2006
Revised: 06 May 2015
Revised: 17 September 2020



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Property
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7522 SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO STAFF MEMBERS

The Board of Education may provide technology devices to staff members for the express purpose of enhancing productivity and improving operational efficiency. The purpose of this Policy is to establish general guidelines for the issuance and utilization of any school district technology device provided to staff members. For the purposes of this Policy, "technology device" or "device" shall include, but not be limited to, portable devices such as computers, laptops, tablets, cellular telephones, wi-fi or "hotspots" or any other computing or electronic devices the school district provides to staff members to be used in their school business related responsibilities.

A technology device provided by the school district to a staff member may include pre-loaded software. A staff member shall not download additional software onto the technology device or tamper with software included on the technology device. Only school district authorized staff members may load or download software onto a school district provided technology device. A staff member(s) will be designated to administer and implement the issuance of school district technology devices to staff members.

In the event the Board of Education provides a technology device to a staff member, the staff member shall be required to sign an agreement with the Board of Education requiring the staff member to comply with certain provisions. These provisions may include, but are not limited to:

1. A technology device provided to a staff member shall be used only by the staff member for the sole and express purpose of conducting official school district business;
2. Use of all such devices is subject to the school district's acceptable use of technology policies and any other Board policies regarding appropriate and acceptable conduct by a staff member;
3. All technology devices are considered the personal property of the Board of Education and shall be returned upon termination of employment with the school district or immediately upon request by the Superintendent of Schools or designee;
4. Technology devices provided by the school district to staff members may include the school district's software image and pre-loaded software for specific tasks.
5. Staff members that are provided technology devices are expected to take all appropriate measures and precautions to prevent the loss, theft, damage, and/or



unauthorized use of such technology devices. These appropriate measures and precautions for school district provided technology devices to staff members shall include, but are not limited to, the following:

- a. Keep the technology device in a locked and secured environment when not being used;
 - b. Do not leave the technology device in a vehicle for prolonged periods of time, especially in extreme temperatures;
 - c. Keep food and drinks away from all technology devices and work areas;
 - d. Prohibit the use of any technology device by any other person except as authorized by the Superintendent or designee;
 - e. Do not leave the technology device unattended at any time in an unsecured location (e.g., an unlocked empty classroom or office); and
 - f. Keep the technology device in sight at all times while in public places, such as public transportation, airports, restaurants, etc.
6. Should the staff member have reason to believe the technology device may have been stolen, the staff member must:
- a. Immediately report the incident to his/her immediate supervisor;
 - b. File an official police report documenting the theft; and
 - c. Provide a copy of the police report to his/her immediate supervisor.

If a staff member fails to adhere to these procedures, the staff member may be held legally and financially responsible for the replacement of such technology device. A staff member shall be financially responsible for the loss or damage of a technology device

7. A staff member must contact the district designated staff member in the event the technology device is not functioning properly or for repairs and/or required maintenance;
8. The Board of Education is under no legal, financial, or other obligation to provide a replacement technology device to any employee whose device is lost, stolen, or damaged;



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9. Any technology device provided to a staff member is the property of the Board of Education. As such, the staff member shall have no expectation of privacy in the use of such device. The technology device may have security settings, monitoring or auditing software, tracking technology, and any other software that could monitor the use of the technology device;
10. The staff member(s) designated to administer and implement the issuance of technology devices to staff members shall:
 - a. Maintain direct oversight of the inventory of devices, service contracts, agreements, and internal controls for all school district provided technology devices provided to staff members; and
 - b. Ensure compliance with regulatory policies and procedures as applicable
11. Any violation of Board of Education policies or procedures including, but not limited to, school district provided technology devices to staff members; acceptable use of computer networks, computers, and resources; and/or inappropriate staff conduct may result in appropriate disciplinary action.

A copy of this Policy shall be attached to the agreement that shall be signed by any staff member who receives a technology device in accordance with the provisions of this Policy.

Adopted: 20 December 2016

Revised: 23 August 2018

Revised: 17 September 2020



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7523. SCHOOL DISTRICT PROVIDED TECHNOLOGY DEVICES TO PUPILS

The Board of Education may provide technology devices to pupils in the district for school district authorized use only. The purpose of this Policy is to establish general guidelines for the issuance and utilization of any school district technology device provided to pupils of this district. For the purposes of this Policy, "technology device" or "device" shall include, but not be limited to, portable devices such as computers, laptops, tablets, cellular telephones, "wi-fi" or "hotspots", or any other computing or electronic devices the school district provides to pupils to be used as part of their educational program. The utilization of any school district technology device is for student use only in furtherance of their educational program. All other uses by any other member of the household is prohibited and may be grounds for the removal of the device.

A technology device made available to pupils will not be considered a textbook or supply, as defined in N.J.S.A. 18A:34-1, mandatory to a successful completion of the classroom curriculum. Therefore, because a technology device defined in this Policy is not mandatory to a successful completion of a pupil's classroom curriculum, a pupil will not be required to obtain a technology device provided by the school district as defined in this Policy. In the event the school district provides a technology device that is deemed mandatory to a successful completion of the classroom curriculum, the district will provide pupils with such a technology device consistent with its textbook or supply policies. Nothing in this Policy prohibits a pupil from using their personal technology device in accordance with school rules and regulations.

A technology device provided by the school district may include pre-loaded software. A pupil is prevented from downloading additional software onto the technology device or tampering with software installed on the technology device. Only school district authorized staff members may load or download software onto a school district provided technology device.

To receive a school district provided technology device, the parent and pupil must sign a School District Provided Technology Device Form requiring the parent and the pupil to comply with certain provisions. These provisions may include, but are not limited to:

1. A school district provided technology device must be used only by the pupil for school district authorized use;
2. A pupil shall comply with the school district's acceptable use of technology policies, which shall be attached to the School District Provided Technology Device Form, in their use of any school district provided technology device;



3. Any school district provided technology device loaned to a pupil must be returned to the school district in the condition it was initially provided to the pupil considering reasonable use and care by the pupil;
4. The parent or pupil may be responsible to reimburse the school district the cost of any technology device that is lost, damaged beyond reasonable use or beyond its value, abandoned, missing, stolen, or cannot be returned to the district in accordance with the terms of the School District Provided Technology Device Form;
5. The parent and/or pupil may be responsible for any loss or damage to the technology device in accordance with the terms of the School District Provided Technology Device Form;
6. A pupil will be required to report any hardware or software problems in the operation of the device to the school district staff member, designated on the School District Provided Technology Device Form, within two school days of the commencement of the problem;
7. A pupil must report to the school district staff member designated on the School District Provided Technology Device Form within two school days in the event the technology device has been damaged or is missing;
8. A parent or pupil is required to immediately file a police report in the event it is believed the technology device has been stolen. Within one school day after filing a police report, a parent or pupil shall complete the School District Provided Technology Device Loss Form and submit the completed Loss Form and a copy of the police report to the Principal or designee;
9. A pupil shall be required to provide routine cleaning and care of the device in accordance with school district cleaning and care guidelines;



10. The pupil shall have the technology device in their possession in school as required; and
11. Any other provisions the Superintendent of Schools determines should be included on the School District Provided Technology Device Form.

The school district will provide the pupil and parent with written or electronic notification that the technology device provided by the school district may record or collect information on the pupil's activity or the pupil's use of the technology device if the device is equipped with a camera, global positioning system, or other feature capable of recording or collecting information on the pupil's activity or use of the device. This notification shall also include a statement that the school district shall not use any of the capabilities in a manner that would violate the privacy rights of the pupil or any individual residing with the pupil. The parent shall be required to acknowledge receipt of this notification and the parent acknowledgement shall be retained by the Principal or designee for as long as the pupil retains the use of the school district provided technology device. The parent acknowledgement and a signed School District Provided Technology Device Form shall be required before the issuance of a technology device to a pupil. In accordance with the provisions of P.L. 2013, Chapter 44, a school district failing to provide this notification shall be subject to a fine of \$250 per pupil, per incident. The fine shall be remitted to the New Jersey Department of Education, and shall be deposited in a fund that shall be used to provide laptop or other portable computer equipment to at-risk pupils as defined in N.J.S.A. 18A:7F-45.

Pupils shall comply with all school district policies for the use of a school district provided technology device. A pupil shall be subject to consequences in the event the pupil violates any school district policy, including the district's acceptable use policies; pupil code of conduct; any provision of this Policy; or any provision of the School District Provided Technology Device Form.

N.J.S.A. 18A:34-1

P.L. 2013, Chapter 44- "The Anti-Big Brother Act"

Adopted: 12 February 2015

Revised: 23 August 2018

Revised: 17 September 2020

