

**Board of Education of the Vocational Schools
in the County of Bergen
Regular Meeting**

**Board Auditorium
540 Farview Avenue
Paramus, New Jersey 07652**

June 28, 2022

Agenda

#	<u>ADMINISTRATION RESOLUTIONS</u>
22-A-128T	Approval – WIOA/WFNJ/WLL One-Stop Administration and Oversight
22-A-129T	Approval – Report of Student Suspensions
22-A-130T	Approval of Superintendent Decision Regarding Hib Cases
22-A-131T	Approval – Professional Development Providers and Services 2021-2022 School Year
22-A-132T	Approval – Final Approval for Travel
22-A-133T	Approval – Confirmation – Field Trips
22-A-134T	Approval - Confirmation – Travel/Webinar Expenses
22-A-135T	Approval - Student Teaching / Intern - Ramapo College Of New Jersey
22-A-136T	Approval - Student Teaching / Intern - Montclair State University
22-A-137T	Approval - Student Teaching / Intern - Ramapo College Of New Jersey
22-A-138T	Approval - Student Teaching / Intern - Ramapo College Of New Jersey
22-A-139T	Approval - First Reading - Board of Education Policies/Regulation
22-A-140T	Approval – Second Reading Final Adoption Board of Education Policy
22-A-141T	Approval – Mutual Confidentiality Agreement – Summit Seed Coatings and Bergen County Technical Schools – For One Year Period After Approval
22-A-142T	Approval - Hosting Computer Science “Camp” Program at The Bergen County Academies
22-A-143T	Approval - Hosting Engineering Science “Camp” Program at The Bergen County Academies
22-A-144T	Approval - Student Teaching / Intern - Montclair State University
	<u>PERSONNEL RESOLUTIONS</u>
22-P-152T	Approval - 2021–2022 – Staff Appointments Approval - 2022–2023 – Staff Appointments
22-P-153T	Approval - 2022-2023 Salary Status / Reclassification - Certificated
22-P-154T	Approval - 2022-2023 Salary Reclassification(S) - Non-Certificated
22-P-155T	Approval - 2022-2023 Reclassification(S) - Transfers
22-P-156T	Approval - 2021-2022 Adult and Continuing Education Staff Reclassifications
22-P-157T	Approval - 2022-2023 Adult & Continuing Education Salary Guide 2022-2023 Adult & Continuing Education Services Staff
22-P-158T	Approval - 2022-2023 Emergency Medical Services Salary Guide 2022-2023 Emergency Medical Services Staff
22-P-159T	Approval - 2022-2023 District Substitute(S)
22-P-160T	Approval - 2022-2023 Fringe Benefits
22-P-161T	Approval - 2022-2023 Job Description(S)
22-P-162T	Approval - 2022-2023 Staff Salaries
22-P-163T	Approval - 2022-2023 Staff Compensation Rate for Athletic Events
22-P-164T	Approval - 2022-2023 Staff Compensation for Athletic Events
22-P-165T	Approval - 2022-2023 Summer Work Authorization
22-P-166T	Approval - 2020-2021 Appointments Extra Duty/Extra Pay Positions Approval - 2020-2021 Other Hourly Appointments Approval - 2021-2022 Appointments Extra Duty/Extra Pay Positions Approval - 2021-2022 Other Hourly Appointments

	Approval - 2022-2023 Appointments Extra Duty/Extra Pay Positions Approval - 2022-2023 Other Hourly Appointments
22-P-167T	Approval - Resignation(S)
22-P-168T	Approval - Payment of Superintendent's Merit Bonuses for 2021-2022
22-P-169T	Approval - Superintendent's Merit Goals for 2022-2023
22-P-170T	Approval - 2022-2023 Assistant Superintendent for Curriculum and Instruction's Employment Contract
22-P-171T	Approval - 2022-2023 Assistant Superintendent's Employment Contract
22-P-172T	Approval - 2022-2023 Business Administrator/Board Secretary's Employment Contract
22-P-173T	Approval - Leave(S) of Absence
22-P-174T	Approval - 2022-2023 Summer Work Authorization
	<u>FINANCE RESOLUTIONS</u>
22-F-206T	Approval – Payment of Bills:
22-F-207T	Monthly Certification--April 2022 Board Secretary/School Financial Report
22-F-208T	Line Item Transfers—April 30, 2022
22-F-209T	Approval – Payment of Bills July And August 2022 Bergen County Technical School District
22-F-210T	Approval – Salary and Fringe Benefit Cost Proration 2021-2022 SY - Final
22-F-211T	Authorize Transfer into The Maintenance Reserve Account
22-F-212T	Authorize Transfer into The Capital Reserve Account
22-F-213T	Approval— Final Adoption 2022-2023 Capital Budget
22-F-214T	Approval— Final Adoption 2022-2023 School Year Budget
22-F-215T	Approval—Secondary and Upgraded Program Tuition Rates 2022-2023 School Year
22-F-216T	Approval – Acceptance of Cyber Security Club from Donation to BCA From Trail of Bits
22-F-217T	Approval – Bergen County Technical Schools Participation in Cooperative Pricing Systems
22-F-218T	Approval of Proposed Project(S) Or Program(S) and Application for Federal, State and/or Private Funds
22-F-219T	Approval – Vendor List Participation in State Contract Purchasing for Bergen County Technical Schools 2021-2022 School Year: Updates for June 2022
22-F-220T	Approval--Shared Services Agreement for Site Technician Services--Technology Support Services Between Oakland And BCTS For Level 1 Technician (7/1/2022 To 6/30/2023)
22-F-221T	Approval--Shared Services Agreement for Site Technician Services--Technology Support Services Between Wyckoff And BCTS For Level 1 And Level 2 Technicians (7/1/2022 To 6/30/2023)
22-F-222T	Approval—Revised Shared Services Agreement for Site Technician Services--Technology Support Services Between Oradell And BCTS For Level 2 Technician (7/1/2022 To 6/30/2023)
22-F-223T	Approval--Shared Services Agreement for Site Technician Services--Technology Support Services Between Paramus And BCTS For Levels 1-3 Technicians (7/1/2022 To 6/30/2023)
22-F-224T	Approval--Shared Services Agreement for Site Technician Services Between Lincoln Park and BCTS For A Level 1 Technician (7/1/2022 To 6/30/2023)
22-F-225T	Approval--Shared Services Agreement for Site Technician Services and Technology Support Services Between Lincoln Park and BCTS for a Level 2 Technician (7/1/2022 To 6/30/2023)
22-F-226T	Approval--Shared Services Agreement for Site Technician Services and Technology Support Services Between Little Ferry and BCTS for a Level 2 Technician (7/1/2022 to 6/30/2023)
22-F-227T	Approval--Shared Services Agreement for Site Technician Services and Technology Support Services Between Dumont and BCTS for a Level 1 Technician (7/1/2022 to 6/30/2023)

22-F-228T	Award of Contract to Provide On-Call Maintenance/Repairs Services and Upon Request Inspection to The Burglar Alarm Systems at Various Locations Throughout BCTS, Commencing July 1, 2022, For A Two-Year Period, With the Option to Renew
22-F-229T	Approval - RSC Architects Contract for Professional Architectural Services Facilities Assessment Plan
22-F-230T	Award of Contract to Provide Maintenance and Repair Services for Vicon & Avigilon Video Surveillance Security Systems at Various Locations Throughout BCTS, Commencing July 1, 2022, For A Two-Year Period, With the Option to Renew
22-F-231T	Approval—WIOA Formula Individual Training Account Log—5/24/22-6/20/22
22-F-232T	Acceptance of Special Federal, State and Private Funds and Establishment of Budget Online Teaching & Learning Initiative: Adult Basic Skills Supplemental Funds Fy22
22-F-233T	Award of Construction Contract to Murray Paving and Concrete, LLC. For Various Construction Projects Throughout BCTS – Project Total \$1,079,285.12
22-F-234T	Negotiate A Contract to Furnish and Deliver Educational Supplies for the 2022-2023 School Year as Follows: Landscaping, Science and Small Animal Care

22-A-129T APPROVAL—REPORT OF STUDENT SUSPENSIONS

RESOLUTION

WHEREAS School principals have reported to the Superintendent of Schools that during the month of **May 2022** they have imposed disciplinary suspensions on certain pupils pursuant to N.J.S.A. 18A:37-2;

NOW THEREFORE BE IT RESOLVED that the Board of Education acknowledges that these reports have been filed with the Secretary and constitute a report to the Board of Education in compliance with N.J.S.A. 18A:37-4:

May 2022

BCA-H	Bergen County Academies, Hackensack	0
BCTHS-P	Bergen County Technical High School, Paramus.....	0
BCTHS-T	Bergen County Technical High School, Teterboro.....	0
BCTHS.....	Applied Technology/BCC Campus	0

principals/eh

22-A-130T APPROVAL OF SUPERINTENDENT DECISION REGARDING HIB CASES

RESOLUTION

WHEREAS, under the Anti-Bullying Bill of Rights Act, N.J.S.A.18A:37-15 et seq. ("ABRA"), the Superintendent of Schools is required to report to the Board of Education the outcome of investigations into allegations of Harassment, Intimidation and Bullying ("HIB") at the Board meeting next following the completion of the investigation; and

WHEREAS, ABRA requires that the Board is to issue a decision, in writing, to affirm, reject or modify the Superintendent's decision at the meeting following the Board's receipt of the Superintendent's report; and

WHEREAS, at the meeting of the Board held on May 31, 2022, the Superintendent reported on the following matters to the Board of Education:

BCTS School Year 2021-2022 HIB Case #13, Case #14

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves and affirms the report and decision of the Superintendent with respect to the investigation as to matters referred to herein.

22-A-131T APPROVAL—PROFESSIONAL DEVELOPMENT PROVIDERS AND SERVICES 2021-2022 SCHOOL YEAR

RESOLUTION

WHEREAS, the district requires specialized services of various individuals to satisfy educational and business requirements;

BE IT RESOLVED, that the Board of Education confirms the following providers:

NAME	SERVICE	RATE	DATE
LearnWell	Academic Home Instruction for BCA Student, Z.P.	\$50.00 per hour	5/25/22—6/25/22

NAME	SERVICE	RATE	DATE
Scott Roth Events LLC	To Photograph BCTS Graduation Ceremonies on the BCA Campus	\$800.00	6/23/22
Dellicker Strategies Cybersecurity, LLC	Consultation for Cybersecurity Services District Wide	\$25,000.00	2022-2023 school year
Dellicker Strategies Cybersecurity, LLC	Cybersecurity Services to Include Ongoing Development and Delivery of the Collaborative Cybersecurity Workshops Series and Program Support to the District	\$45,074.80	9/1/22-1/30/23
That Guy with The Puzzles, LLC	Consultation Services and Provide Support to BCTS Programs.	\$1,300.00 (13 hours)	2021-2022 school year
Theresa M. Thiry Expert Series	Costume Designer Will Work with Cast/Crew Members	\$1,500.00 Trimester 1 \$1,500.00 Trimester 2	2022-2023 school year
Janet Huges Expert Series	Costume Designer Will Work with Cast/Crew Members	\$1,500.00 Trimester 1 \$1,500.00 Trimester 2	2022-2023 school year
Christine Beidel Expert Series	Costume Designer Will Work with Cast/Crew Members	\$1,500.00 Trimester 1 \$1,500.00 Trimester 2	2022-2023 school year
David Maglione Expert Series	Musical Theatre Workshop Accompanist & Music Director Will Work with Students in Various Projects	\$2,000.00 Trimester 1 \$4,500.00 Trimester 2 \$1,000.00 Trimester 3	2022-2023 school year
Rebekah Gould Expert Series	Lighting Director Will Work with Cast/Crew Members	\$2,500.00 Trimester 1 \$2,500.00 Trimester 2 \$1,500.00 Trimester 3	2022-2023 school year
Ryan Howell Expert Series	Scenic Designer Will Work with Cast/Crew Members	\$2,500.00 Trimester 2	2022-2023 school year
Burkett Horrigan Expert Series	Production Supervisor Will Attend Production Meetings, Train, Design, etc.	\$1,500.00 Trimester 1 \$1,500.00 Trimester 2	2022-2023 school year
Third Rock Media Group, LLC	Video Production: TV Commercials Campaign for Adult Education	\$1,200.00	2022-2023 school year
Edmentum	Unlimited Subscription for 140 Apex Learning Courses to All Campuses	\$16,100.00	2022-2023 school year
Comprehensive Behavioral Care	Youth Mental Health First Aid Course & Materials for 25 Participants	\$1,750.00	6/14/22 & 6/20/22
LearnWell	Academic Instruction for Teterboro Student, A.L. at High Focus	\$50.00 per hour	6/6/22-6/14/22

22-A-132T

FINAL APPROVAL FOR TRAVEL

RESOLUTION

WHEREAS, the Board previously approved the following trip (res. #22-A-127T at the meeting on May 31, 2022) and the Executive County Superintendent has granted permission; and

NOW THEREFORE BE IT RESOLVED the Board of Education grants final approval for the following trip.

<u>School</u>	<u>Teterboro Campus</u>
Destination	The Switch Lab Workshop, Centennial, CO
Dates	8/8/22-8/12/22
Purpose of Trip	Trained in Curriculum for Electric Vehicle Science and Technology
Participants	1 Teacher
Total Cost of Trip	\$7,082.16
Total Cost to Board	\$7,082.16
<u>Participating Staff:</u>	<u>Reimbursement Amount</u>
Erik Buser	

principals/eh
Source of funds: various

22-A-133T

APPROVAL—CONFIRMATION—FIELD TRIPS

RESOLUTION

BE IT RESOLVED that the Board of Education confirms the following field trips subject to the principal compiling a list of students/faculty/chaperones together with parental permission forms, insurance, etc.:

<u>School</u>	<u>Hackensack Campus</u>
Destination	University of Hawaii Coral Research, Honolulu, HI
Dates	12/4/22 -12/9/22
Purpose of Trip	Musical Performance, Participating, with WWII Veterans, Official Public Event and, Scientific, Joint Research Program with University of Hawaii.
Participant	42 students, 4 teachers
Total Cost of Trip	\$174,612.00
Total Cost to Board	\$0
Student Cost	\$174,612.00
<u>Participating Staff:</u>	<u>Reimbursement Amount</u>
Louis Spinelli	\$3,384.50
Clare Kennedy	\$4,913.50
David Reeves	\$4,913.50
Mark Tronicke	\$3,753.50

<u>School</u>	<u>BCA Campus</u>
Destination	Club Getaway: Freshmen Class Trip, Kent CT.
Dates	9/7/22-9/9/22
Purpose of Trip	Freshman Orientation Overnight Trip, Get to Know Teachers and Students
Participant	290 students, 23 teachers
Total Cost of Trip	\$111,754.00

Total Cost to Board	
Student Cost	\$111,754.00
Participating Staff:	Reimbursement Amount
Paul Kaser	\$596.00
Laura Hynes	\$596.00
Michael Lemma	\$596.00
Julia Lewitt	\$476.00
Catherine Fillebrown	\$476.00
Hillary Villarosa	\$476.00
Kymberly Acuna	\$476.00
Ericka Smith	\$476.00
Emily Pagano	\$476.00
Katie Janssen	\$476.00
Christine Wallace	\$476.00
Luke Miller	\$476.00
Eric Zhang	\$476.00
German Sabio	\$476.00
Joe Marmora	\$476.00
Tim Adriance	\$476.00
Justin Seventko	\$476.00
Joe Gutierrez	\$476.00
Bob Symons	\$476.00
Alison Belkin – Alternate	
Natalia Maks – Alternate	
Oliver Dobrich – Alternate	
Bryan Respass – Alternate	

22-A-134T APPROVAL—CONFIRMATION—TRAVEL/WEBINAR EXPENSES

RESOLUTION

WHEREAS the employee(s) listed below is(are) attending a conference, convention, staff training, seminar or workshop, scheduled to be held on the dates indicated; and

WHEREAS the attendance at the stated function was approved as work-related and within the scope of the work responsibilities of the attendee; and

WHEREAS the attendance at the function was approved as promoting delivery of instruction and/or furthering the efficient operation of the school district and fiscally prudent; and

NOW THEREFORE BE IT RESOLVED that the Board finds the travel, related expenses, if any, particular to the attendance at the stated function to be necessary; and

BE IT FURTHER RESOLVED that the expense is justified and, therefore, reimbursable.

Campus	Employee	Destination	Cost (excludes taxes)	Dates
Paramus	Melanie Alston-Balapotra	2022 NJPSA/FFA/NJASCD Fall Conference Borgata Hotel & Resort, Atlantic City	\$453.90 (paid by board)	10/13/22-10/14/22
BCA	Carol Zepatos Judith Pinto	2022 NJ Science Convention, Princeton, NJ	\$558.00 (paid by board)	10/18/22

22-A-135T APPROVAL—STUDENT TEACHING / INTERN—RAMAPO COLLEGE OF NEW JERSEY

RESOLUTION

WHEREAS Assistant Superintendent **Andrea Sheridan**, has recommended that **Christina Garcia** be approved for a student teaching assignment;

BE IT RESOLVED that **Christina Garcia** be approved for student teaching with no compensation, subject to the following conditions:

1. Participating College: Ramapo College
2. Contact staff member: D. Dubose
3. Assignment dates: Summer SY 2022-2023
4. Theory and Practice of Social Work III & IV/Field Instruction III & IV Field Practicum

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to **Christina Garcia** regarding this approval as soon as is practicable.

PC/ch

source of funds: n/a

22-A-136T APPROVAL—STUDENT TEACHING / INTERN—MONTCLAIR STATE UNIVERSITY

RESOLUTION

WHEREAS Assistant Superintendent **Andrea Sheridan**, has recommended that **Alexis Putkisto** be approved for a student teaching assignment;

BE IT RESOLVED that **Alexis Putkisto** be approved for student teaching with no compensation, subject to the following conditions:

1. Participating College: Montclair State University
2. Contact staff member: S. Frye
3. Assignment dates: SY 2022-2023
4. Clinical I and Clinical II

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to **Alexis Putkisto** regarding this approval as soon as is practicable.

PC/ch

source of funds: n/a

22-A-137T APPROVAL—STUDENT TEACHING / INTERN—RAMAPO COLLEGE OF NEW JERSEY

RESOLUTION

WHEREAS Assistant Superintendent **Andrea Sheridan**, has recommended that **Brittany Gonzalez** be approved for a student teaching assignment;

BE IT RESOLVED that **Brittany Gonzalez** be approved for student teaching with no compensation, subject to the following conditions:

1. Participating College: Ramapo College
2. Contact staff member: D. Dubose
3. Assignment dates: SY 2022-2023
4. Theory and Practice of Social Work III & IV/Field Instruction III & IV Field Practicum

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to **Brittany Gonzalez** regarding this approval as soon as is practicable.

PC/eh
source of funds: n/a

22-A-138T APPROVAL—STUDENT TEACHING / INTERN—RAMAPO COLLEGE OF NEW JERSEY

RESOLUTION

WHEREAS Assistant Superintendent **Andrea Sheridan**, has recommended that **Tracy Gorab** be approved for a student teaching assignment;

BE IT RESOLVED that **Tracy Gorab** be approved for student teaching with no compensation, subject to the following conditions:

1. Participating College: Ramapo College
2. Contact staff member: D. Dubose
3. Assignment dates: SY 2022-2023
4. Theory and Practice of Social Work III & IV/Field Instruction III & IV Field Practicum

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to **Tracy Gorab** regarding this approval as soon as is practicable.

PC/eh
source of funds: n/a

22-A-139T APPROVAL - FIRST READING —BOARD OF EDUCATION POLICIES/REGULATION

RESOLUTION

BE IT RESOLVED, that the Board of Education discuss and entertain public comment on the following **attached** proposed Board of Education policies/regulations and agrees to consider adoption of the policy at its next meeting after hearing public comments:

FIRST READING

Section 2000 – Program

2340 Field Trips

22-A-140T APPROVAL - SECOND READING FINAL ADOPTION BOARD OF EDUCATION POLICY

RESOLUTION

WHEREAS, the Board of Education **attached** policies listed below were approved on a first reading at the May 31, 2022 meeting; and

WHEREAS, said policies was made available for public review; and

WHEREAS, the Board has received no written comments concerning said policies;

BE IT RESOLVED, upon the recommendation of the Superintendent of Schools the following policies is hereby adopted effective immediately:

SECOND READING

Section 1000 – Administration

1648.15M Recordkeeping for Healthcare Settings in School Buildings

Section 2000 – Program

2416.01M Postnatal Accommodations for Students
2417M Student Intervention and Referral Services
2461M Special Education Receiving Schools and
Shared-Time Vocational Technical Schools

Section 3000 – Certificated Staff Members

3161 Examination for Cause

Section 4000 – Noncertificated Staff Members

4161 Examination for Cause

Section 5000 – Students

5512M Harassment, Intimidation, and Bullying

Section 8000 – Operations

8420M Emergency and Crisis Situations

Section 9000 – Community

9320M Cooperation with Law Enforcement Agencies

22–A-141T APPROVAL – MUTUAL CONFIDENTIALITY AGREEMENT – SUMMIT SEED COATINGS AND BERGEN COUNTY TECHNICAL SCHOOLS – FOR ONE YEAR PERIOD AFTER APPROVAL BEGINNING JUNE 29, 2022.

RESOLUTION

WHEREAS, Summit Seed Coatings allow both parties to share confidential information pertinent to a possible business arrangement regarding a patent owned by Bergen County Technical Schools;

BE IT RESOLVED, the Board of Education approves the Mutual Confidentiality Agreement between Bergen County Technical Schools and Summit Seed Coatings LLC, 710 N. 11th Avenue, Caldwell, ID to share confidential information pertinent to a possible business arrangement regarding a patent owned by the District. This agreement shall be in effect for one year after approval.

RP: wl/eh

22–A-142T APPROVAL—HOSTING COMPUTER SCIENCE “CAMP” PROGRAM AT THE BERGEN COUNTY ACADEMIES

Resolution

BE IT RESOLVED, that the Board of Education approves a Computer Science Program for incoming ATCS students (approximately 37 students), which will take place from August 29 – August 31, 2022 at Bergen County Academies. 30 rising 10th -12th grade ATCS students will help to run the camp activities, and will be supervised by BCTS Academies Computer Science Teachers.

Dates:

Mon, August 29, 2022 9:00am – 3:00pm
Tues, August 30, 2022 2:30pm – 5:00pm (immediately follows 9th grade orientation dismissal)
Wed, August 31, 2022 2:30pm – 5:00pm (immediately follows 9th grade orientation dismissal)

AS/eh

22–A-143T APPROVAL—HOSTING ENGINEERING SCIENCE “CAMP” PROGRAM AT THE BERGEN COUNTY ACADEMIES

Resolution

BE IT RESOLVED, that the Board of Education approves an Engineering Science Program for incoming AEDT students (approximately 40 students), which will take place August 25, 26 and 29, 2022 at Bergen County Academies. 30 rising 10th -12th grade AEDT students will help to run the camp activities, and will be supervised by BCTS Academies Engineering Teachers.

Dates:

Thursday, August 25, 2022 9am - 5pm

Friday, August 26, 2022 9am - 5pm
Monday, August 29, 2022 9am – 5pm

AS/eh

22-A-144T APPROVAL—STUDENT TEACHING / INTERN—MONTCLAIR STATE UNIVERSITY

RESOLUTION

WHEREAS Assistant Superintendent **Andrea Sheridan**, has recommended that **Sarah Jang** be approved for a student teaching assignment;

BE IT RESOLVED that **Sarah Jang** be approved for student teaching with no compensation, subject to the following conditions:

1. Participating College: Montclair State University
2. Contact staff member: S. Frye
3. Assignment dates: SY 2022-2023
4. Clinical I and Clinical II

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to **Sarah Jang** regarding this approval as soon as is practicable.

PC/eh
source of funds: n/a

**Bergen County Workforce Development Board
Bergen One-Stop Career Center**

**Accrued Expense & Obligation Report: Fiscal Year 2022-Program Year 2021
July 1, 2021 thru June 30, 2022 as of 05/31/22**

Program	Total Budget	Total Obligated	% Obligated	Total Spent	Available Balance	Total Budget Funding Distribution
Adult	\$ 1,630,543	\$ 708,297	43%	\$ 477,492	\$ 922,246	<p>Total Budget Funding Distribution</p> <ul style="list-style-type: none"> DISLOCATED WORKER: \$2,692,029 (33%) ADULT: \$1,630,543 (20%) OUT-OF-SCHOOL YOUTH: \$1,623,657 (20%) WFNJ: \$1,263,349 (15%) ADMIN: \$656,443 (8%) WLL: \$151,459 (2%) OTHER GRANTS: \$162,971 (2%) IN-SCHOOL YOUTH: \$- (0%)
Dislocated Worker (DW)	\$ 2,692,029	\$ 1,874,194	70%	\$ 1,554,920	\$ 817,835	
Total Adult	\$ 4,322,572	\$ 2,582,491	60%	\$ 2,032,412	\$ 1,740,081	
Youth In-School	\$ -	\$ -	#DIV/0!	\$ -	\$ -	
Youth Out-of-School	\$ 1,623,657	\$ 1,005,990	62%	\$ 684,177	\$ 617,667	
Total Youth	\$ 1,623,657	\$ 1,005,990	62%	\$ 684,177	\$ 617,667	
TANF	\$ 703,749	\$ 576,075	82%	\$ 280,435	\$ 127,674	
GA/SNAP & SNAP ONLY	\$ 559,600	\$ 507,849	91%	\$ 345,518	\$ 51,751	
Total WFNJ	\$ 1,263,349	\$ 1,083,924	86%	\$ 625,953	\$ 179,425	
Workforce Learning Link (WLL)	\$ 151,459	\$ 115,751	76%	\$ 114,687	\$ 35,708	
Total WLL	\$ 151,459	\$ 115,751	76%	\$ 114,687	\$ 35,708	
Program Administration	\$ 656,443	\$ 530,640	81%	\$ 495,945	\$ 125,803	
Total Admin	\$ 656,443	\$ 530,640	81%	\$ 495,945	\$ 125,803	
WIOA Data Reporting & Analysis	\$ 12,971	\$ 12,971	100%	\$ 12,971	\$ -	
WIOA Other OJT	\$ 150,000	\$ -	0%	\$ -	\$ 150,000	
Total Other Grants	\$ 162,971	\$ 12,971	8%	\$ 12,971	\$ 150,000	
Total	\$ 8,180,451	\$ 5,331,767	65%	\$ 3,966,145	\$ 2,848,684	

POLICIES/REGULATIONS

FIRST READING

- BERGEN COUNTY TECHNICAL SCHOOLS**
- BERGEN COUNTY SPECIAL SERVICES**

POLICY

Section: PROGRAM
Number: 2340

Title: FIELD TRIPS

The Board of Education recognizes that field trips properly planned and integrated with the curriculum are an educationally sound and important part of the program of the schools that can supplement and enrich classroom instruction by providing learning experiences in an environment outside the schools.

FIELD TRIP DEFINED

For purposes of this policy, a “field trip” shall mean any journey made by a group of students away from the school premises, under the supervision of a teacher, such journey being integrally related to an approved course of study.

The Board of Education shall consider field trips that are included in curriculum guides to have been approved in advance. The Board must individually approve all field trips not listed in the curriculum guide.

COST OF FIELD TRIPS – RESPONSIBILITY FOR PAYMENT

The Board of Education may authorize field trips for which all or part of the costs are borne by the students’ parent(s) or legal guardian(s), with the exception of students with financial hardship and students who are required to participate in the field trip as part of their Individualized Education Plan (IEP). If the cost of a field trip must be partially or fully paid for by the students’ parent(s) or legal guardian(s) it shall not be considered mandatory and shall not be a requirement for purposes of successful completion of a class.

The determination of a student’s inability to pay will be based upon the student’s eligibility for free and reduced meals in accordance with Policy No. 8540 – Free and Reduced Rate Meals.

USE OF FEDERAL FUNDS

Under no circumstances may federally-provided funds be used to pay for any of the costs of a field trip if no educational component exists.

STUDENTS WITH DISABILITIES

In cases where a student's disability prohibits him or her from participating in a field trip, the school will make every effort to accommodate the student or provide an alternative educational experience.

BOARD AUTHORITY OVER STUDENTS

Students on field trips remain under the supervision of this Board of Education and are subject to its policies, rules, and regulations.

STUDENT DISOBEDIENCE

A student who violates a Board of Education policy or its rules and regulations or disregards the authority of supervisors on a field trip significantly endangers the safety of other students and may be summarily dismissed from the trip. Should this type of situation arise, the teaching staff member in charge will make arrangements for the dismissed student's transportation to home or school as appropriate. The cost of any such transportation will be borne by the parent(s) or legal guardian(s) of the student. The Board reserves the right to take further disciplinary measures in accordance with Policy No. 5600M – Student Discipline.

FIELD TRIP REGULATIONS

The Superintendent or his or her designee shall prepare regulations for the operation of field trips emphasizing the following considerations:

- Insure that the safety and well being of students shall be protected at all times;
- Seek and obtain prior parental permission for any student to be removed from the District for the purpose of going on a field trip;
- Each field trip is properly planned, integrated with the curriculum, and followed up by appropriate activities that enhance its usefulness;
- The effectiveness of field trip activities is monitored and continually evaluated;
- Teachers are allowed a considerable degree of flexibility and innovation in planning field trips;
- No field trip will be approved unless it contributes to the achievement of specified instructional objectives;

- **No swimming or water sports of any kind shall be allowed during any field trip; and**
- Teachers are not permitted to make on-site alterations to a trip itinerary, except where the health, safety, or welfare of students is imperiled or where changes or substitutions beyond the control of the teacher have frustrated the purpose of the trip.

Legal reference: *N.J.S.A. 18A:36-21 through 36-23; 18A:53-2*

Cross reference: Policy No. 5600M – Student Discipline
8540 – Free and Reduced Rate Meals

Adopted (BCTS): 9/11/02 Rev.: 11/3/08 Rev.: 7/23/13 Rev.: 11/1/13
Adopted (BCSS): N/A

POLICIES

SECOND READING

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: ADMINISTRATION
Number: 1648.15M

Title: RECORDKEEPING FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS – COVID-19

The Board of Education is committed to providing a safe and healthy workplace for all employees. The school district shall maintain its records in accordance with Occupational Safety and Health Act of 1970 (OSHA) COVID-19 Emergency Temporary Standard (ETS) published on June 21, 2021 as adopted by the Public Employees Occupational Safety and Health (PEOSH), the agency with jurisdiction over public employers in New Jersey. The provisions of the ETS have expired and are no longer in effect for school districts except for the provisions addressing recordkeeping, outlined in 29 CFR §1910.502(q). The ETS and this Policy are only applicable for employees working in the school nurse’s office and any adjoining clinical areas in the school building.

DEFINITIONS

For the purpose of this Policy, “employee” means any district employee or contracted service provider working in a healthcare setting where people with suspected or confirmed COVID-19 are reasonably expected to be present. Therefore, the provisions of the ETS and this Policy only apply to employees or contracted service providers working in a nurse’s office or any adjoining clinical areas.

For the purpose of this Policy, “healthcare setting” means all settings in the school district where any employee or contracted service provider provides healthcare services or healthcare support services. Where a healthcare setting is embedded within a non-healthcare setting (i.e. school nurse’s office and any adjoining clinical areas in a school building), the ETS and this Policy only apply to the embedded healthcare setting and not to the remainder of a school building.

POLICY 1648.14

The school district will retain all versions of Policy 1648.14 – Safety Plan for Healthcare Settings in School Buildings, to comply with the ETS while the ETS remains in effect, even after Policy 1648.14 has been abolished.

ESTABLISH AND MAINTAIN COVID-19 LOG

The school district will establish and maintain a COVID-19 log to record each instance in which an employee is COVID-19 positive, regardless of whether the instance is connected to exposure to COVID-19 at work. The COVID-19 log will contain, for each instance, the employee's name, one form of contact information, occupation, location where the employee worked, the date of the employee's last day in the healthcare setting, the date of the positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced.

The school district will record the information in the COVID-19 log within twenty-four hours of learning the employee is COVID-19 positive. The school district will maintain the COVID-19 log as a confidential medical record and will not disclose it except as required by the ETS or other Federal law. The school district will maintain and preserve the COVID-19 log while the ETS remains in effect.

By the end of the next business day after a request, the school district will provide for examination and copying: all versions of Policy 1648.14; the individual COVID-19 log entry for a particular employee to that employee and to anyone having written authorized consent of that employee; and a version of the COVID-19 log that removes the names of employees, contact information, and occupation, and only includes, for each employee in the COVID-19 log, the location where the employee worked, the last day that the employee was in the healthcare setting before removal, the date of that employee's positive test for, or diagnosis of, COVID-19, and the date the employee first had one or more COVID-19 symptoms, if any were experienced, to all employees.

29 CFR §1910.502(q)

Adopted BCTS:

Adopted BCSS:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: PROGRAM
Number: 2416.01M

Title: POSTNATAL ACCOMMODATIONS FOR STUDENTS

The Board of Education recognizes students may be returning to school shortly after their child's birth and may need to breastfeed their child or to express breast milk during the school day. The school district will accommodate a student who wants to breastfeed or express breast milk while attending school in the district.

A student shall be permitted to breastfeed their child or to express breast milk while attending school in accordance with a schedule provided by the student to the school nurse, who shall consult with the Principal or designee. The district encourages the student develop a schedule that does not impact a student's instructional time and encourages a student to schedule such time to breastfeed or to express breast milk during study hall time, lunch time, or other non-instructional times of the school day. The student may bring to school a breast pump and any other equipment necessary to express breast milk on school grounds. The student shall not incur an academic penalty for using any reasonable accommodations offered to the student and shall be provided the opportunity to make up any work missed due to such use.

The Principal or designee, in consultation with the school nurse, will designate a lactation/breastfeeding room that is shielded from view and free from intrusion by other students, staff members, and the public. The location must be functional as a space for breastfeeding or expressing breast milk and shall include an electrical outlet, a chair, and nearby access to running water. Expressed breast milk may be stored in a refrigerator in the school building or in the student's personal cooler. If the space is not a dedicated lactation/breastfeeding room, it must be available when needed. A space temporarily converted into a lactation/breastfeeding room or made available when needed by the student is sufficient; however, a bathroom, even if private, is not a permissible location. A student opting to breastfeed their child in the lactation/breastfeeding room will be responsible to make arrangements for their child to be brought to the school in accordance with a time schedule agreed to by the Principal or designee.

All staff members will assist in providing a positive atmosphere of support for students who are returning to school after the birth of their child. Conduct by a staff member or student that reasonably interferes with a student's performance in school; creates an intimidating, hostile, or offensive environment for a student that is complying with the provisions of this Policy; or that inhibits a student's ability to breastfeed their child or express breast milk while in school will not be tolerated.

The Principal shall ensure Policy 2416.01 is distributed to pregnant students and students who are returning to school after the birth of their child.

N.J.S.A. 26:4C-1; 26:4C-2; 26:4C-3

Adopted BCSS:
Adopted BCTS:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: PROGRAM
Number: 2417M

Title: STUDENT INTERVENTION AND REFERRAL SERVICES

The Board of Education directs the establishment and implementation in each school building in which general education students are served, a coordinated system for planning and delivering intervention and referral services designed to assist students who are experiencing learning, behavior, or health difficulties, and to assist staff who have difficulties in addressing students' learning, behavior, or health needs in accordance with the requirements of N.J.A.C. 6A:16-8.1 and 6A:16-8.2. The Board of Education shall choose ~~the adopts this~~ appropriate multidisciplinary team approach, **such as the Response to Intervention (RTI) or a Multi-Tiered System of Support (MTSS) model** for planning and delivering the services required under N.J.A.C. 6A:16-8.

Students who are experiencing learning, behavior, or health difficulties shall be referred to the school's Intervention and Referral Services (I&RS) Team.

The intervention and referral services shall be provided to **support** ~~aid~~ students in the general education program and may be provided for students who have been determined to need special education programs and services pursuant to N.J.A.C. 6A:16-8.1(a). The intervention and referral services provided for students who have been determined to need special education programs and services shall be coordinated with the student's Individualized Education Program Team, as appropriate. **Child Study Team members and, to the extent appropriate, specialists in the area of disability may participate on intervention and referral services teams, pursuant to N.J.A.C. 6A:14-3.1(d)6.**

The functions of the system of intervention and referral services in each school building which general education students are served shall be pursuant to N.J.A.C. 6A:16-8.2(a) and as outlined in Regulation 2417.

Records of all requests for assistance, all intervention and referral services action plans, and all related student information shall be maintained in accordance with Federal and State laws and regulations and New Jersey administrative code pursuant to N.J.A.C. 6A:16-8.2(a)9.

The I&RS Team **in each school building** shall review and assess the effectiveness of ~~the provisions of~~ each intervention and referral services action plan in achieving the **identified** outcomes, ~~identified in each action plan~~ and modify each action plan to achieve the outcomes, as appropriate.

At a minimum, the I&RS Team shall annually review the intervention and referral services action plans and the actions taken as a result of the building's system of intervention and referral services, and make recommendations to the Principal for improving school programs and services, as appropriate.

At the end of the school year, the Principal shall, in consultation with the I&RS Team, develop a report on the concerns and issues identified by the I&RS Team and the effectiveness of the services provided in achieving the outcomes identified in the intervention and referral services action plans. This report shall be provided to the Superintendent of Schools.

Legal References: N.J.A.C. 6A:14; 6A:16-8.1; 6A:16-8.2

Adopted (BCTS): 9/11/02 Rev.: 5/25/05 Rev.: 11/3/08 Rev.: 2/3/15 Rev.:
Adopted (BCSS): N/A

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: PROGRAM
Number: 2461M

Title: **SPECIAL EDUCATION/RECEIVING SCHOOLS AND SHARED-TIME VOCATIONAL TECHNICAL SCHOOLS**

To demonstrate compliance with N.J.A.C. 6A:14-1.1 et seq. and Part B of the Individuals with Disabilities Education Act, the Board adopts this Policy and corresponding Regulations/Procedures. This Policy and corresponding Regulations/Procedures will be submitted with a Special Education Assurance Statement for Receiving Schools to the County Office of Education no later than July 30, 2017 for approval.

1. All students with disabilities who are placed in a receiving school by a district Board of Education must have an Individualized Education Program (IEP) in effect prior to the delivery of services.
2. The receiving school will collaborate with the district Board of Education to ensure that a free, appropriate public education is available for all students with disabilities between the ages of three and twenty-one enrolled in the receiving school including students with disabilities who are suspended from school.
3. The compilation, maintenance, access to, and confidentiality of, student records will be in accordance with N.J.A.C. 6A:32-7.
4. Students with disabilities who are placed in receiving schools by a district Board of Education will be provided special education and related services at no cost to their parents according to N.J.A.C. 6A:14-1.1(d) and N.J.A.C. 6A:14-7.5(b)3.
5. The programs and services provided by the receiving school will be in accordance with the requirements of N.J.A.C. 6A:14-1.1 et seq.
6. All personnel serving students with disabilities will be appropriately certified and licensed, where a license is required, in accordance with State and Federal law. **Additionally, all personnel serving students with disabilities are assigned to teach only the classes for which they hold appropriate certification.**
7. The receiving school will only terminate the placement of a student with disabilities according to the procedures in N.J.A.C. 6A:14-7.7(a) and (b).

8. The in-service training needs for professional and paraprofessional staff who provide special education, general education or related services will be identified and appropriate in-service training will be provided. The receiving school shall maintain information to demonstrate its efforts to:
 - a. Prepare general and special education personnel with the content knowledge and collaborative skills needed to meet the needs of children with disabilities;
 - b. Enhance the ability of teachers and others to use strategies, such as behavioral interventions, to address the conduct of students with disabilities that impedes the learning of students with disabilities and others;
 - c. Acquire and disseminate to teachers, administrators, and related services personnel, significant knowledge derived from educational research and other sources and how the receiving school will, if appropriate, adopt promising practices, materials and technology;
 - d. Ensure that the in-service training is integrated to the maximum extent possible with other professional development activities; and
 - e. Provide for joint training activities of parents and special education, related services, and general education personnel.
9. The receiving school will work with all sending school districts and ensure that students with disabilities are included in Statewide and district-wide assessment programs with appropriate accommodations, where necessary, according to N.J.A.C. 6A:14-4.10. All students with disabilities will participate in Statewide assessments or the applicable alternate assessment, in grades three, four, five, six, seven, eight, and high school in the applicable grade levels and courses. **The receiving school must ensure that Statewide assessments and alternate assessments are provided to students with disabilities onsite at the receiving school and that assessments are administered by receiving school staff members.**
10. Full educational opportunity to all students with disabilities is provided-, **including courses and classes that will enable students with disabilities to meet requirements needed to receive a State-endorsed diploma, as appropriate. The receiving school shall maintain documentation of the curriculum and materials utilized, including a description of how the New Jersey State Learning Standards will be implemented.**
11. The receiving school will provide teacher aides and the appropriate general or special education teaching staff time for consultation on a regular basis as specified in each student's IEP.

12. The receiving school will ensure that the length of the school day and academic year shall be as long as that established for nondisabled students in accordance with N.J.A.C. 6A:14-4.1(c) and must include at least four hours of actual school work instruction in accordance with N.J.A.C. 6A:14-7.6(i).
13. The receiving school will ensure that educational programs are open to observation at all times to the representatives of the sending districts and of the Department of Education in accordance with N.J.A.C. 6A:14-7.6(g).
14. The receiving school shall follow all requirements set forth in N.J.A.C. 6A:14-7.3 for amending the policies, procedures, the services provided, or the location of facilities.
15. The receiving school shall follow the requirements set forth in N.J.A.C. 6A:14-7.6(h) to operate an extended academic year program.
16. The receiving school shall employ a full-time non-teaching Principal who shall be responsible for administration and supervision of the school as required by N.J.A.C. 6A:14-7.6(d).
17. The receiving school shall follow the requirements set forth in N.J.A.C. 6A:14-7.4 for submission of fiscal information and obtaining valid certificates of fire inspection and if applicable, health, HVAC inspections, and, if applicable, sewerage plant.
18. The receiving school shall follow the requirements set forth in N.J.A.C. 6A:14-7.6(j) to notify the Department of Education a minimum of ninety days prior to ceasing operation or if there is a change in ownership.
19. The receiving school shall follow the requirements set forth in N.J.A.C. 6A:23A-18.22 regarding behavior modification programs and shall adopt a Policy that defines the procedures, evidence-based strategies, techniques, and approaches used in the behavior modification program.

Behavior modification shall not include:

- a. **Cash or checks;**
- b. **The replacement of meals or components of meals on a regular basis; or**
- c. **High-dollar value items such as personal electronics.**

Adopted (BCTS): 9/26/17 Rev.:

Adopted (BCSS): 2/27/02 Rev.: 4/27/11 Rev.: 2/28/12 Rev.: 9/19/17 Rev.:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: CERTIFICATED
STAFF MEMBERS
Number: 3161

Title: EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any teaching staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a teaching staff member whenever, in the judgment of the Superintendent, a teaching staff member shows evidence of deviation from normal physical or mental health, to determine the teaching staff member's physical and mental fitness to perform with reasonable accommodation the position the teaching staff member currently holds, or to detect any health risks to students and other employees.

NOTIFICATION OF CERTIFICATED STAFF MEMBER

A teaching staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the teaching staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the teaching staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the teaching staff member in writing within five working days of the teaching staff member's receipt of the written statement of reasons. A teaching staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the teaching staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the teaching staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the teaching staff member's own choosing, approved by the Board, and at the teaching staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.

If the teaching staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the teaching staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the teaching staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the teaching staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the teaching staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the teaching staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and teaching staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the teaching staff member's choice, the cost shall be borne by the teaching staff member.

REQUIRED ACTION OF CERTIFICATED STAFF MEMBER

A teaching staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

Legal reference: 42 U.S.C.A. 12101
N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.
N.J.A.C. 6A:32-6.2; 6A:32-6.3

Adopted (BCTS): 9/11/02 Rev: 4/20/05 Rev.: 5/17/06 Rev.:
Adopted (BCSS): 10/16/02 Rev.: 4/20/05 Rev.: 5/17/06 Rev.:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

**Section: NONCERTIFICATED
STAFF MEMBERS**
Number: 4161

Title: EXAMINATION FOR CAUSE

The Board of Education may require the physical and/or psychiatric examination of any support staff member who shows evidence of deviation from normal physical or mental health in accordance with N.J.A.C. 6A:32-6.3(b).

The Superintendent shall require a physical and/or psychiatric examination on a support staff member whenever, in the judgment of the Superintendent, a support staff member shows evidence of deviation from normal physical or mental health, to determine the support staff member's physical and mental fitness to perform with reasonable accommodation the position the support staff member currently holds, or to detect any health risks to students and other employees.

NOTIFICATION OF CERTIFICATED STAFF MEMBER

A support staff member that is required to undergo a physical and/or psychiatric examination shall be provided a written statement of reasons for the required examination(s) and notice the support staff member has the right to request a hearing with the Board. The hearing shall be conducted in accordance with the provisions of N.J.S.A. 18A:25-7 and will offer the support staff member the opportunity to appear before the Board to refute the reasons for the required examination(s), provided any such hearing is requested by the support staff member in writing within five working days of the support staff member's receipt of the written statement of reasons. A support staff member shall be ordered to submit to the appropriate examination(s) by the physician or institution designated by the Board if the support staff member failed to timely request a hearing before the Board or failed to persuade the Board at the hearing that the support staff member should not be required to submit to the appropriate examination(s). The Board's determination at the conclusion of such a hearing is appealable to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:4 – Appeals pursuant to N.J.A.C. 6A:32-6.3(b)2.

The Board shall bear the cost of the examination if the examination is performed by a physician or institution designated by the Board. The examination may be performed by a physician or institution of the support staff member's own choosing, approved by the Board, and at the support staff member's own expense in accordance with N.J.S.A. 18A:16-3 and N.J.A.C. 6A:32-6.3.

If the support staff member submits names of physicians or institutions to the Board for consideration to complete the appropriate examination(s) the Board is not required to designate the physician or institution submitted for consideration by the support staff member, but shall not act unreasonably in withholding its approval of the physician or institution. The Board shall require the support staff member to authorize the release of the examination results to the Superintendent.

If the results of any such examination indicate mental abnormality or communicable disease, the support staff member shall be ineligible for further service until proof of recovery, satisfactory to the Board, is furnished, but if the support staff member is under contract or has tenure, they may be granted sick leave with compensation as provided by law and shall, upon satisfactory recovery, be permitted to complete the term of their contract, if they are under contract, or be reemployed with the same tenure as they possessed at the time their services were discontinued, if they have tenure, unless their absence shall exceed a period of two years in accordance with N.J.S.A. 18A:16-4.

In order to return to work, the support staff member must submit to an appropriate examination and submit the results of the examination to the Superintendent. The examination must be conducted by a physician or institution upon which the Board and support staff member confer and agree. If the physician or institution conducting the examination is conducted by the Board's choice, the cost shall be borne by the Board; if the physician or institution conducting the examination is conducted by the support staff member's choice, the cost shall be borne by the support staff member.

REQUIRED ACTION OF CERTIFICATED STAFF MEMBER

A support staff member who refuses to submit to the examination required by this Policy and has exhausted the hearing procedures established by law and this Policy shall be subject to discipline, which may include, but not limited to, termination or certification of tenure charges to the Commissioner of Education, as applicable.

Legal reference: 42 U.S.C.A. 12101
N.J.S.A. 18A:6-10; 18A:16-2; 18A:16-3; 18A:16-4; 18A:25-7;
18A:28-5; 18A:30-1 et seq.
N.J.A.C. 6A:32-6.2; 6A:32-6.3

Adopted (BCTS): 9/11/02 Rev.: 4/20/05 Rev.: 5/17/06 Rev.:
Adopted (BCSS): 10/16/02 Rev.: 4/20/05 Rev.: 5/17/06 Rev.:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: STUDENTS
Number: 5512M

TITLE: HAZING HARASSMENT, INTIMIDATION, AND BULLYING (M)

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A. Policy Statement

The Board of Education prohibits acts of harassment, intimidation, or bullying of a student. A safe and civil environment in school is necessary for students to learn and achieve high academic standards. Harassment, intimidation, or bullying, like other disruptive or violent behaviors, is conduct that disrupts both a student’s ability to learn and a school’s ability to educate its students in a safe and disciplined environment. Harassment, intimidation, or bullying is unwanted, aggressive behavior that may involve a real or perceived power imbalance. Since students learn by example, school administrators, faculty, staff and volunteers should be commended for demonstrating appropriate behavior, treating others with civility and respect, and refusing to tolerate harassment, intimidation, or bullying.

For the purposes of this Policy, the term "parent," pursuant to N.J.A.C. 6A:16-1.3, means the natural parent(s); ~~or~~ adoptive parent(s); legal guardian(s); foster parent(s); or parent surrogate(s) of a student. ~~When~~ ~~Where~~ parents are separated or divorced, "parent" means the person or agency which has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided ~~such~~ parental rights have not been terminated by a court of appropriate jurisdiction.

B. Harassment, Intimidation, and Bullying Definition

“Harassment, intimidation, or bullying” means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents that:

1. Is reasonably perceived as being motivated by either any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic;
2. Takes place on school property, at any school-sponsored function, on a school bus, or off school grounds, as provided for in N.J.S.A. 18A:37-15.3;
3. Substantially disrupts or interferes with the orderly operation of the school or the rights of other students; and that

- a. A reasonable person should know, under the circumstances, that the act(s) will have the effect of ~~–or create reasonable fear of–~~ physically or emotionally harming a student or damaging the student’s property, ~~or placing a student in reasonable fear of physical or emotional harm to their his/her person or damage to their his/her property;~~ or
- b. Has the effect of insulting or demeaning any student or group of students; or
- c. Creates a hostile educational environment for the student by interfering with a student’s education or by severely or pervasively causing physical or emotional harm to the student.

Schools are required to address harassment, intimidation, and bullying occurring off school grounds, when there is a nexus between the harassment, intimidation, and bullying and the school (e.g., the harassment, intimidation, or bullying substantially disrupts or interferes with the orderly operation of the school or the rights of other students).

“Electronic communication” means a communication transmitted by means of an electronic device, including, but not limited to: a telephone, cellular phone, computer, or pager.

C. Student Expectations

The Board expects students to conduct themselves in keeping with their levels of development, maturity and demonstrated capabilities with proper regard for the rights and welfare of other students and school staff, the educational purpose underlying all school activities and the care of school facilities and equipment consistent with the Code of Student Conduct.

The Board believes that standards for student behavior must be set cooperatively through interaction among the students, parents, school employees, school administrators, school volunteers, and community representatives, producing an atmosphere that encourages students to grow in self-discipline. The development of this atmosphere requires respect for self and others, as well as for school district and community property on the part of students, staff, and community members.

Students are expected to behave in a way that creates a supportive learning environment. The Board believes the best discipline is self-imposed, and it is the responsibility of staff to use instances of violations of the Code of Student Conduct as opportunities to help students learn to assume and accept responsibility for their behavior and the consequences of their behavior. Staff members who interact with students shall apply best practices designed to prevent student conduct problems and foster students’ abilities to grow in self-discipline.

The Board expects that students will act in accordance with the student behavioral expectations and standards regarding harassment, intimidation, and bullying, including:

1. Student responsibilities (e.g., requirements for students to conform to reasonable standards of socially accepted behavior; respect the person, property and rights of others; obey constituted authority; and respond to those who hold that authority);
2. Appropriate recognition for positive reinforcement for good conduct, self-discipline, and good citizenship;
3. Student rights; and
4. Sanctions and due process for violations of the Code of Student Conduct.

Pursuant to N.J.S.A. 18A:37-15(a) and N.J.A.C. 6A:16-7.1(a)1, the district has involved a broad-base of school and community members, including parents, students, instructional staff, student support services staff, school administrators, and school volunteers, as well as community organizations, such as faith-based, health and human service, business and law enforcement, in the development of this Policy. Based on locally determined and accepted core ethical values adopted by the Board, pursuant to N.J.A.C. 6A:16-7.1(a)2, the Board must develop guidelines for student conduct pursuant to N.J.A.C. 6A:16-7.1. These guidelines for student conduct will take into consideration the developmental ages of students, the severity of the offenses and students' histories of inappropriate behaviors, and the mission and physical facilities of the individual school(s) in the district. This Policy requires all students in the district to adhere to the rules established by the school district and to submit to the remedial and consequential measures that are appropriately assigned for infractions of these rules.

Pursuant to N.J.A.C. 6A:16-7.1, the Superintendent must annually provide to students and their parents the rules of the district regarding student conduct. Provisions shall be made for informing parents whose primary language is other than English.

The district prohibits active or passive support for acts of harassment, intimidation, or bullying. Students are encouraged to support other students who:

1. Walk away from acts of harassment, intimidation, and bullying when they see them;
2. Constructively attempt to stop acts of harassment, intimidation, or bullying;
3. Provide support to students who have been subjected to harassment, intimidation, or bullying; and

4. Report acts of harassment, intimidation, and bullying to the designated school staff member.

D. Consequences and Appropriate Remedial Actions

~~Consequences and Appropriate Remedial Actions—Students~~

The Board of Education requires its school administrators to implement procedures that ensure both the appropriate consequences and remedial responses for students who commit one or more acts of harassment, intimidation, or bullying, consistent with the Code of Student Conduct. The following factors, at a minimum, shall be given full consideration by school administrators in the implementation of appropriate consequences and remedial measures for each act of harassment, intimidation, or bullying by students.

Consequences – Students

Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board’s approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1.

Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student’s disability, if any, and to the extent relevant; the developmental age of the student; and the student’s history of problem behaviors and performance consistent with the Board’s approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct. The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.

Factors for Determining Consequences – Student Considerations

1. **Age, developmental and maturity levels of the parties involved and their relationship to the school district;**
2. **Degrees of harm;**
3. **Surrounding circumstances;**
4. **Nature and severity of the behavior(s);**
5. **Incidences of past or continuing patterns of behavior;**
6. **Relationships between the parties involved; and**
7. **Context in which the alleged incidents occurred.**

Factors for Determining Consequences – School Considerations

1. **School culture, climate, and general staff management of the learning environment;**
2. **Social, emotional, and behavioral supports;**
3. **Student-staff relationships and staff behavior toward the student;**

4. **Family, community, and neighborhood situation; and**
5. **Alignment with Board policy and regulations/procedures.**

Examples of Consequences

1. **Admonishment;**
2. **Temporary removal from the classroom;**
3. **Deprivation of privileges;**
4. **Classroom or administrative detention;**
5. **Referral to disciplinarian;**
6. **In-school suspension;**
7. **Out-of-school suspension (short-term or long-term);**
8. **Reports to law enforcement or other legal action; or**
9. **Expulsion.**

In accordance with N.J.S.A. 18A:37-15.b.(4), the consequences for a student who commits an act of harassment, intimidation, or bullying may vary depending on whether it is the first act of harassment, intimidation, or bullying by a student, the second act, or third or subsequent acts. If it is the third or subsequent act of harassment, intimidation, or bullying by a student, the Principal, in consultation with appropriate school staff, shall develop an individual student intervention plan which shall be approved by the Superintendent or designee, and may require the student, accompanied by a parent, to complete in a satisfactory manner a class or training program to reduce harassment, intimidation, or bullying behavior.

Appropriate Remedial Actions – Students

Appropriate remedial action for a student who commits an act of harassment, intimidation, or bullying that takes into account the nature of the behavior; the nature of the student’s disability, if any, and to the extent relevant; the developmental age of the student; and the student’s history of problem behaviors and performance. The appropriate remedial action may also include a behavioral assessment or evaluation including, but not limited to, a referral to the Child Study Team as appropriate; and supportive interventions and referral services, including those at N.J.A.C. 6A:16-8.

~~Factors for Determining Consequences—Student Considerations~~

- ~~1. Age, developmental and maturity levels of the parties involved and their relationship to the school district;~~
- ~~2. Degrees of harm;~~
- ~~3. Surrounding circumstances;~~
- ~~4. Nature and severity of the behavior(s);~~
- ~~5. Incidences of past or continuing patterns of behavior;~~
- ~~6. Relationships between the parties involved; and~~
- ~~7. Context in which the alleged incidents occurred.~~

~~Factors for Determining Consequences—School Considerations~~

- ~~1. School culture, climate, and general staff management of the learning environment;~~
- ~~2. Social, emotional, and behavioral supports;~~
- ~~3. Student-staff relationships and staff behavior toward the student;~~
- ~~4. Family, community, and neighborhood situation; and~~
- ~~5. Alignment with Board policy and regulations/procedures.~~

Factors for Determining Remedial Measures

Personal

1. Life skill deficiencies;
2. Social relationships;
3. Strengths;
4. Talents;
5. Interests;
6. Hobbies;
7. Extra-curricular activities;
8. Classroom participation;
9. Academic performance; and
10. Relationship to students and the school district.

Environmental

1. School culture;
2. School climate;
3. Student-staff relationships and staff behavior toward the student;
4. General staff management of classrooms or other educational environments;
5. Staff ability to prevent and manage difficult or inflammatory situations;
6. Social-emotional and behavioral supports;
7. Social relationships;
8. Community activities;
9. Neighborhood situation; and
10. Family situation.

~~Consequences for a student who commits one or more acts of harassment, intimidation, or bullying may range from positive behavioral interventions up to and including suspension or expulsion of students, as set forth in the Board's approved Code of Student Conduct pursuant to N.J.A.C. 6A:16-7.1. Consequences for a student who commits an act of harassment, intimidation, or bullying are those that are varied and graded according to the nature of the behavior; the nature of the student's disability, if any, and to the extent relevant; the developmental age of the student; and the student's history of problem behaviors and performance consistent with the Board's approved Code of Student Conduct and N.J.A.C. 6A:16-7, Student Conduct.~~

~~The use of negative consequences should occur in conjunction with remediation and not be relied upon as the sole intervention approach.~~

Remedial measures shall be designed to correct the problem behavior, prevent another occurrence of the problem, protect and provide support for the victim of the act, and take corrective action for documented systemic problems related to harassment, intimidation, or bullying. The consequences and remedial measures may include, but are not limited to, the examples listed below:

Examples of Consequences

- ~~1. Admonishment;~~
- ~~2. Temporary removal from the classroom;~~
- ~~3. Deprivation of privileges;~~
- ~~4. Classroom or administrative detention;~~
- ~~5. Referral to disciplinarian;~~
- ~~6. In-school suspension;~~
- ~~7. Out-of-school suspension (short-term or long-term);~~
- ~~8. Reports to law enforcement or other legal action; or~~
- ~~9. Expulsion.~~

Examples of Remedial Measures

Personal – Student Exhibiting Bullying Behavior

1. Develop a behavioral contract with the student. Ensure the student has a voice in the outcome and can identify ways **to they he or she can** solve the problem and change behaviors;
2. Meet with parents to develop a family agreement to ensure the parent and the student understand school rules and expectations;
3. Explain the long-term negative consequences of harassment, intimidation, and bullying on all involved;
4. Ensure understanding of consequences, if harassment, intimidation, and bullying behavior continues;
5. Meet with school counselor, school social worker, or school psychologist to decipher mental health issues (e.g., what is happening and why?);
6. Develop a learning plan that includes consequences and skill building;
7. Consider wrap-around support services or after-school programs or services;
8. Provide social skill training, such as impulse control, anger management, developing empathy, and problem solving;
9. Arrange for an apology, preferably written;
10. Require a reflective essay to ensure the student understands the impact of **their his or her** actions on others;
11. Have the student research and teach a lesson to the class about bullying, empathy, or a similar topic;
12. Arrange for restitution (i.e., compensation, reimbursement, amends, repayment), particularly when personal items were damaged or stolen;

13. Explore age-appropriate restorative (i.e., healing, curative, recuperative) practices; and
14. Schedule a follow-up conference with the student.

Personal – Target/Victim

1. Meet with a trusted staff member to explore the student’s feelings about the incident;
2. Develop a plan to ensure the student’s emotional and physical safety at school;
3. Have the student meet with the school counselor or school social worker to ensure ~~they he or she~~ **do does** not feel responsible for the bullying behavior;
4. Ask students to log behaviors in the future;
5. Help the student develop skills and strategies for resisting bullying; and
6. Schedule a follow-up conference with the student.

Parents, Family, and Community

1. Develop a family agreement;
2. Refer the family for family counseling; and
3. Offer parent education workshops related to bullying and social-emotional learning.

Examples of Remedial Measures – Environmental (Classroom, School Building, or School District)

1. Analysis of existing data to identify bullying issues and concerns;
2. Use of findings from school surveys (e.g., school climate surveys);
3. Focus groups;
4. Mailings – postal and email;
5. Cable access television;
6. School culture change;
7. School climate improvement;
8. Increased supervision in “hot spots” (e.g., locker rooms, hallways, playgrounds, cafeterias, school perimeters, buses);
9. Adoption of evidence-based systemic bullying prevention practices and programs;
10. Training for all certificated and non-certificated staff to teach effective prevention and intervention skills and strategies;
11. Professional development plans for involved staff;
12. Participation of parents and other community members and organizations (e.g., Parent Teacher Associations, Parent Teacher Organizations) in the educational program and in problem-solving bullying issues;
13. Formation of professional learning communities to address bullying problems;

14. Small or large group presentations for fully addressing the actions and the school's response to the actions, in the context of the acceptable student and staff member behavior and the consequences of such actions;
15. School policy and procedure revisions;
16. Modifications of schedules;
17. Adjustments in hallway traffic;
18. Examination and adoption of educational practices for actively engaging students in the learning process and in bonding students to pro-social institutions and people;
19. Modifications in student routes or patterns traveling to and from school;
20. Supervision of student victims before and after school, including school transportation;
21. Targeted use of monitors (e.g., hallway, cafeteria, locker room, playground, school perimeter, bus);
22. Targeted use of teacher aides;
23. Disciplinary action, including dismissal, for school staff who contributed to the problem;
24. Supportive institutional interventions, including participation in the Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;
25. Parent conferences;
26. Family counseling;
27. Development of a general harassment, intimidation, and bullying response plan;
31. Behavioral expectations communicated to students and parents;
29. Participation of the entire student body in problem-solving harassment, intimidation, and bullying issues;
30. Recommendations of a student behavior or ethics council;
31. Participation in peer support groups;
32. School transfers; and
33. Involvement of law enforcement officers, including school resource officers and juvenile officers or other appropriate legal action.

Consequences and Appropriate Remedial Actions – Adults

The district will also impose appropriate consequences and remedial actions to an adult who commits an act of harassment, intimidation, or bullying of a student. The consequences may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Target/Victim Support

Districts should identify a range of strategies and resources that will be available to individual victims of harassment, intimidation, and bullying, and respond in a manner

that provides relief to victims and does not stigmatize victims or further their sense of persecution. The type, diversity, location, and degree of support are directly related to the student's perception of safety.

Sufficient safety measures should be undertaken to ensure the victim's physical and social-emotional well-being and their ability to learn in a safe, supportive, and civil educational environment.

Examples of support for student victims of harassment, intimidation, and bullying include:

1. Teacher aides;
2. Hallway and playground monitors;
3. Partnering with a school leader;
4. Provision of an adult mentor;
5. Assignment of an adult "shadow" to help protect the student;
6. Seating changes;
7. Schedule changes;
8. School transfers;
9. Before- and after-school supervision;
10. School transportation supervision;
11. Counseling; and
12. Treatment or therapy.

E. Harassment, Intimidation, and Bullying Reporting Procedure

The Board of Education requires the Principal at each school to be responsible for receiving complaints alleging violations of this Policy. All Board members, school employees, and volunteers and contracted service providers who have contact with students are required to verbally report alleged violations of this Policy to the Principal or the Principal's designee on the same day when the individual witnessed or received reliable information regarding any such incident. All Board members, school employees, and volunteers and contracted service providers who have contact with students, also shall submit a report in writing to the Principal within two school days of the verbal report. **The written report shall be on a numbered form developed by the New Jersey Department of Education in accordance with N.J.S.A. 18A:37-15.b.(5). A copy of the form shall be submitted promptly by the Principal to the Superintendent.**

The Principal or designee will inform the parents of all students involved in alleged incidents, and, as appropriate, may discuss the availability of counseling and other intervention services. **The Principal or designee shall keep a written record of the date, time, and manner of notification to the parents.** The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense. The Principal, upon

receiving a verbal or written report, may take interim measures to ensure the safety, health, and welfare of all parties pending the findings of the investigation.

Students, parents, and visitors are encouraged to report alleged violations of this Policy to the Principal on the same day when the individual witnessed or received reliable information regarding any such incident.

A person may report, verbally or in writing, an act of harassment, intimidation, or bullying committed by an adult or youth against a student anonymously. The Board will not take formal disciplinary action based solely on the anonymous report. **The district shall provide a means for a parent to complete an online numbered form developed by the New Jersey Department of Education to confidentially report an incident of harassment, intimidation, or bullying.**

A Board member or school employee who promptly reports an incident of harassment, intimidation, or bullying and who makes this report in compliance with the procedures set forth in this Policy, is immune from a cause of action for damages arising from any failure to remedy the reported incident.

In accordance with the provisions of N.J.S.A. 18A:37-18, the harassment, intimidation, and bullying law does not prevent a victim from seeking redress under any other available law, either civil or criminal, nor does it create or alter any tort liability.

The district may consider every mechanism available to simplify reporting, including standard reporting forms and/or web-based reporting mechanisms. For anonymous reporting, the district may consider locked boxes located in areas of a school where reports can be submitted without fear of being observed.

A school administrator who receives a report of harassment, intimidation, and bullying from a district employee, and fails to initiate or conduct an investigation, or who should have known of an incident of harassment, intimidation, or bullying and fails to take sufficient action to minimize or eliminate the harassment, intimidation, or bullying, may be subject to disciplinary action.

F. Anti-Bullying Coordinator, Anti-Bullying Specialist, and School Safety/School Climate Team(s)

1. The Superintendent shall appoint a district Anti-Bullying Coordinator. The Superintendent shall make every effort to appoint an employee of the school district to this position.

The district Anti-Bullying Coordinator shall:

- a. Be responsible for coordinating and strengthening the school district's policies to prevent, identify, and address harassment, intimidation, or bullying of students;

- b. Collaborate with school Anti-Bullying Specialists in the district, the Board of Education, and the Superintendent to prevent, identify, and respond to harassment, intimidation, or bullying of students in the district;
 - c. Provide data, in collaboration with the Superintendent, to the Department of Education regarding harassment, intimidation, or bullying of students;
 - d. Execute such other duties related to school harassment, intimidation, or bullying as requested by the Superintendent; and
 - e. Meet at least twice a school year with the school Anti-Bullying Specialist(s) to discuss and strengthen procedures and policies to prevent, identify, and address harassment, intimidation, and bullying in the district.
2. The Principal in each school shall appoint a school Anti-Bullying Specialist. The Anti-Bullying Specialist shall be a guidance counselor, school psychologist, or other certified staff member trained to be the Anti-Bullying Specialist from among the currently employed staff in the school.

The school Anti-Bullying Specialist shall:

- a. Chair the School Safety/School Climate Team as provided in N.J.S.A. 18A:37-21;
 - b. Lead the investigation of incidents of harassment, intimidation, or bullying in the school; and
 - c. Act as the primary school official responsible for preventing, identifying, and addressing incidents of harassment, intimidation, or bullying in the school.
3. A School Safety/School Climate Team shall be formed in each school in the district to develop, foster, and maintain a positive school climate by focusing on the on-going systemic operational procedures and educational practices in the school, and to address issues such as harassment, intimidation, or bullying that affect school climate and culture. Each School Safety/School Climate Team shall meet, at a minimum, two times per school year. The School Safety/School Climate Team shall consist of the Principal or the Principal's designee who, if possible, shall be a senior administrator in the school and the following appointees of the Principal: a teacher in the school; a school Anti-Bullying Specialist; a parent of a student in the school; and other members to be determined by the Principal. The school Anti-Bullying Specialist shall serve as the chair of the School Safety/School Climate Team.

The School Safety/School Climate Team shall:

- a. Receive records of all complaints of harassment, intimidation, or bullying of students that have been reported to the Principal;
- b. Receive copies of all reports prepared after an investigation of an incident of harassment, intimidation, or bullying;
- c. Identify and address patterns of harassment, intimidation, or bullying of students in the school;
- d. Review and strengthen school climate and the policies of the school in order to prevent and address harassment, intimidation, or bullying of students;
- e. Educate the community, including students, teachers, administrative staff, and parents, to prevent and address harassment, intimidation, or bullying of students;
- f. Participate in the training required pursuant to the provisions of N.J.S.A. 18A:37-13 et seq. and other training which the Principal or the district Anti-Bullying Coordinator may request. The School Safety/School Climate Team shall be provided professional development opportunities that may address effective practices of successful school climate programs or approaches; and
- g. Execute such other duties related to harassment, intimidation, or bullying as requested by the Principal or district Anti-Bullying Coordinator.

Notwithstanding any provision of N.J.S.A. 18A:37-21 to the contrary, a parent who is a member of the School Safety/School Climate Team shall not participate in the activities of the team set forth in 3. a., b., or c. above or any other activities of the team which may compromise the confidentiality of a student, consistent with, at a minimum, the requirements of the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232 and 34 CFR Part 99), N.J.A.C. 6A:32-7, Student Records and N.J.A.C. 6A:14-2.9, Student Records.

G. Harassment, Intimidation, and Bullying Investigation

The Board requires a thorough and complete investigation to be conducted for each report of violations and complaints which either identify harassment, intimidation, or bullying or describe behaviors that indicate harassment, intimidation, or bullying.

{Option—Principal’s Preliminary Determination

However, prior to initiating the investigation, the Principal or designee, in consultation with the Anti-Bullying Specialist, may make a preliminary determination as to whether the reported incident or complaint, assuming all facts presented are true, is a report within the scope of the definition of harassment, intimidation, and bullying under the Anti-Bullying Bill of Rights Act, N.J.S.A. 18A:37-14. The Superintendent or designee may sign off on the preliminary determination.

~~The Principal shall report to the Superintendent if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying. The Superintendent may require the Principal to conduct an investigation of the incident if the Superintendent determines that an investigation is necessary because the incident is within the scope of the definition of harassment, intimidation, and bullying. The Superintendent shall notify the Principal of this determination in writing. An investigation required by the Superintendent must be completed as soon as possible, but not later than ten school days, from the date of the written notification from the Superintendent to the Principal.~~

~~The Principal shall complete the written report form developed by the New Jersey Department of Education, in accordance with N.J.S.A. 18A:37-15.b.(5), even if a preliminary determination is made that the reported incident or complaint is a report outside the scope of the definition of harassment, intimidation, or bullying pursuant to N.J.S.A. 18A:37-14. This written report form shall be kept on file at the school, but shall not be included in any student record unless the incident results in disciplinary action or is otherwise required to be contained in a student’s record under State or Federal law.~~

~~The Principal or designee, upon making a preliminary determination the incident or complaint is not within the scope of the definition of harassment, intimidation, and bullying, shall inform the parents of the parties involved, who may appeal the preliminary determination to the Board of Education and thereafter to the Commissioner of Education in accordance with N.J.A.C. 6A:3.~~

~~A Board hearing shall be held within ten business days of receipt of the request for a Board hearing. If the preliminary determination, upon review of the facts presented in the reported incident or complaint, is to continue with the harassment, intimidation, and bullying investigation, the investigation shall be completed in accordance with N.J.S.A. 18A:37-15.b.(6) and this Policy.~~

~~The Superintendent shall provide annually to the Board of Education information on the number of times a preliminary determination was made that an incident or complaint was outside the scope of the definition of harassment, intimidation, or bullying for the purposes of the State’s monitoring of the school district pursuant to N.J.S.A. 18A:17-46.]~~

The investigation shall be initiated by the Principal or the Principal's designee within one school day of the verbal report of the incident. The investigation shall be conducted by the school Anti-Bullying Specialist in coordination with the Principal. The Principal may appoint additional personnel who are not school Anti-Bullying Specialists to assist with the investigation. Investigations or complaints concerning adult conduct shall not be investigated by a member of the same bargaining unit as the individual who is the subject of the investigation. **The Superintendent or designee will appoint a staff member to complete investigations involving allegations against a staff member serving in a supervisory or administrative position.**

~~An investigation concerning a staff member shall not be conducted by a staff member who is supervised by the staff member being investigated or who is an administrator in the district. The Principal or designee, in consultation with the Superintendent or designee, will appoint a staff member to complete these investigations.~~

The investigation shall be completed and the written findings submitted to the Principal as soon as possible, but not later than ten school days from the date of the written report of the incident. Should information regarding the reported incident and the investigation be received after the end of the ten-day period, the school Anti-Bullying Specialist shall amend the original report of the results of the investigation to ensure there is an accurate and current record of the facts and activities concerning the reported incident.

The Principal shall proceed in accordance with the Code of Student Conduct, as appropriate, based on the investigation findings. The Principal shall submit the report to the Superintendent within two school days of the completion of the investigation and in accordance with the Administrative Procedures Act (N.J.S.A. 52:14B-1 et seq.). As appropriate to the findings from the investigation, the Superintendent shall ensure the Code of Student Conduct has been implemented and may decide to provide intervention services, order counseling **as a result of the finding of the investigation**, establish training programs to reduce harassment, intimidation, or bullying and enhance school climate, impose discipline, or take or recommend other appropriate action **including seeking further information**, as necessary.

The Superintendent shall report the results of each investigation to the Board of Education no later than the date of the regularly scheduled Board of Education meeting following the completion of the investigation. The Superintendent's report shall include information on any consequences imposed under the Code of Student Conduct, any services provided, training established, or other action taken or recommended by the Superintendent.

Parents of involved student offenders and targets/victims shall be provided with information about the investigation, in accordance with Federal and State law and regulation. The information to be provided to parents shall include the nature of the investigation, whether the district found evidence of harassment, intimidation, or

bullying, and whether consequences were imposed or services provided to address the incident of harassment, intimidation, or bullying. This information shall be provided in writing within five school days after the results of the investigation are reported to the Board of Education.

A parent may request a hearing before the Board of Education after receiving the written information about the investigation. Any request for such a hearing shall be filed with the Board Secretary no later than sixty calendar days after the written information is provided to the parents. The hearing shall be held within ten business days of the request. The Board of Education shall conduct the hearing in executive session, pursuant to the Open Public Meetings Act (N.J.S.A. 10:4-1 et seq.), to protect the confidentiality of the students. At the hearing, the Board may hear testimony from and consider information provided by the school Anti-Bullying Specialist and others, as appropriate, regarding the incident, the findings from the investigation of the incident, recommendations for consequences or services, and any programs instituted to reduce such incidents, prior to rendering a determination. **A redacted copy of the completed written report form developed by the New Jersey Department of Education that removes all student identification information shall be confidentially shared with the Board of Education after the conclusion of the investigation if a hearing with the Board of Education is requested by the parents pursuant to N.J.S.A. 18A:37-15.b.(6)(d).**

At the regularly scheduled Board of Education meeting following its receipt of the Superintendent's report on the results of the investigations to the Board or following a hearing in executive session, the Board shall issue a decision, in writing, to affirm, reject, or modify the Superintendent's decision. The Board's decision may be appealed to the Commissioner of Education, in accordance with N.J.A.C. 6A:3, Controversies and Disputes, no later than ninety days after issuance of the Board of Education's decision.

A parent, student, or organization may file a complaint with the Division on Civil Rights within one hundred eighty days of the occurrence of any incident of harassment, intimidation, or bullying based on membership in a protected group as enumerated in the "Law Against Discrimination," P.L.1945, c.169 (C.10:5-1 et seq.).

H. Range of Responses to an Incident of Harassment, Intimidation, or Bullying

The Board shall establish a range of responses to harassment, intimidation, and bullying incidents and the Principal and the Anti-Bullying Specialist shall appropriately apply these responses once an incident of harassment, intimidation, or bullying is confirmed. The Superintendent shall respond to confirmed harassment, intimidation, and bullying, according to the parameters described in this Policy. The range of ways in which school staff will respond shall include an appropriate combination of counseling, support services, intervention services, and other programs. The Board recognizes that some acts of harassment, intimidation, or bullying may be isolated incidents requiring the school officials respond appropriately to the individual(s) committing the acts. Other acts may be so serious or parts of a

larger pattern of harassment, intimidation, or bullying that they require a response either at the classroom, school building, or school district level or by law enforcement officials.

For every incident of harassment, intimidation, or bullying, the school officials must respond appropriately to the individual who committed the act. The range of responses to confirmed harassment, intimidation, or bullying acts should include individual, classroom, school, or district responses, as appropriate to the findings from each incident. Examples of responses that apply to each of these categories are provided below:

1. Individual responses can include consistent and appropriate positive behavioral interventions (e.g., peer mentoring, short-term counseling, life skills groups) intended to remediate the problem behaviors.
2. Classroom responses can include class discussions about an incident of harassment, intimidation, or bullying, role plays (when implemented with sensitivity to a student's situation or involvement with harassment, intimidation, and bullying), research projects, observing and discussing audio-visual materials on these subjects, and skill-building lessons in courtesy, tolerance, assertiveness, and conflict management.
3. School responses can include theme days, learning station programs, "acts of kindness" programs or awards, use of student survey data to plan prevention and intervention programs and activities, social norms campaigns, posters, public service announcements, "natural helper" or peer leadership programs, "upstander" programs, parent programs, the dissemination of information to students and parents explaining acceptable uses of electronic and wireless communication devices, and harassment, intimidation, and bullying prevention curricula or campaigns.
4. District-wide responses can comprise of adoption of school-wide programs, including enhancing the school climate, involving the community in policy review and development, providing professional development coordinating with community-based organizations (e.g., mental health, health services, health facilities, law enforcement, faith-based organizations), launching harassment, intimidation, and bullying prevention campaigns.

I. Reprisal or Retaliation Prohibited

The Board prohibits a Board member, school employee, contracted service provider who has contact with students, school volunteer, or student from engaging in reprisal, retaliation, or false accusation against a victim, witness, or one with reliable information, or any other person who has reliable information about an act of harassment, intimidation, or bullying or who reports an act of harassment, intimidation, or bullying. The consequence and appropriate remedial action for a person who engages in reprisal or retaliation shall be determined by the administrator

after consideration of the nature, severity, and circumstances of the act, in accordance with case law, Federal and State statutes and regulations, and district policies and procedures. All suspected acts of reprisal or retaliation will be taken seriously and appropriate responses will be made in accordance with the totality of the circumstances.

Examples of consequences and remedial measures for students who engage in reprisal or retaliation are listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.

Examples of consequences for a school employee or a contracted service provider who has contact with students who engage in reprisal or retaliation may include, but not be limited to: verbal or written reprimand, increment withholding, legal action, disciplinary action, termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds.

Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

Examples of consequences for a Board member who engages in reprisal or retaliation may include, but not be limited to: reprimand, legal action, and other action authorized by statute or administrative code. Remedial measures may include, but not be limited to: counseling and professional development.

J. Consequences and Appropriate Remedial Action for False Accusation

The Board prohibits any person from falsely accusing another as a means of retaliation or as a means of harassment, intimidation, or bullying.

1. Students - Consequences and appropriate remedial action for a student found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation may range from positive behavioral interventions up to and including suspension or expulsion, as permitted under N.J.S.A. 18A:37-1 et seq., Discipline of Students and as set forth in N.J.A.C. 6A:16-7.2, Short-term Suspensions, N.J.A.C. 6A:16-7.3, Long-term Suspensions and N.J.A.C. 6A:16-7.4~~5~~, Expulsions and those listed and described in the Consequences and Appropriate Remedial Actions section of this Policy.
2. School Employees - Consequences and appropriate remedial action for a school employee or contracted service provider who has contact with students found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could entail discipline in accordance with district policies, procedures, and agreements which may include, but not be limited to: reprimand, suspension, increment withholding,

termination, and/or bans from providing services, participating in school district-sponsored programs, or being in school buildings or on school grounds. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

3. Visitors or Volunteers - Consequences and appropriate remedial action for a visitor or volunteer found to have falsely accused another as a means of harassment, intimidation, or bullying or as a means of retaliation could be determined by the school administrator after consideration of the nature, severity, and circumstances of the act, including law enforcement reports or other legal actions, removal of buildings or grounds privileges, or prohibiting contact with students or the provision of student services. Remedial measures may include, but not be limited to: in or out-of-school counseling, professional development programs, and work environment modifications.

K. Harassment, Intimidation, and Bullying Policy Publication and Dissemination

This Policy will be disseminated annually by the Superintendent to all school employees, contracted service providers who have contact with students, school volunteers, students, and parents who have children enrolled in a school in the district, along with a statement explaining the Policy applies to all acts of harassment, intimidation, or bullying, pursuant to N.J.S.A. 18A:37-14 that occur on school property, at school-sponsored functions, or on a school bus and, as appropriate, acts that occur off school grounds.

The Superintendent shall ensure that notice of this Policy appears in the student handbook and all other publications of the school district that set forth the comprehensive rules, procedures, and standards for schools within the school district.

The Superintendent **or designee** shall post a link to the district's Harassment, Intimidation, and Bullying Policy that is prominently displayed on the homepage of the school district's website. The district will notify students and parents this Harassment, Intimidation, and Bullying Policy is available on the school district's website.

The Superintendent shall post the name, school phone number, school address, and school email address of the district Anti-Bullying Coordinator on the home page of the school district's website. Each Principal shall post the name, school phone number, address, and school email address of both the Anti-Bullying Specialist and the district Anti-Bullying Coordinator on the home page of each school's website. **The Superintendent or designee shall post the contact information for the New Jersey School Climate State Coordinator on the school district's and on each school's website in the same location as this Policy is posted.**

The Superintendent or designee shall post on the school district’s and each school’s website the current version of “Guidance for Parents on the Anti-Bullying Bill of Rights Act” developed by the New Jersey Department of Education.

L. Harassment, Intimidation, and Bullying Training and Prevention Programs

The Superintendent and Principal(s) shall provide training on the school district’s Harassment, Intimidation, and Bullying Policy to current and new school employees; including administrators, instructors, student support services, administrative/office support, transportation, food service, facilities/maintenance; contracted service providers; and volunteers who have significant contact with students; and persons contracted by the district to provide services to students. The training shall include instruction on preventing bullying on the basis of the protected categories enumerated in N.J.S.A. 18A:37-14 and other distinguishing characteristics that may incite incidents of discrimination, harassment, intimidation, or bullying.

Each public school teacher and educational services professional shall be required to complete at least two hours of instruction in harassment, intimidation, and bullying prevention within each five year professional development period as part of the professional development requirement pursuant to N.J.S.A. 18:37-22.d. The required two hours of suicide prevention instruction shall include information on the risk of suicide and incidents of harassment, intimidation, or bullying and information on reducing the risk of suicide in students who are members of communities identified as having members at high risk of suicide.

Each newly elected or appointed Board member must complete, during the first year of the member’s first term, a training program on harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:12-33.

The school district shall provide time during the usual school schedule for the Anti-Bullying Coordinator and each school Anti-Bullying Specialist to participate in harassment, intimidation, and bullying training programs.

A school leader shall complete school leader training that shall include information on the prevention of harassment, intimidation, and bullying as required in N.J.S.A. 18A:26-8.2.

The school district shall annually observe a “Week of Respect” beginning with the first Monday in October. In order to recognize the importance of character education, the school district will observe the week by providing age-appropriate instruction focusing on the prevention of harassment, intimidation, and bullying as defined in N.J.S.A. 18A:37-14. Throughout the school year the district will provide ongoing age-appropriate instruction on preventing harassment, intimidation, or bullying, in accordance with the Core Curriculum Content Standards, pursuant to N.J.S.A. 18A:37-29.

The school district and each school in the district will annually establish, implement, document, and assess harassment, intimidation, and bullying prevention programs or approaches, and other initiatives in consultation with school staff, students, administrators, volunteers, parents, law enforcement, and community members. The programs or approaches and other initiatives shall be designed to create school-wide conditions to prevent and address harassment, intimidation, and bullying in accordance with the provisions of N.J.S.A. 18A:37-17 ~~et seq.~~

M. Harassment, Intimidation, and Bullying Policy Reevaluation, Reassessment, and Review

The Superintendent shall develop and implement a process for annually discussing the school district's Harassment, Intimidation, and Bullying Policy with students.

The Superintendent, Principal(s), and the Anti-Bullying Coordinator, with input from the schools' Anti-Bullying Specialists, shall annually conduct a reevaluation, reassessment, and review of the Harassment, Intimidation, and Bullying Policy, and any report(s) and/or finding(s) of the School Safety/School Climate Team(s). The Superintendent shall recommend to the Board necessary revisions and additions to the Policy consistent with N.J.S.A. 18A:37-15.c., as well as to harassment, intimidation, and bullying prevention programs and approaches based on the findings from the evaluation, reassessment, and review.

N. Reports to Board of Education and New Jersey Department of Education

The Superintendent shall report two times each school year, between September 1 and January 1 and between January 1 and June 30 at a public hearing all acts of violence, vandalism, and harassment, intimidation, and bullying which occurred during the previous reporting period in accordance with the provisions of N.J.S.A. 18A:17-46. The information shall also be reported to the New Jersey Department of Education in accordance with N.J.S.A. 18A:17-46.

O. School and District Grading Requirements

Each school and each district shall receive a grade for the purpose of assessing their efforts to implement policies and programs consistent with the provisions of N.J.S.A. 18:37-13 et seq. The grade received by a school and the district shall be posted on the homepage of the school's website and the district's website in accordance with the provisions of N.J.S.A. 18A:17-46. A link to the report that was submitted by the Superintendent to the Department of Education shall also be available on the school district's website. This information shall be posted on the websites within ten days of receipt of the grade for each school and the district.

P. Reports to Law Enforcement

The Superintendent or designee and the Principal shall consult law enforcement, as appropriate, pursuant to the provisions of the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, if the student's behavior may constitute a possible violation of the New Jersey Code of Criminal Justice.

Some acts of harassment, intimidation, and bullying may be bias-related-acts ~~and potentially bias crimes~~ and school officials must report to law enforcement officials **any bias related acts, in accordance with N.J.A.C. 6A:16-6.3.(e), either serious acts or those which may be part of a larger pattern in accordance with and pursuant to the provisions of the Memorandum of Agreement Between Education and Law Enforcement Officials.**

Q. Collective Bargaining Agreements and Individual Contracts

Nothing in N.J.S.A. 18A:37-13.1 et seq. may be construed as affecting the provisions of any collective bargaining agreement or individual contract of employment in effect on the Anti-Bullying Bill of Rights Act's effective date (January 5, 2011). N.J.S.A. 18A:37-30.

The Board of Education prohibits the employment of or contracting for school staff positions with individuals whose criminal history record check reveals a record of conviction for a crime of bias intimidation or conspiracy to commit or attempt to commit a crime of bias intimidation.

R. Students with Disabilities

Nothing contained in N.J.S.A. 18A:37-13.1 et seq. may alter or reduce the rights of a student with a disability with regard to disciplinary actions or to general or special education services and supports. N.J.S.A. 18A:37-32.

S. Approved Private Schools for Students with Disabilities (APSSD)

In accordance with the provisions of N.J.A.C. 6A:16-7.7(a).2.ix.(2), the Board of Education shall investigate a complaint or report of harassment, intimidation, or bullying, pursuant to N.J.A.C. 6A:16-7.7(a).2.ix. and Section G. of this Policy, occurring on Board of Education school buses, at Board of Education school-sponsored functions, and off school grounds involving a student who attends an APSSD. The investigation shall be conducted by a Board of Education Anti-Bullying Specialist, in consultation with the APSSD.

The school district shall submit all subsequent amended Harassment, Intimidation, and Bullying Policies to the Executive County Superintendent of Schools within thirty days of Board adoption.

*Legal References: N.J.S.A. 18A:37-13 through 18A:37-~~32~~37
N.J.A.C. 6A:16-7.1 et seq.; ~~6A:16-7.9 et seq.~~
Model Policy and Guidance for Prohibiting Harassment, Intimidation,
and Bullying on School Property, at School-Sponsored Functions and
on School Buses – April 2011 – New Jersey Department of Education
Memorandum – New Jersey Commissioner of Education – Guidance
for Schools on Implementing the Anti-Bullying Bill of Rights Act –
December 16, 2011*

Adopted (BCTS): 9/11/02 Rev.: 5/21/03 Rev.: 9/22/04 Rev.: 10/12/11 Rev.:
Adopted (BCSS): 10/16/02 Rev.: 5/21/03 Rev.: 9/28/04 Rev.: 9/20/11 Rev.:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: OPERATIONS
Number: 8420M

Title: EMERGENCY AND CRISIS SITUATIONS

The Board of Education recognizes its responsibility to provide for the safety and security in each school building in the district. The district will develop and implement comprehensive written plans, procedures, and mechanisms to provide for the protection of health, safety, security, and welfare of the school population; the prevention of, intervention in, response to and recovery from emergency and crisis situations; the establishment and maintenance of a climate of civility; and support services for staff, students, and their families.

“School security drill” means an exercise, other than a fire drill, to practice procedures that respond to an emergency situation including, but not limited to, a bomb threat, non-fire evacuation, lockdown, or active shooter situation and that is similar in duration to a fire drill.

The Superintendent of Schools or designee shall consult with law enforcement agencies, health and social services provider agencies, emergency management planners, and school and community resources, as appropriate, in the development of the school district’s plans, procedures, and mechanisms for school safety and security. The plans, procedures, and mechanisms shall be consistent with the provisions of N.J.A.C. 6A:16-5.1 and the format and content established by the Domestic Security Preparedness Task Force, pursuant to N.J.S.A. App. A:9-64 et seq., and the Commissioner of Education and shall be reviewed annually, and updated as appropriate.

A copy of the school district’s school safety and security plan shall be disseminated to all school district employees. New employees shall receive a copy of the school district’s safety and security plan, as appropriate, within sixty days of the effective date of their employment. All employees shall be notified in writing, as appropriate, regarding updates and changes to the school safety and security plan.

The school district shall develop and provide an in-service training program for all school district employees to enable them to recognize and appropriately respond to safety and security concerns, including emergencies and crises, consistent with the school district’s plans, procedures, and mechanisms for school safety and security and the provisions of N.J.A.C. 6A:16-5.1. New employees shall receive this in-service training, as appropriate, within sixty days of the effective date of their employment. This in-service training program shall be reviewed annually and updated, as appropriate.

The Board shall ensure individuals employed in the district in a substitute capacity are provided with information and training on the district's practices and procedures on school safety and security including instruction on school security drills, evacuation procedures, and emergency response protocols in the district and the school building where the individuals are employed in accordance with the provisions of N.J.S.A. 18A:41-7.

Every Principal of a school of two or more rooms, or of a school of one room, when located above the first story of a building, shall have at least one fire drill and one school security drill each month within the school hours, including any summer months during which the school is open for instructional programs, and shall require all teachers of all schools, whether occupying buildings of one or more stories, to keep all doors and exits of their respective rooms and buildings unlocked during the school hours, except during an emergency lockdown or an emergency lockdown drill. Where school buildings have been provided with fire escapes, they shall be used by a part or all of the students performing every fire drill. An actual fire or school security emergency that occurs at a school during the month and that includes activities which are the equivalent of a drill shall be considered a drill for the purposes of meeting the requirements of N.J.S.A. 18A:41-1.

Every school in the district shall conduct a school security drill within the first fifteen days of the beginning of the school year. **Notwithstanding any other provision of law to the contrary, the school district shall ensure that a school security drill that occurs when students are present:**

- 1. Includes clear, developmentally and age-appropriate messaging to students and staff at the conclusion of the drill that the event is a drill and that no current danger exists;**
- 2. Does not expose students to content or imaging that is not developmentally or age-appropriate;**
- 3. Is paired with trauma-informed approaches to address any student inquiries or concerns which may arise as a result of a school security drill;**
- 4. Does not include the use of fake blood, real or prop firearms, or the simulations of gun shots, explosions, or other sounds or visuals that may induce panic or traumatic response from a student or school district employee;**
- 5. Does not require a student to role play as a victim, but may include first aid training in which students participate; and**
- 6. Is accessible to students with disabilities and mental health conditions, and provides all necessary accommodations for these students.**

The Principal or designee shall provide written notification to the parent of a student enrolled in the school following completion of a school security drill, which notice shall be provided to the parent by no later than the end of the school day on which the school security drill is conducted.

The Principal or designee will provide local law enforcement or other emergency responders, as appropriate, with a friendly notification at least forty-eight hours prior to holding a school security drill. A law enforcement officer shall be present at a minimum of one school security drill in each school year in order to make recommendations on any improvements or changes to school security drill procedures that the officer may deem advisable in accordance with N.J.S.A. 18A:41-1. **The school district may permit emergency personnel access to the buildings and grounds of its schools for school security drills that are scheduled outside of school hours and during such times as students are not present.**

The school district shall review and update its school security drill procedures using a process that coincides with the review of the school safety and security plan developed pursuant to N.J.A.C. 6A:16-5.1 and collects input from emergency personnel; parents of students enrolled in the school district; teachers and staff employed in the district; mental health professionals; and student government representatives from multiple grade levels.

The school district shall annually track data on such measures and information as required by the Commissioner of Education, and shall report the data to the Commissioner.

Such drills and in-service training programs shall be conducted in accordance with a building security drill guide and training materials that educate school employees on proper evacuation and lockdown procedures in a variety of emergency situations on school grounds in accordance with N.J.A.C. 6A:16-5.1.

The school district will be required to annually submit a security drill statement of assurance to the New Jersey Department of Education by June 30 of each school year. Each school in the district will be required to complete a security drill record form as required by the New Jersey Department of Education.

Legal References : N.J.S.A. 2C:33-3
N.J.S.A. 18A:41-1; 18A:41-2; 18A:41-6; 18A:41-7; **18A:41-7a.**
N.J.A.C. 6A:16-5.1; ~~6A:27-11.2~~

Adopted (BCTS): 10/17/01 Rev.: 5/25/05 Rev.: 11/3/10 Rev.: 7/13/11 Rev.: 6/24/21
Rev.: 1/25/22 Rev.:

Adopted (BCSS): 1/23/02 Rev.: 5/25/05 Rev.: 10/20/10 Rev.: 7/26/11 Rev.: 6/22/21
Rev.: 12/14/21 Rev.:

- BERGEN COUNTY TECHNICAL SCHOOLS
- BERGEN COUNTY SPECIAL SERVICES

POLICY

Section: COMMUNITY
Number: 9320M

Title: COOPERATION WITH LAW ENFORCEMENT AGENCIES

The Board of Education recognizes that keeping students and staff safe and helping children understand and respect the law is best served by a close and cooperative relationship with local law enforcement.

The Board adopts this Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school staff and law enforcement authorities in all matters relating to the unlawful possession, distribution and disposition of controlled dangerous substances, including anabolic steroids, as defined in N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, drug paraphernalia as defined in N.J.S.A. 2C:36-1, alcoholic beverages; firearms, as defined in N.J.S.A. 2C:39-1.f.; and other deadly weapons as defined in N.J.S.A. 2C:39-1.r.

The Board adopts Policy and Regulation 9320 in accordance with N.J.A.C. 6A:16-6.1. to ensure cooperation between school district staff and law enforcement authorities in all matters relating to the planning and conduct of law enforcement activities and operations occurring on school grounds, including arrest procedures, undercover school operations, and mandatory reporting the offenses listed in the Memorandum of Agreement between Education and Law Enforcement Officials (MOA).

The Superintendent or designee shall institute a program of such communication and cooperation with law enforcement in accordance with N.J.A.C. 6A:16-6.1.

This Policy and Regulation 9320 shall be submitted for review and approval to the Executive County Superintendent in accordance with N.J.A.C. 6A:16-6.2(a)2.

The Superintendent or designee shall annually review the MOA as adopted by the Board to ensure this Policy and Regulation 9320 are in accordance with the requirements outlined therein.

Legal Reference: N.J.A.C. 6A:16-6.1.; 6A:16-6.2; 6A:16-6.4.

Adopted (BCTS): 10/17/01 Rev.: 2/26/03 Rev.:
Adopted (BCSS): 1/23/02 Rev.: 2/26/03 Rev.:

PERSONNEL

**22-P-152T APPROVAL—2021–2022 – STAFF APPOINTMENTS
APPROVAL—2022–2023 – STAFF APPOINTMENTS**

RESOLUTION

WHEREAS, the Superintendent, after considering the recommendations of his administrative staff which included consideration of the experience, credentials, and references for the following candidates for employment in the school district, and for status reclassifications of current personnel in district, has determined that the appointments of these individuals is appropriate and in the best interest of the school district, and

BE IT RESOLVED, that the following individual(s) be appointed to the positions indicated, as provided by the budget, in accord with the terms of employment specified:

Note: Appointment of new personnel to the District is provisional subject to:

1. Authorization from the State Department regarding a criminal background check and/or authorization from the Bergen County Superintendent’s Office for emergent hiring.
2. A medical examination including satisfactory results of the Mantoux tuberculin skin test.

Key: Staff:

N – New R - Replacement RI – Reinstatement T - Temporary

Schools/Locations:

- ADULTAdult Education, Hackensack
- ATHSApplied Technical High School (BCC), Paramus
- BCABergen County Academies, Hackensack
- BCDCCBergen County Day Care Center, Hackensack
- BCSS.....Bergen County Special Services
- BCTEC.....Bergen County Technical Education Center, Paramus
- BCTHSBergen County Technical High School, Teterboro
- BCVHSBergen County Vocational High School, Paramus
- BOCCBergen One-Stop Career Center, Hackensack
- NVRHSInstitute for Interactive Design, Demarest/Old Tappan

**CERTIFICATED
NAME**

POSITION

SCHOOL/LOCATION

Castro, Juliette (N) Teacher of English ATHS, Paramus

CERTIFICATION:

Teacher of English (Provisional)

Salary: SY 22-23: Col. I, Step 2: \$56,505. per annum

Effective: 09/01/2022 to 06/30/2023

Dawidczyk, Angelika (N) Teacher of Mathematics ATHS, Paramus

CERTIFICATION:

Teacher of Mathematics

Salary: SY 22-23: Col. III, Step 4: \$65,660. per annum

Effective: 09/01/2022 to 06/30/2023

Lu, Joanna (N) Teacher of Mathematics BCTHS, Teterboro

CERTIFICATION:

CEAS: Teacher of Mathematics

Salary: SY 22-23: Col. III, Step 4: \$65,660. per annum

Effective: 09/01/2022 to 06/30/2023

Monesmith, Debra (N) Teacher of the Handicapped ATHS, Paramus

CERTIFICATION:

Teacher of Students with Disabilities and Teacher of Mathematics

Salary: SY 22-23: Col. V, Step 13: \$95,966. per annum

Effective: 09/01/2022 to 06/30/2023

Note: Split Coverage ATHS (3 days) and BCA (2 days)

Smith, Michael (R) School Counselor BCA, Hackensack

CERTIFICATION:

School Counselor

Salary: SY 21-22: Col. V, Step 9: \$82,861. + Ext. Day \$10,851. = \$93,712. per annum pro rata

Effective: 06/20/2022 to 06/30/2022

Note: Replacement for staff who retired

NON-CERTIFICATED
NAME

POSITION

SCHOOL/LOCATION

Amador, Ricardo (N) Custodian DISTRICT, Paramus

Salary: SY 22-23: Col. 1, Step 1: \$48,104. + 2nd shift \$1,017. = \$49,121. per annum

Effective: 07/01/22 to 06/30/23

Emeh, Ike (R) Broker Counselor WIA, Hackensack

Salary: SY 21-22: \$47,000. per annum pro rata

Effective: 06/15/2022 to 06/30/2022

Note: Replacement for staff who resigned. Grant funded

BE IT FURTHER RESOLVED, that the Board Secretary shall give notice to the above-named individuals as soon as is practicable.

22-P-154T APPROVAL—2022-2023 SALARY RECLASSIFICATION(S)—NON-CERTIFICATED

RESOLUTION

BE IT RESOLVED, that the following salary reclassification(s) be approved, as provided by the budget in accord with the rates and dates specified:

Bauernschmidt, Kenneth: Specialist Computer

From: SY 21-22: \$49,608. per annum
To: SY 22-23: \$60,000. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Increase in duties

Carbajal, Patricia, Secretary

From: SY 21-22: BCTHS, Teterboro: C1, Step 5: \$51,241. + Long. \$1,350. = \$52,591. per annum
To: SY 22-23: DISTRICT, Paramus: C1, Step 8: \$57,882. + Long. \$1,350. = \$59,232. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Replacement for staff who retired; 3 additional steps for reporting to Director

Carroll, Yvonne, Secretary

From: SY 21-22: C1, Step 9: \$57,509. = \$57,509. per annum
To: SY 22-23: C1, Step 10: \$61,130. = \$61,130. per annum
Effective: 07/01/2022 to 06/30/2023
Note: 1 additional step for reporting to Athletic Director

Denisova, Irina: Specialist Computer

From: SY 21-22: \$46,146. per annum
To: SY 22-23: \$60,000. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Increase in duties

Lansley, Lori

From: SY 21-22: Employee Benefits Specialist: \$60,101. per annum
To: SY 22-23: Employee Benefits Coordinator: \$72,144. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Replacement of position

Lepore, Jodie

From: SY 21-22: (10 mos.) Day Care Center Caregiver: \$23,596. per annum
To: SY 22-23: (12 mos.) Day Care Center Caregiver: \$30,675. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Additional duties due to retirement of staff

Mardini, Rami: Specialist Computer

From: SY 21-22: \$43,709. per annum
To: SY 22-23: \$60,000. per annum
Effective: 07/01/2022 to 06/30/2023
Note: Increase in duties

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to the above-named individuals as soon as is practicable.

22-P-155T APPROVAL-2022-2023 RECLASSIFICATION(S)—TRANSFERS

RESOLUTION

BE IT RESOLVED, that the following staff member(s) status be approved, in accord with the dates specified:

Carbajal, Patricia, Secretary

From: SY 21-22: BCTHS, Teterboro
To: SY 22-23: DISTRICT, Paramus
Effective: 07/01/2022 to 06/30/2023

Lancaster, Jonathan

From: SY 21-22: Teacher of Social Studies, BCTHS, Teterboro
To: SY 22-23: Teacher of Social Studies, BCA, Hackensack
Effective: 09/01/22 to 06/30/23

BE IT FURTHER RESOLVED that the Board Secretary shall give notice to the above-named individuals as soon as is practicable.

22-P-156T APPROVAL—2021-2022 ADULT AND CONTINUING EDUCATION STAFF RECLASSIFICATIONS

RESOLUTION

BE IT RESOLVED that the attached listing of Adult and Continuing Education staff be reclassified at the rates indicated, effective as per the dates specified.

**22-P-157T APPROVAL— 2022-2023 ADULT & CONTINUING EDUCATION SALARY GUIDE
2022-2023 ADULT & CONTINUING EDUCATION SERVICES STAFF**

RESOLUTION

BE IT RESOLVED that the attached 2022-2023 Adult & Continuing Education Staff Salary Guide be approved, and

BE IT FURTHER RESOLVED that the attached list of Adult & Continuing Education staff be approved at the rates indicated for the school year 2022-2023.

**22-P-158T APPROVAL— 2022 – 2023 EMERGENCY MEDICAL SERVICES SALARY GUIDE
2022 - 2023 EMERGENCY MEDICAL SERVICES STAFF**

RESOLUTION

BE IT RESOLVED that the attached 2022-2023 Emergency Medical Services Salary Guide be approved, and

BE IT FURTHER RESOLVED that the attached list of 12-Month Emergency Medical Services staff be approved at the rates indicated for the school year 2022-2023.

22-P-159T APPROVAL—2022-2023 DISTRICT SUBSTITUTE(S)

RESOLUTION

BE IT RESOLVED that the attached listing of District Substitute(s) be approved for school year 2022-2023.

22-P-160T APPROVAL—2022-2023 FRINGE BENEFITS

RESOLUTIONS

BE IT RESOLVED that the attached Fringe Benefits for the following employment positions which are not within a bargaining unit, be approved for the dates specified:

- Accountant
- Accounting Manager
- Accounts Payable Specialist
- Adult Education Instructors (10 months)
- Adult Education Instructors (12 months)
- Adult Education Staff (12 months)
- Adult Ed Educational Broker – Employment Readiness/Literacy Program Manager and Facilitator
- Assistant Board Secretary
- Assistant Coordinator of Technology
- Assistant Coordinator of the Ambulance Corps
- Auditorium Manager
- Broker/Business Resource Manager
- Broker/Business Resource Rep
- Broker/Chief Examiner
- Broker/Counselor
- Broker/Counselor – Displaced Homemaker
- Broker/DEI Coordinator
- Broker/Education
- Broker/Enrollment Counselor
- Broker/Manager Counseling and Training
- Broker/MIS Computer Technician
- Broker/Monitor
- Broker/One Stop Project Manager
- Broker/Planning Assistant
- Broker/Proctor
- Broker/Program DEI Coordinator
- Broker/Program Navigator
- Broker/Public Access Facilitator
- Broker/Public Access Technician
- Broker/Resource Facilitator
- Broker/Senior Planner
- Broker/Testing Examiner
- Broker/Work First Technician
- Broker/Youth Liaison
- Confidential Secretary
- Confidential/Executive Secretary
- Construction Supervisor
- Coordinator of EMS
- Coordinator of Facilities
- Coordinator of Human Resources
- Coordinator of Technology
- Coordinator of the Ambulance Corp
- Custodial & Maintenance Manager
- Day Care Center Caregiver (10 months & 12 months)
- Day Care Center Director
- Day Care Center Group Teacher (10 months & 12 months)
- Director of E.M.S.
- Director of One-Stop Career Center
- Director of Special Education
- Director of Tech and HR
- District Safety and Security Coordinator
- E.M.S. Administrative Specialist
- E.M.S. Instructors (12 months)
- E.M.T. Coordinator
- E.M.T. Instructors (12months)
- Employee Benefits
- Executive Coordinator Workforce Investment Board
- Financial Aid Officer

- Fiscal Manager
- Grants Coordinator
- Human Resource Manager
- Junior Accountant
- Lead Accountant
- One-Stop Career Center Coordinator
- Payroll Manager/Payroll Supervisor
- Payroll Specialist
- Purchasing Buyer
- Purchasing Manager
- Specialist: Assistant Project Coordinator
- Specialist: Computer
- Specialist: Computer (Social Media)
- Specialist: Grants Accountant
- Specialist: Grants Writer
- Specialist: Health Assistant (12 Months)
- Specialist: Mechatronics (10 Month)
- Specialist: Mechatronics (12 Month)
- Specialist: Operations
- Specialist: Project Coordinator
- Specialist: Resource
- Specialist: Science Lab
- Technology Manager
- Transportation Coordinator
- Workforce Investment Board Business Manager
- Workforce Investment Board Planning Specialists
- Workforce Systems Manager

22-P-161T APPROVAL —2022-2023 JOB DESCRIPTION(S)

RESOLUTION

BE IT RESOLVED that the attached Job Description(s) for the following employment position be approved:

- District Supervisor of Safety and Security
- Employee Benefits Coordinator

22-P-162T APPROVAL— 2022-2023 STAFF SALARIES

RESOLUTION

BE IT RESOLVED that the attached staff salary listing which shall be made a part of this resolution for the period July 1, 2022 through June 30, 2023, be approved, and

BE IT FURTHER RESOLVED that the Board Secretary shall issue contracts or tenured salary notifications as appropriate to each staff member on the list as soon as is practicable.

22-P-163T APPROVAL—2022-2023 STAFF COMPENSATION RATE FOR ATHLETIC EVENTS

RESOLUTION

BE IT RESOLVED that the following staff rate schedule for 2022-2023 athletic events be approved effective July 1, 2022 through June 30, 2023.

	<u>Compensation</u> <u>Per Game</u>
Crowd Control	\$52
Game Announcer	\$57
Game Manager	\$57
Photographer	\$57
Scorer	\$57
Ticket Seller	\$52
Ticket Taker	\$52
Timer	\$57

22-P-164T APPROVAL—2022-2023 STAFF COMPENSATION FOR ATHLETIC EVENTS

RESOLUTION

BE IT RESOLVED that the following staff be approved for the 2022-2023 school year as Athletic Events/Staff to be compensated in accord with the approved Athletic Events Staff Rates:

Bellani, Peter	Mihas, Maria
Bennett, James	Naccara, Douglas
Cevoli, Kenneth	O'Connor, Mary
Conlon, Kenneth	Pandich, Jeffrey
Carroll, Yvonne	Perrucci, Lisa
Cullen, Maureen	Robertson, Keith
Dominguez, Kevin	Smith, Susan
Donatello, Patricia	Symons, Robert
Gagis, Elaine	Sywetz, Marie
Hamill, Brianna	Van Boeckel, Eric
Held, Joseph	Zweben, Dana
Lynch, Ryan	

22-P-165T APPROVAL—2022-2023 SUMMER WORK AUTHORIZATION

RESOLUTION

BE IT RESOLVED, that the following staff members be approved for work from June 24, 2022 to August 31, 2022 at their hourly/per diem rate based upon their 2022-2023 salary. The number of hours/days indicated is maximum but may be reduced by the Superintendent of Schools if fewer days/hours are required.

<u>Name</u>	<u>Hours/Days</u>	<u>Rate</u>
Liva, Michael	50 hours	\$49.30 per hour
Reeves, David	50 hours	\$49.30 per hour
Rome, Thomas	50 hours	\$49.30 per hour
Seventko, Justin	50 hours	\$49.30 per hour
Wolf, Samantha	20 hours	Hourly per diem
Yob, Michael	50 hours	\$49.30 per hour

**22-P-166T APPROVAL— 2020-2021 APPOINTMENTS
EXTRA DUTY/EXTRA PAY POSITIONS
APPROVAL— 2020-2021 OTHER HOURLY APPOINTMENTS
APPROVAL— 2021-2022 APPOINTMENTS
EXTRA DUTY/EXTRA PAY POSITIONS
APPROVAL— 2021-2022 OTHER HOURLY APPOINTMENTS
APPROVAL— 2022-2023 APPOINTMENTS
EXTRA DUTY/EXTRA PAY POSITIONS
APPROVAL— 2022-2023 OTHER HOURLY APPOINTMENTS**

RESOLUTION

BE IT RESOLVED, that the following individuals be appointed/confirmed to the Extra Duty/Extra Pay positions, as provided by the budget, as indicated in accord with the rates and dates specified:

EXTRA DUTY/EXTRA PAY SY 2020-2021

**Adult Education Educational Broker-Employment
 Readiness/Literacy Instructor ESL**

Rate: \$37.00 per hour*

Effective: 07/01/20 to 06/30/21

Friedland, Denise

Troy, Lauren

**Max.
 Hours**

24 hrs. per week

24 hrs. per week

*Grant funded #20.619.100.100 VN

EXTRA DUTY/EXTRA PAY SY 2021-2022

Curriculum Projects:

Acuna, Kymberly

Final payment - \$1,883.00

CAS Assessment Report 11th and 12th Grades

Andalaro, Jennifer

Final payment - \$1,883.00

CAS Assessment Report 11th and 12th Grades

Berwick, Carly

Final payment - \$1,883.00

IB Extended Essay Report

Carey, Diane

Final payment - \$1,883.00

Sports Medicine & Athletic Training at No. Valley

Perrucci, Lisa

Final payment - \$1,883.00

Statistics

Sfeir, Norina

Final payment - \$941.50

Portfolio Management (Shared w/Mabel Van Daalen)

Home Instruction:

Buonadonna, Carl

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Centeno, Bridget

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Hamill, Brianna

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Miletic, Vanessa

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Moogan, Thomas

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Olivo, Daniel

\$84 per hour

Student: AP

Max. hours: 6

Effective 05/26/22

Sankar, Jaysaree \$84 per hour
 Student: AP Max. hours: 6
 Effective 05/05/22

Adult ABS Grant

Online Teaching and Learning Initiative

<u>Rate: As indicated*</u>	<u>Max.</u>	
<u>Effective: 06/22/22 to 06/30/22*</u>	<u>Hours</u>	<u>Rate</u>
Carmichael, Silvia	60**	\$35 per hour
Cochi, Carol	60**	\$40 per hour
Nomani, Ghazala	60**	\$68 per hour

*Grant funded.

**Max. Hours of 60 each for the period 06/22/22 through 09/01/22

Advisory Committee Work

<u>Rate: \$150 per meeting</u>	<u>Max.</u>
<u>Effective: SY 2021-2022</u>	<u>Amount</u>
Aleman, Robert (Adult)	\$300
Allard, Genevieve (Teterboro)	\$150
Branda, John (BCA)	\$300
Castella, Frank (ATHS)	\$150
DeSena, Daniel (Adult)	\$300
Foote, Gretchen (Adult)	\$300
Golle, Erica (Teterboro)	\$150
Lang, Scott (BCA)	\$300
Lemma, Michael (BCA)	\$300
Sawney, Puneet (BCA)	\$300
Uma, Awa	\$300
Zhang, Yu (BCA)	\$300

Curriculum Project: Instruction for Middle School Program

<u>Rate: Hourly per diem*</u>	
<u>Effective: 01/01/22 to 06/30/22</u>	<u>Max. Hrs.</u>
Gutierrez, Joseph	12
Zhang, Yu	17

*In addition to hours approved at BOE 12/07/21; Resol. #22-P-68T. Grant funded Perkins Secondary Education Program

Lunch Duty

<u>Rate: \$10. Per lunch period*</u>		
<u>Effective: SY 2021-2022</u>	<u>Campus</u>	<u>Effective</u>
Neville, Harriet	Paramus	05/01/22
Rojeck, Matthew	Teterboro	SY 21-22
Van Daalen, Mabel	Teterboro	SY 21-22

*Per Sidebar Agreement: BOE 08/31/21; Resol. #22-P-25T

<u>Summer Interns</u> <u>Rate: Minimum Wage</u>	<u>Effective</u> <u>Date</u>	<u>Max.</u> <u>Hours</u>	<u>Loc.</u>
Gallagher, Patrick	06/09/22 – 06/30/22	30 per week	Technology
Greco, Stefano	06/01/22 – 06/30/22	30 per week	Technology
Hulbert, Jason	06/20/22 – 06/30/22	30 per week	Technology
Otero, Franko	06/15/22 – 06/30/22	30 per week	Technology
Paolillo, Joseph	06/06/22 – 06/30/22	30 per week	Technology
Ramirez, Enrique	06/01/22 – 06/30/22	30 per week	Technology
Shah, Aashvi	06/06/22 – 06/30/22	30 per week	Technology
Shah, Aesha	06/06/22 – 06/30/22	30 per week	Technology
Torrealva, Bryan	06/20/22 – 06/30/22	30 per week	Technology

BERGEN COUNTY TECHNICAL HIGH SCHOOL – TETERBORO
Recommended Staff

<u>ADVISORS:</u>	<u>Last Name</u>	<u>First Name</u>	<u>2021-22</u>
Academic Decathlon	Elefther	Nicholas	\$2,716
Federal Reserve Challenge	Elefther	Nicholas	\$2,716
Robotics Club	Elefther	Nicholas	\$2,716

EXTRA DUTY/EXTRA PAY SY 2022-2023

<u>Curriculum Projects:</u>		
	Seventko, Justin	1 st payment - \$643.00 Advanced Algebra
	Quinn, James	1 st payment - \$643.00 Small Business Economics 1 and Small Business Economic 2
	Rupinski, Kyle	1 st payment - \$643.00 Small Business Economics 1 and Small Business Economic 2

Adult ABS Grant
Online Teaching and Learning Initiative

<u>Rate: As indicated*</u>	<u>Max.</u> <u>Hours</u>	<u>Rate</u>
<u>Effective: 07/01/22 to 09/01/22*</u>		
Carmichael, Silvia	60**	\$35 per hour
Cochi, Carol	60**	\$40 per hour
Nomani, Ghazala	60**	\$68 per hour

*Grant funded.

**Max. Hours of 60 each for the period 06/22/22 through 09/01/22

Adult Education Educational Broker-Employment
Readiness/Literacy Instructor ESL

<u>Rate: \$38.00 per hour*</u>	<u>Max.</u> <u>Hours</u>
<u>Effective: 07/01/22 to 06/30/23</u>	
Friedland, Denise	24 hrs. per week
Troy, Lauren	24 hrs. per week

*Grant funded #20.619.100.100 VN

Curriculum Revisions

Rate: Hourly per diem

Effective: 06/24/22 to 09/01/22

	<u>Max. Hrs.</u>	<u>Project</u>
Kozlova, Ekaterina	10	Realignment of US History 1 and II
Quinn, James	20	Realignment of US History 1 and II
Rupinski, Kyle	10	Realignment of US History 1 and II

Medical Data Verification

Rate: \$49.30 per hour

Effective: 07/01/22 to 08/31/22

	<u>Max. Hours</u>
Hoehl, Lizbeth	50
Sanchez, Jessica	50
Waxman, Steven	50

Remote and On-call Duty

Rate: \$6,000

Effective: SY 2022-2023

Sevidio, John	System & Security Monitoring & Response
Tosi, Thomas	Phone, Fax, Communications Response & Support
Urbano, David	Storage & Support Services – Servers & Applications

Special Project: Video Media Production

Rate: \$833.33 per month

Effective: 07/01/22 to 06/30/23

Miceli, Michael

Special Project: Bergen County Institute for Science and Technology @NVRHS – Program Development & Support

Rate: \$1,000 per month

Effective: 07/01/22 to 06/30/23

Sheridan, Andrea

Special Project: WIA Support

Rate: \$12,000. per annum

Effective: 07/01/22 to 06/30/23

Bortnick, Angela

Summer CTE Enrichment Program

Rate: \$68.00 per hour*

Effective: 06/27/22 to 07/29/22

	<u>Max. Hours</u>	<u>School</u>
Castella, Frank	12 per week	ATHS
Leon, Stephanie	12 per week	BCTEC
Maher, Kevin	12 per week	ATHS
Williams, Bennay	12 per week	BCTEC
Yob, Michael	12 per week	ATHS

*Grant funded

<u>Summer Interns</u> <u>Rate: Minimum Wage</u>	<u>Effective</u> <u>Date</u>	<u>Max.</u> <u>Hours</u>	<u>Loc.</u>
Gallagher, Patrick	07/01/22 – 09/30/22	30 per week	Technology
Greco, Stefano	07/01/22 – 09/30/22	30 per week	Technology
Hulbert, Jason	07/01/22 – 09/30/22	30 per week	Technology
Otero, Franko	07/01/22 – 09/30/22	30 per week	Technology
Paolillo, Joseph	07/01/22 – 09/30/22	30 per week	Technology
Ramirez, Enrique	07/01/22 – 09/30/22	30 per week	Technology
Shah, Aashvi	07/01/22 – 09/30/22	30 per week	Technology
Shah, Aesha	07/01/22 – 09/30/22	30 per week	Technology
Torrealva, Bryan	07/01/22 – 09/30/22	30 per week	Technology

BERGEN COUNTY ACADEMIES – HACKENSACK

	<u>Recommended Staff</u>		
	<u>Last Name</u>	<u>First Name</u>	<u>2022-23</u>
<u>ADVISORS*:</u>			
Art Club	Maks	Natalia	\$2,784
Chemistry Club	Crane	Laura	\$2,784
Class Advisor 9 th Grade	Villarosa	Hillary	\$2,473
Class Advisor 10 th Grade	Janssen	Catherine	\$2,473
Class Advisor 11 th Grade	Kaser	Paul	\$2,473
Class Advisor 11 th Grade	Sousa	Nancy	\$2,473
Class Advisor 12 th Grade	Blake	Katherine	\$3,055
Class Advisor 12 th Grade	Blake	Katherine	\$3,055
Class Assistant Advisor 9 th Grade	Adriance	Timothy	\$1,935
Class Assistant Advisor 11 th Grade	Kim	Rosalyn	\$1,935
Class Assistant Advisor 12 th Grade	Jennifer	Andarolo	\$2,420
Computer Club	Wang	Matthew	\$1,392
Computer Club	Isecke	Benjamin	\$1,392
Debate Team	Russo	Christopher	\$2,784
DECA	Gutierrez	Joseph	\$2,784
DECA	Acuna	Kymberly	\$2,784
Drama Club	Pero	Victoria	\$1,392
Drama Club	Spinelli	Louis	\$1,392
Environmental Science Club	Zhang	Yu	\$2,784
Federal Reserve Challenge	Fogg	Fred	\$2,784
FFA	Kennedy	Clare	\$2,784
Frost Valley (Club Getaway)	Kaser	Paul	\$2,473

HOSA	Dobrich	Oliver	\$2,784
Math Team	Abramson	Michael	\$2,784
Mock Trial	Kim	Rosalyn	\$2,784
Model United Nations	Kramer	Mark	\$2,784
Model United Nations	Wallace	Christine	\$2,784
Peer Student Leadership	Scully-Sytsma	Nancy	\$5,567
Physics Club	Zubov	Igor	\$2,784
Quiz Bowl	Pinyan	Jonathan	\$2,784
Robotics Club	Hodrowski	William	\$2,784
Robotics Club	Barbetta	Joseph	\$2,784
SkillsUSA (formerly VICA)	Branda	John	\$2,784
Spanish Club Advisor	Calandra	Gabriella	\$2,784
Spanish Club Co-Advisor	Ballas	Theodora	\$2,784
Spanish Club Co-Advisor	Fillebrown	Catherine	\$1,392
Spanish Club Co-Advisor	Xu	Minghua	\$1,392
Student Council	Zhang	Yu	\$2,784
Student Newspaper	Hathaway	William	\$2,784
Technology Club	Lang	Scott	\$2,784
Technology Club	Nodarse	Carlos	\$2,784
TEK Neeks (Literary Magazine LitMag)	Villanova	Donna	\$2,784
Yearbook Advisor	Pagano	Emily	\$5,567
Yearbook Assistant Advisor	Lewitt	Julia	\$3,899
Yearbook Assistant Advisor	Maks	Natalia	\$3,899

*At the discretion of the Principal an additional advisor per club may be appointed

COORDINATORS:

Admissions Chairperson	Pinto	Judith	\$4,454
Admissions Committee Members	Bercovici	Jon	\$1,115
Admissions Committee Members	Crimmel	Michelle	\$1,115
Admissions Committee Members	Fuentes	Elizabeth	\$1,115
Admissions Committee Members	Heitzman	Carla	\$1,115
Admissions Committee Members	Liva	Michael	\$1,115
Admissions Committee Members	Seventko	Justin	\$1,115

Admissions Committee Members	Sorrentino	Elizabeth	\$1,115
Admissions Committee Members	Walsh	Gene	\$1,115
Affirmative Action/Anti-Bullying Specialist	Scully-Sytsma	Nancy	\$9,822
Audio Visual	Lang	Scott	\$1,337
Awards Assembly	Carberry	Larentina	\$1,115
Graduation	Pero	Victoria	\$1,115
Lead Teacher	Kaser	Paul	\$11,602
Lead Teacher	Respass	Bryan	\$11,602
Lead Teacher	Sousa	Nancy	\$11,602
Math Coordinator	Pinyan	Jonathan	\$11,602
Math Assistant Coordinator	Abramson	Michael	\$8,703
Music Coordinator	Lemma	Michael	\$11,136
National Honor Society	Miller	Luke	\$1,115
One Act Festival	Kaplan	Stephen	\$2,784
Parent Partnership Organization	Ogden	Christine	\$1,115
Play Coordinator (Musical)	Kaplan	Stephen	\$2,784
Play Coordinator (Fall Play)	Pero	Victoria	\$2,784
Play Assistant or Stagecraft Coordinator (Fall Play)	Kaplan	Stephen	\$2,061
Play Assistant or Stagecraft Coordinator (Musical)	Pero	Victoria	\$2,061
Saturday Math Coach	Askins	Ian	\$6,291
Saturday Math Coach	Kaplan	Keith	\$6,291
Sunday Math Coach	Plotnick	Daniel	\$6,291
Sunday Math Coach	Vieni	Joan	\$6,291

HOURLY COMPENSATION:

Conflict Resolution (Certified SPS and CST only)	Scully-Sytsma	Nancy	Hourly Per Diem
Detention Coverage	Alschen	Sergei	\$55
Detention Coverage	Branda	John	\$55
Detention Coverage	Kaser	Paul	\$55
Detention Coverage	Kouefati	Danielle	\$55
Detention Coverage	Lang	Scott	\$55
Emergency – Before/After School Service	Acuna	Kymerly	\$42

Emergency – Before/After School Service	Andaloro	Jennifer	\$42
Emergency – Before/After School Service	Belkin	Alison	\$42
Emergency – Before/After School Service	Kaser	Paul	\$42
Emergency – Before/After School Service	Natelli	Anthony	\$42
Emergency – Before/After School Service	Smith	Michael	\$42
Emergency – Before/After School Service	Sousa	Nancy	\$42

PER YEAR COMPENSATION:

Before/After School Duty Assignment	Branda	John	\$5,144
Before/After School Duty Assignment	Demeter	Scott	\$5,144
Before/After School Duty Assignment	Hodroski	William	\$5,144
Before/After School Duty Assignment	Janssen	Catherine	\$2,572
Before/After School Duty Assignment	Kaba	Valmira	\$2,572
Before/After School Duty Assignment	Kalata	Grzegorz	\$5,144
Before/After School Duty Assignment	Kouefati	Danielle	\$5,144
Before/After School Duty Assignment	Kramer	Mark	\$2,572
Before/After School Duty Assignment	Marmora	Joseph	\$5,144
Before/After School Duty Assignment	Natelli	Anthony	\$5,144
Before/After School Duty Assignment	Nodarse	Carlos	\$5,144
Before/After School Duty Assignment	Pagano	Emily	\$2,572
Before/After School Duty Assignment	Tampone Rios	Evelyn	\$2,572
Before/After School Duty Assignment	Samarakone	Victor	\$2,572
Before/After School Duty Assignment	Seventko	Justin	\$2,572
Before/After School Duty Assignment	Spinelli	Louis	\$2,572
Before/After School Duty Assignment	Symons	Robert	\$2,572
Before/After School Duty Assignment	Wilson	David	\$5,144
Before/After School Duty Assignment	Zepatos	Carol	\$5,144
Before/After School Duty Assignment	Kramer	Mark	\$2,572
Before/After School Duty Assignment	Seventko	Justin	\$2,572
Before/After School Duty Assignment	Zhang	Yu	\$5,144
Before/After School Duty Assignment	Miller	Luke	\$2,572
Before/After School Duty Assignment	Alschen	Sergei	\$2,572

Before/After School Duty Assignment	Spinelli	Louis	\$2,572
Before/After School Duty Assignment	Crane	Todd	\$2,572

ADULT EDUCATION – HACKENSACK

	Recommended Staff		2022-23
<u>COORDINATORS:</u>	<u>Last Name</u>	<u>First Name</u>	<u>Rate</u>
Lead Teacher	Karpowich	James	\$11,602

APPLIED TECHNOLOGY HIGH SCHOOL – PARAMUS

	Recommended Staff		2022-23
<u>ADVISORS*:</u>	<u>Last Name</u>	<u>First Name</u>	<u>Rate</u>
Art Club	Rodriquez	Alex	\$2,784
Chess Club	Zurburg	Gebhardt	\$2,784
Class Advisor 9 th Grade	Valentine	Taylor	\$2,473
Class Advisor 10 th Grade	Feorenzo	Lauren	\$2,473
Class Advisor 11 th Grade	Liso	Matthew	\$2,473
Class Advisor 12 th Grade	Brandt	Steevi	\$3,055
Computer Club	Liso	Matthew	\$1,392
Computer Club	Valentine	Taylor	\$1,392
Debate Team	Yassin	Ahlam	\$2,784
Drama Club	Farley	Heather	\$1,392
Drama Club	Liso	Matthew	\$1,392
Fitness Club	Valentine	Taylor	\$1,392
Fitness Club	Zurburg	Gebhardt	\$1,392
HOSA	Castella	Frank	\$2,784
Interact	Arimborgo	Rebecca	\$2,784
Math Team	Dawidczyk	Angelika	\$1,392
Math Team	Liso	Matthew	\$1,392
Model United Nations	Farley	Cali	\$2,784
Peer Student Leadership	Brandt	Steevi	\$2,784
Peer Student Leadership	Feorenzo	Lauren	\$2,784
Poetry Club	Rodriguez	Alex	\$2,784
Quiz Bowl	Yob	Michael	\$2,784
Robotics Club	Cohen	Steve	\$2,784

Spanish Club	Hager	Raymond	\$2,784
Student Council	Arimborgo	Rebecca	\$2,784
Student Newspaper	Arimborgo	Rebecca	\$1,392
Student Newspaper	Brandt	Steevi	\$1,392
Technology Club	Cohen	Steve	\$2,784
Web Club	Yob	Michael	\$2,784
Yearbook Advisor (Paramus)	Yassin	Ahlam	\$3,899

COORDINATORS:

Admissions Chairperson	DeMarco	Tonilynne	\$4,454
Admissions Committee Members	Arimborgo	Rebecca	\$1,115
Admissions Committee Members	Castella	Frank	\$1,115
Admissions Committee Members	Cohen	Steven	\$1,115
Admissions Committee Members	McManus	Rosemarie	\$1,115
Admissions Committee Members	Yob	Michael	\$1,115
Admissions Committee Members	Zurburg	Gebhardt	\$1,115
Affirmative Action/Anti-Bullying Specialist	Zulli	Sydney	\$9,822
Awards Assembly	McManus	Rosemarie	\$1,115
Awards Assembly	Zurburg	Gebhardt	\$1,115
Graduation	DeMarco	Tonilynne	\$1,115
Lead Teacher	Slootmaker	Amanda	\$11,602
National Honor Society	DeMarco	Tonilynne	\$1,115
Parent Partnership Organization	Feorenzo	Lauren	\$1,115
Treasurer, School Activities Account	Slootmaker	Amanda	\$4,234

PER YEAR COMPENSATION:

Before/After School Duty Assignment	Hager	Raymond	\$5,144
Before/After School Duty Assignment	Zurburg	Gebhardt	\$5,144
Before/After School Duty Assignment	Hager	Raymond	\$2,572
Before/After School Duty Assignment	Valentine	Taylor	\$2,572
Before/After School Duty Assignment	Brandt	Steevi	\$2,572
Before/After School Duty Assignment	Cohen	Steven	\$2,572
Before/After School Duty Assignment	DeMarco	Tonilynne	\$2,572

BERGEN COUNTY TECHNICAL EDUCATION CENTER – PARAMUS

	Recommended Staff		2022-23
<u>ADVISORS*:</u>	<u>Last Name</u>	<u>First Name</u>	<u>Rate</u>
Airbrush Club	Tuliszewska	Agnieszka	\$2,784
FFA	Dixon	Andee	\$2,784
HOSA	Armonaitis	William	\$2,784
HOSA	Carey	Diane	\$2,784
TEK Neeks	Malure	Michael	\$2,784
VICA	Tuliszewska	Agnieszka	\$2,784
VICA	Arellano	Maria	\$2,784

*At the discretion of the Principal an additional advisor per club may be appointed

COORDINATORS:

Audio Visual	Rome	Thomas	\$1,337
Lead Teacher - Work Based	Regan	Timothy	\$11,602

BERGEN COUNTY VOCATIONAL SCHOOLS – PARAMUS

	Recommended Staff		2022-23
<u>ADVISORS*:</u>	<u>Last Name</u>	<u>First Name</u>	<u>2022-23</u>
Art Club	Kozlova	Ekaterina	\$2,784
Chemistry Club	Cadavid	Veronica	\$2,784
Chess Club	Quinn	James	\$2,784
Class Advisor 9 th Grade	Chomin	Michael	\$2,473
Class Advisor 10 th Grade	Peters-Ascenzo	Regan	\$2,473
Class Advisor 11 th Grade	Nardo	Linda	\$2,473
Class Advisor 12 th Grade	Gattegno	Jennifer	\$3,055
Class Assistant Advisor 9 th Grade	Schram	Thomas	\$1,935
Class Assistant Advisor 10 th Grade	Thawley	Luke	\$1,935
Class Assistant Advisor 11 th Grade	Kaplan	Keith	\$1,935
Class Assistant Advisor 12 th Grade	Reyes-Cruz	Esther	\$2,420
Computer Club	Percevault	Lisa	\$2,784
Dance Club	Gattegno	Jennifer	\$2,784
Debate Team	Sciarra	Lauren	\$2,784

Drama Club	Whitley	Katherine	\$2,784
Environmental Science Club	Peters-Ascenzo	Regan	\$2,784
Fitness Club	VanBoeckel	Erik	\$2,784
Interact	Caroselli	Christopher	\$2,784
Intramural Club	Callahan	Christopher	\$2,784
Math Team	Hughes	Erin	\$2,784
Mock Trial	Midolo	Linda	\$2,784
Peer Student Leadership	Rupinski	Kyle	\$5,567
Peer Student Leadership	Silva	Breanna	\$5,567
Physics Club	Hogan	Mary	\$2,784
Poetry Club	Alvarez	John	\$2,784
Quiz Bowl	Schram	Thomas	\$2,784
Spanish Club	Reyes-Cruz	Esther	\$2,784
Student Council	Peters-Ascenzo	Regan	\$2,784
Student Council	Rupinski	Kyle	\$2,784
Web Club	Wolf	Samantha	\$2,784
Weightlifting Club	Chomin	Michael	\$2,784
Yearbook Advisor	Whitley	Katherine	\$3,899
Yearbook Advisor	Kozlova	Ekaterina	\$3,899
Yearbook Assistant Advisor (Paramus)	Sciarra	Lauren	\$2,901

*At the discretion of the Principal an additional advisor per club may be appointed

COORDINATORS:

Admissions Chairperson	Quinta	Jamie	\$4,454
Admissions Chairperson	Bercovici	Jon	\$4,454
Admissions Committee Members	Albert	Catherine	\$1,115
Admissions Committee Members	Eichenlaub	Richard	\$1,115
Admissions Committee Members	Gattegno	Jennifer	\$1,115
Admissions Committee Members	Lepinski	Jacqueline	\$1,115
Admissions Committee Members	Lucianna	Neal	\$1,115
Admissions Committee Members	Nardo	Linda	\$1,115
Admissions Committee Members	Percevault	Lisa	\$1,115
Admissions Committee Members	Quinn	James	\$1,115

Admissions Committee Members	Tomanelli	Krista	\$1,115
Affirmative Action/Anti-Bullying Specialist	Bogdanowich	Marie	\$9,822
Awards Assembly	Zweben	Dana	\$1,115
Graduation	Peters-Ascenzo	Regan	\$1,115
Lead Teacher	Mansfield	Elizabeth	\$11,602
Lead Teacher - Guidance	Boyle	Diane	\$11,602
Music Coordinator	Pfaff	Andrew	\$11,136
National Honor Society	Lee	Yoonok	\$1,115
Parent Partnership Organization	Mansfield	Elizabeth	\$1,115
Play Coordinator	Pfaff	Andrew	\$2,784
School Web Coordinator	Wolf	Samantha	\$2,784
Treasurer, Student Activities Account	Heid	Amy	\$3,116

HOURLY COMPENSATION:

After School Activity Coordination	Pfaff	Andrew	\$62
(Max. 19-3 hour sessions)			
Conflict Resolution (Certified SPS and CST only)	Albert	Catherine	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Bogdanowich	Marie	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Eichenlaub	Richard	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Guinta	Jamie	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Lepinski	Jacqueline	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Lucianna	Neal	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Patel	Jaimini	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Tomanelli	Krista	Hourly Per Diem
Detention Coverage (per 10 students)	Bemis	Leala	\$55
Detention Coverage (per 10 students)	Chomin	Michael	\$55
Detention Coverage (per 10 students)	Hughes	Erin	\$55
Detention Coverage (per 10 students)	Kozlova	Ekaterina	\$55
Detention Coverage (per 10 students)	McGoldrick	Kristy	\$55
Detention Coverage (per 10 students)	Nardo	Linda	\$55
Detention Coverage (per 10 students)	Perrucci	Lisa	\$55
Detention Coverage (per 10 students)	Zweben	Dana	\$55

Home Instruction	Gattegno	Jennifer	\$86
Home Instruction	Hughes	Erin	\$86
Home Instruction	Kozlova	Ekaterina	\$86
Home Instruction	Patel	Jaimini	\$86
Home Instruction	Percevault	Lisa	\$86
Home Instruction	Perrucci	Lisa	\$86
Home Instruction	Schram	Thomas	\$86
Home Instruction	Sciarra	Lauren	\$86
Home Instruction	Wolf	Samantha	\$86
Proctoring	Gattegno	Jennifer	\$66
Proctoring	Guinta	Jamie	\$66
Proctoring	Hughes	Erin	\$66
Proctoring	Kozlova	Ekaterina	\$66
Proctoring	Lee	Yoonok	\$66
Proctoring	Lepinski	Jacqueline	\$66
Proctoring	Mansfield	Elizabeth	\$66
Proctoring	Patel	Jaimini	\$66
Proctoring	Percevault	Lisa	\$66
Proctoring	Perrucci	Lisa	\$66
Proctoring	Schram	Thomas	\$66
Proctoring	Sciarra	Lauren	\$66
Proctoring	Thawley	Luke	\$66
Proctoring	Wolf	Samantha	\$66
Proctoring	Zweben	Dana	\$66

PER YEAR COMPENSATION:

Before/After School Duty Assignment	Chomin	Michael	\$5,144
Before/After School Duty Assignment	Heid	Amy	\$5,144
Before/After School Duty Assignment	Hughes	Erin	\$5,144
Before/After School Duty Assignment	Lee	Yoonok	\$5,144
Before/After School Duty Assignment	Mansfield	Elizabeth	\$5,144
Before/After School Duty Assignment	Mihas	Maria	\$5,144
Before/After School Duty Assignment	Moran	Ian	\$5,144
Before/After School Duty Assignment	Murro	Kelly	\$5,144

Before/After School Duty Assignment	Nardomarino	Laura	\$5,144
Before/After School Duty Assignment	Reyes-Cruz	Esther	\$5,144
Before/After School Duty Assignment	Soudant-Flynn	Danielle	\$5,144
Before/After School Duty Assignment	Thawley	Luke	\$5,144
Before/After School Duty Assignment	VanBoeckel	Erik	\$5,144
Before/After School Duty Assignment	Verdiramo	Anne Marie	\$5,144
Before/After School Duty Assignment	Wilson	Patricia	\$5,144
Before/After School Duty Assignment	Wolf	Samantha	\$5,144
Before/After School Duty Assignment	Zweben	Dana	\$5,144

PER HOUR COMPENSATION:

Teacher-in-Charge	Mansfield	Elizabeth	\$60
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PER SESSION COMPENSATION:

Interpreter Services	Gattegno	Jennifer	\$30
Interpreter Services	Kozlova	Ekaterina	\$30
Interpreter Services	Reyes-Cruz	Esther	\$30

Not to exceed 30-minutes

If transfers occur to other campuses in the District where extended day stipends are not offered or are offered for a different length of time, then the teacher's schedule will adhere to that campus practice

BERGEN COUNTY TECHNICAL HIGH SCHOOL – TETERBORO

<u>ADVISORS*:</u>	Recommended Staff		<u>2022-23</u>
	<u>Last Name</u>	<u>First Name</u>	
Academic Decathlon	Elefther	Nicholas	\$2,784
Chess Club	Gemici	Emre	\$2,784
Class Advisor 9 th Grade	Marella	Lindsay	\$2,473
Class Advisor 10 th Grade	Michaels	Sarah	\$2,473
Class Advisor 11 th Grade	Naccara	Douglas	\$2,473
Class Advisor 12 th Grade	Conlon	Kenneth	\$3,055
Class Assistant Advisor 9 th Grade	Sciametta	Erica	\$1,935
Class Assistant Advisor 10 th Grade	Kendall	Monet	\$1,935
Class Assistant Advisor 11 th Grade	Hamill	Brianna	\$1,935
Class Assistant Advisor 12 th Grade	Gagis	Elaine	\$2,420
Computer Club	Friedman	Robin	\$2,784

Dance Club	Marella	Lindsay	\$2,784
Debate Team	Ge	Peinan	\$2,784
Environmental Science Club	Gosselink	Daniel	\$2,784
FBLA	Van Daalen	Mabel	\$2,784
Federal Reserve Challenge	Elefther	Nicholas	\$2,784
Frost Valley	Marella	Lindsay	\$2,473
HOSA	Carey	Jessica	\$2,784
Interact	Kendall	Monet	\$2,784
Intramural Club	Michaels	Sarah	\$2,784
Math Team	Vieni	Joan	\$2,784
Peer Student Leadership	Conlon	Kenneth	\$5,567
Peer Student Leadership	Olivo	Daniel	\$5,567
Robotics Club	Elefther	Nicholas	\$2,784
Spanish Club	Xhemali-Torres	Daphnae	\$2,784
Student Council	Conry	Joseph	\$2,784
Student Newspaper	Sciametta	Erica	\$2,784
Technology Club	Elefther	Nicholas	\$2,784
VICA	Conlon	Kenneth	\$2,784
Yearbook Advisor (Hackensack and Teterboro)	Miller	Bruce	\$5,567
Yearbook Assistant Advisor (Hackensack & Teterboro)	Soderman	Stephanie	\$3,899

*At the discretion of the Principal an additional advisor per club may be appointed

COORDINATORS:

Admissions Chairperson	Buccino	Andrea	\$4,454
Admissions Committee Members	Bercovici	Jon	\$1,115
Admissions Committee Members	Conlon	Kenneth	\$1,115
Admissions Committee Members	Cornelio	Cristal	\$1,115
Admissions Committee Members	Gagis	Elaine	\$1,115
Admissions Committee Members	Hamil	Brianna	\$1,115
Admissions Committee Members	Kruger	Ryan	\$1,115
Admissions Committee Members	Mimidas	Stella	\$1,115
Admissions Committee Members	Pena	Carlos	\$1,115
Admissions Committee Members	Rick	Deborah	\$1,115

Affirmative Action/Anti-Bullying Specialist	Nardelli	Laura	\$9,822
Audio Visual	Miller	Bruce	\$1,337
Awards Assembly	Buccino	Andrea	\$1,115
Graduation	O'Connor	Mary	\$1,115
Lead Teacher	Buccino	Andrea	\$11,602
Lead Teacher	Conlon	Kenneth	\$11,602
Lead Teacher	Cornelio	Cristal	\$11,602
Lead Teacher	Gagis	Elaine	\$11,602
Lead Teacher	Genicoff	Sharon	\$11,602
Lead Teacher	Marella	Lindsay	\$11,602
Lead Teacher	Surraco	Amy	\$11,602
National Honor Society	Kendall	Monet	\$1,115
Parent Partnership Organization	Conlon	Kenneth	\$1,115
School Web Coordinator	Genicoff	Sharon	\$2,784
Treasurer, School Activities Account	Gagis	Elaine	\$4,234

HOURLY COMPENSATION:

Conflict Resolution (Certified SPS and CST only)	Bercovici	Jon	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Genicoff	Sharon	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Kendall	Monet	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Nardelli	Laura	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Pena	Carlos	Hourly Per Diem
Conflict Resolution (Certified SPS and CST only)	Zulli	Sydney	Hourly Per Diem
Home Instruction	Ahmad	Rhyana	\$86
Home Instruction	Bennett	James	\$86
Home Instruction	Biggins	Mary Kris	\$86
Home Instruction	Buonadonna	Carl	\$86
Home Instruction	Cirone	Stephanie	\$86
Home Instruction	Cornelio	Cristal	\$86
Home Instruction	Elefther	Nicholas	\$86
Home Instruction	Kim	Hilary	\$86
Home Instruction	Kruger	Ryan	\$86

Home Instruction	Marella	Lindsay	\$86
Home Instruction	Michaels	Sarah	\$86
Home Instruction	Mimadas	Stella	\$86
Home Instruction	Moogan	Thomas	\$86
Home Instruction	Robin	Melissa	\$86
Home Instruction	Sciametta	Erica	\$86
Home Instruction	Van Daalen	Mabel	\$86
Home Instruction	Vieni	Joan	\$86
Home Instruction	Yanniotis	Andreas	\$86
Home Instruction	Xhemali-Torres	Daphnae	\$86
Proctoring	Ahmad	Rhyana	\$66
Proctoring	Bennett	James	\$66
Proctoring	Biggins	Mary Kris	\$66
Proctoring	Buonadonna	Carl	\$66
Proctoring	Cirone	Stephanie	\$66
Proctoring	Cornelio	Cristal	\$66
Proctoring	Elefther	Nicholas	\$66
Proctoring	Friedman	Robin	\$66
Proctoring	Gosselink	Daniel	\$66
Proctoring	Kendall	Monet	\$66
Proctoring	Kim	Hilary	\$66
Proctoring	Marella	Lindsay	\$66
Proctoring	Michaels	Sarah	\$66
Proctoring	Mimadas	Stella	\$66
Proctoring	Pena	Carlos	\$66
Proctoring	Rick	Deborah	\$66
Proctoring	Sciametta	Erica	\$66
Proctoring	Van Daalen	Mabel	\$66
Proctoring	Vieni	Joan	\$66
Proctoring	Xhemali-Torres	Daphnae	\$66
Proctoring	Yanniotis	Andreas	\$66
Proctoring	Zulli	Sydney	\$66

PER YEAR COMPENSATION:

Before/After School Duty Assignment	Biggins	Mary Kris	\$5,144
Before/After School Duty Assignment	Conlon	Kenneth	\$5,144
Before/After School Duty Assignment	Conry	Joseph	\$5,144
Before/After School Duty Assignment	Dominiguez	Kevin	\$5,144
Before/After School Duty Assignment	Elefther	Nicholas	\$5,144
Before/After School Duty Assignment	Gemici	Emre	\$5,144
Before/After School Duty Assignment	Gosselink	Daniel	\$5,144
Before/After School Duty Assignment	Kim	Hilary	\$5,144
Before/After School Duty Assignment	Lancaster	Jonathan	\$5,144
Before/After School Duty Assignment	Michaels	Sarah	\$5,144
Before/After School Duty Assignment	Mimidas	Stella	\$5,144
Before/After School Duty Assignment	Naccara	Douglas	\$5,144
Before/After School Duty Assignment	Pena	Carlos	\$5,144
Before/After School Duty Assignment	Rick	Deborah	\$5,144
Before/After School Duty Assignment	Van Daalen	Mabel	\$5,144

PER SESSION COMPENSATION:

Interpreter Services	Cornelia	Cristal	\$30
Interpreter Services	Kim	Hilary	\$30
Interpreter Services	Mason	Sheavon	\$30
Interpreter Services	Mason	Sheavon	\$30
Interpreter Services	Pena	Carlos	\$30
Interpreter Services	Xhemali-Torres	Daphnae	\$30

Not to exceed 30-minutes

ATHLETICS - DISTRICT

<u>Assignment</u>	Recommended Staff		2022-23
	<u>Last Name</u>	<u>First Name</u>	<u>Amount</u>
Baseball Assistant Coach	Blundo	Joseph	\$7,797
Baseball Assistant Coach	Lastra	Stephen	\$7,797
Baseball Assistant Coach	Villareale	Evan	\$7,797
Baseball Head Coach	Naccara	Douglas	\$10,912
Basketball Assistant Coach (Boys)	Cecconi	Matthew	\$8,293
Basketball Assistant Coach (Boys)	Pampaloni	Nicholas	\$8,293
Basketball Assistant Coach (Girls)	Luvera	Kathryn	\$8,293

Basketball Assistant Coach (Girls)	Cornelio	Cristal	\$8,293
Basketball Head Coach (Boys)	Lastra	Steven	\$11,692
Basketball Head Coach (Girls)	O'Beirne	Sean	\$11,692
Bowling Coach	Kuipers	Hank	\$5,902
Cheerleader Fall Advisor	Mihas	Maria	\$3,571
Cheerleader Winter Advisor	Perruci	Alexa	\$4,351
Cheerleader Winter Advisor	Luna	Jaime	\$4,351
Cross Country Coach	Cevoli	Ken	\$7,797
Cross Country Coach	Chomin	Michael	\$7,797
Fencing Assistant Coach	Switala	Dylan	\$7,797
Fencing Coach	Lesznik	Gaspar	\$10,912
Football Assistant Coach	Travis	Ramsey	\$8,293
Football Assistant Coach	Van Boeckel	Erik	\$8,293
Football Assistant Coach	Valentine	Taylor	\$8,293
Football Assistant Coach	Lastra	Stephen	\$8,293
Football Assistant Coach	Barno	Peter	\$8,293
Football Head Coach	Lynch	Ryan	\$11,692
Golf Head Coach (Boys)	Robertson	Keith	\$6,237
Golf Head Coach (Girls)	Polonsky	Susan	\$6,237
Lacrosse Assistant Coach (Boys)	Dixon	Andee	\$7,797
Lacrosse Assistant Coach (Girls)	Pagano	Emily	\$7,797
Lacrosse Head Coach (Boys)	Walsh	Gene	\$10,912
Lacrosse Head Coach (Girls)	Miller	Luke	\$10,912
Soccer Assistant Coach (Boys)	Rojek	Mateusz	\$7,797
Soccer Assistant Coach (Boys)	Hackett	Shawn	\$7,797
Soccer Assistant Coach (Boys)	Kalata	Greg	\$7,797
Soccer Assistant Coach (Girls)	Feorenzo	Lauren	\$7,797
Soccer Assistant Coach (Girls)	Kaplan	Keith	\$7,797
Soccer Assistant Coach (Girls)	Marmora	Joseph	\$7,797
Soccer Head Coach (Boys)	Ocampo	Steven	\$10,912
Soccer Head Coach (Girls)	Zweben	Dana	\$10,912
Softball Assistant Coach	Feorenzo	Lauren	\$7,797
Softball Assistant Coach	Zweben	Dana	\$7,797
Softball Assistant Coach	Cornelio	Cristal	\$7,797
Softball Varsity Coach	Mele	Frank	\$10,912
Tennis Assistant Coach (Boys)	Ohanyan	Peter	\$5,902
Tennis Assistant Coach (Girls)	Ohanyan	Peter	\$5,902
Tennis Head Coach (Boys)	Yselonia	John	\$7,797
Tennis Head Coach (Girls)	Yselonia	John	\$7,797
Track Assistant Coach (Boys)	Buser	Erik	\$7,797
Track Assistant Coach (Boys)	Lynch	Ryan	\$7,797
Track Assistant Coach (Girls)	Case	James	\$7,797
Track Second Assistant Coach (Girls)	Cevoli	Ken	\$6,950
Track Head Coach (Boys/Girls)	Hackett	Shawn	\$10,912

Track Indoor Assistant Coach	Buser	Erik	\$4,900
Track Indoor Head Coach	Hackett	Shawn	\$7,000
Volleyball Assistant Coach (Boys)	Van Boeckel	Erik	\$7,797
Volleyball Assistant Coach (Girls)	DeLuca	Mike	\$7,797
Volleyball Assistant Coach (Girls)	Cornelio	Cristal	\$7,797
Volleyball Head Coach (Boys)	Kingsley	Matthew	\$10,912
Volleyball Head Coach (Girls)	Kingsley	Matthew	\$10,912
Weightlifting Coach Fall	Naccara	Douglas	\$7,050
Weightlifting Coach Spring	Chomin	Michael	\$7,050
Weightlifting Coach Winter	Naccara	Douglas	\$4,465

22-P-167T APPROVAL—RESIGNATION(S)

RESOLUTION

WHEREAS, the administration has reviewed the notice(s) of resignation and has concluded that there is no need for further administrative review,

BE IT FURTHER RESOLVED that the following resignation(s) be accepted as per the effective date indicated:

McGoldrick, Kristy	Teacher of the Handicapped	Effective 07/01/2022
Moretti, Christopher	Technology Intern	Effective 06/11/2022
Seraphin, Abigail	Academic Tutor	Effective 07/01/2022

22-P-168T APPROVAL—PAYMENT OF SUPERINTENDENT’S MERIT BONUSES FOR 2021-2022

RESOLUTION

WHEREAS, the Bergen County Technical Schools Board of Education (“Board”) approved 2021-2022 merit goals for the Superintendent at its 06/24/2021 meeting (21-P-186T); and

WHEREAS, the Interim Executive County Superintendent of Schools subsequently reviewed and approved the Board’s approved 2021-2022 merit goals for the Superintendent; and

WHEREAS, the Board affirmed and approved the Superintendent’s complete attainment of all such 2021-2022 merit goals, and certified its affirmation and approval of the same for submission to the Executive County Superintendent of Schools for review and approval, at its May 31, 2022 meeting (Resolution No. 22-P-146T); and

WHEREAS, the Executive County Superintendent of Schools (Essex County) has reviewed the Board’s aforementioned submission and confirmed the Superintendent’s satisfaction of his 2021-2022 merit goals;

BE IT RESOLVED, that the Board hereby authorizes payment to the Superintendent the full amounts of all 2021-2022 merit bonuses set forth in the aforementioned 2021-2022 merit goals.

22-P-169T APPROVAL — SUPERINTENDENT’S MERIT GOALS FOR 2022-2023

RESOLUTION

BE IT RESOLVED, that Board approve the Superintendent’s attached proposed quantitative and qualitative merit goals for school year 2022-2023; and

BE IT FURTHER RESOLVED, that the Board approve the submission of the Superintendent’s proposed quantitative and qualitative merit goals for school year 2022-2023 to the Executive County Superintendent of Schools for review and approval.

22-P-170T APPROVAL—2022–2023 ASSISTANT SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION’S EMPLOYMENT CONTRACT

RESOLUTION

BE IT RESOLVED, that pursuant to review and approval by the Executive County Superintendent of Schools, the employment contract for the period July 1, 2022 to June 30, 2023 for the Assistant Superintendent for Curriculum and Instruction, Richard Panicucci, be approved.

BE IT FURTHER RESOLVED that the Board President is authorized to execute this employment contract.

22-P-171T APPROVAL—2022–2023 ASSISTANT SUPERINTENDENT’S EMPLOYMENT CONTRACT

RESOLUTION

BE IT RESOLVED, that pursuant to review and approval by the Executive County Superintendent of Schools, the employment contract for the period July 1, 2022 to June 30, 2023 for the Assistant Superintendent, Andrea Sheridan, be approved.

BE IT FURTHER RESOLVED that the Board President is authorized to execute this employment contract.

22-P-172T APPROVAL—2022–2023 BUSINESS ADMINISTRATOR/BOARD SECRETARY’S EMPLOYMENT CONTRACT

RESOLUTION

BE IT RESOLVED, that pursuant to review and approval by the Executive County Superintendent of Schools, the employment contract for the period July 1, 2022 to June 30, 2023 for the Business Administrator/Board Secretary, John Susino, be approved.

BE IT FURTHER RESOLVED that the Board President is authorized to execute this employment contract.

22-P-173T APPROVAL — LEAVE(S) OF ABSENCE

RESOLUTION

BE IT RESOLVED, that Joelle Daniele, Confidential Secretary, Bergen County Technical Schools, Human Resources, Paramus, will be granted an unpaid federal and New Jersey statutory family leave of absence with benefits for the period June 21, 2022 through June 23, 2022. The cost of health benefits coverage during the leave period, not to exceed twelve (12) weeks, to be paid by the Board of Education as statutorily required.

BE IT FURTHER RESOLVED, that the Board Secretary shall give notice to the above-named individual(s) as soon as is practical.

22-P-174T APPROVAL—2022-2023 SUMMER WORK AUTHORIZATION

RESOLUTION

BE IT RESOLVED, that the following staff members be approved for work from June 24, 2022 to August 31, 2022 at their hourly/per diem rate based upon their 2022-2023 salary. The number of hours/days indicated is maximum but may be reduced by the Superintendent of Schools if fewer days/hours are required.

<u>Name</u>	<u>Hours/Days</u>	<u>Rate</u>
Cornelio, Cristal	15 days	Per diem
Marella, Lyndsey	15 days	Per diem

*In addition to hours approved at BOE 05/31/22; Resol. #22-P-139T

**BERGEN COUNTY TECHNICAL SCHOOLS
ADULT AND CONTINUING EDUCATION**

SALARY RECLASSIFICATION

	NAME	POSITION	EFFECTIVE DATE	FROM STEP	RATE	TO	NEW RATE
1.	POLEFKA, FRANK	TEACHER	06/01/2022	3	\$ 54.54	4	\$ 57.48
2.	UMA, AWA	TEACHER	06/01/2022	1	\$ 50.05	2	\$ 52.20

Board Approval: 06/28/2022

**Adult and Continuing Education
2022 - 2023**

Step	Hours of Teaching	2022-2023
1	0-150 Hours	\$50.80
2	151-300 Hours	\$52.98
3	301-450 Hours	\$55.36
4	451-750 Hours	\$58.34
5	Over 750 Hours	\$63.77
	Lead Teacher (over 750 hours)	\$66.05
	Office Manager/Facilitator (non-evening school teacher)	\$49.30

Note: Evening School teachers conducting college courses will receive an additional \$3 / hr. over the trade extension

Lead Teachers are eligible for an additional 6 hours per year to perform observations, scheduling and evaluation related activities.

SUPPORT STAFF SALARY GUIDE 22-23

	2022-2023
Secretaries	\$20.74
Teacher Assistants	\$23.81
Security Staff-Parking	\$20.42

FRINGE BENEFITS:

1. Sick days – The Board shall grant one (1) sick day per semester after one (1) full year of instruction. Sick days shall be cumulative up to eight (8) on condition that the Evening School teacher has had uninterrupted employment in the Evening School.
2. Evening School teachers employed for four (4) or more years shall, upon approval of the Principal of the Evening School be eligible for up to \$300 tuition reimbursement per year for courses or training programs and / or \$150 for a seminar related to the teacher’s assignment.
3. Evening School teachers instructing class loads of 30 or more students shall receive additional compensation - \$1.00 per hour per student.
4. Evening School teachers employed for four (4) or more years shall, upon approval of the Principal of the Evening School, be eligible for the following curriculum planning hours to be compensated at their regular Evening School rate:

Teachers instructing:

144 hours or more per year	4 hours curriculum planning time
96 hours or more per year	3 hours curriculum planning time
48 hours or more per year	2 hours curriculum planning time

For payment to be made for the above curriculum hours, the teacher must submit to the Principal revised curriculum materials. Upon the Principal’s approval of these materials, payment in accord with the above schedule will be authorized.

**BERGEN COUNTY TECHNICAL SCHOOLS
ADULT AND CONTINUING EDUCATION**

22-P-157T

SALARY AUTHORIZATION

NAME	POSITION	EFFECTIVE DATE	STEP	RATE
Abas, Ekram	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Ahn, David	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Alschen, Sergei - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Altman, Randy	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Amato, Thein	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Arcilla, Henry	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Arellano, Maria	TEACHER	07/01/2022	1	\$50.80
Barbetta, Joseph	TEACHER	07/01/2022	1	\$50.80**
Bartone, Brad	TEACHER	07/01/2022	5	\$63.77
Bauernschmidt, Ken	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Becker, David	TEACHER	07/01/2022	2	52.98**
Becker, David	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Blog, Matthew	TEACHER	07/01/2022	2	\$52.98
Bloom, Brenden	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Bocchino, Frank	TEACHER	07/01/2022	5	\$63.77
Bocchino, Mark	TEACHER	07/01/2022	5	\$63.77
Brenna, Stefano	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Brophy, Sean	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Chan, Alex	TEACHER	07/01/2022	1	\$50.80
Christian, William	TEACHER	07/01/2022	4	\$58.34
Cicero, Anthony	TEACHER	07/01/2022	1	\$50.80
Citarella, Tony	TEACHER	07/01/2022	5	\$63.77
Cohen, Steven	TEACHER	07/01/2022	1	\$50.80
Cook, Brian	TEACHER	07/01/2022	2	\$52.98**
Cuntrere, Anthony	TEACHER	07/01/2022	4	\$58.34
Curatola, Deborah - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
D'Agostino, Lynn	TEACHER	07/01/2022	1	\$50.80
Daniw, Susan	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
DeBonte, Chris	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
DeFalco, Joseph - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
DeFalco, Joseph	TEACHER	07/01/2022	5	\$63.77
Denisova, Irina	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Desena, Daniel - Lead	LEAD TEACHER	07/01/2022	N/A	\$66.05
Devine, Bruce	TEACHER	07/01/2022	5	\$63.77
Diaz, Jason	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Dietrich, Eric	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Erszkowitz, Jerry	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Eubanks, Robert	TEACHER	07/01/2022	1	\$50.80
Evans, Dexter	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Fabbricatore, Sr., Nicholas	TEACHER	07/01/2022	1	\$50.80
Faciolince, Andres	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Fallon, Sean	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Field, Patricia - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Field, Patricia	TEACHER	07/01/2022	3	\$55.36
Figueroa, Alvaro	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Fitter, Paul	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Flanerty, Sean	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Forne, Oscar	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Francisco, Eric	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Fuchs, Frank	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Gaffney, Steve	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+

NAME	POSITION	EFFECTIVE DATE	STEP	RATE
Genetelli, Robert	TEACHER	07/01/2022	1	\$50.80
Gibbs, Gloria	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Greco, Franco	TEACHER	07/01/2022	2	\$52.98
Guthrie, Peter - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Guthrie, Peter	TEACHER	07/01/2022	1	\$50.80
Hammer, Peter	TEACHER	07/01/2022	4	\$58.34
Hayward, Edmund	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Heimbuch, Richard	TEACHER	07/01/2022	5	\$63.77
Hernandez, Jorge	TEACHER	07/01/2022	1	\$50.80
Herrera, Christian	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Hidalgo, Jacob	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Jodice, Thomas	TEACHER	07/01/2022	4	\$58.34
Karpowich, James	LEAD TEACHER	07/01/2022	N/A	\$66.05
Keeley, Raymond	TEACHER	07/01/2022	3	\$55.36
Kennedy, Robert	TEACHER	07/01/2022	1	\$50.80
Kera, Ivan	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Kesenci, Mary	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Klemer, Lucas	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Knipp, Paul	TEACHER	07/01/2022	1	\$50.80**
Koczvara, Sue	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Kraft, James	TEACHER	07/01/2022	5	\$63.77
Krenc, Raymond	TEACHER	07/01/2022	4	\$58.34
Kule, Bryan	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Lang, Scott- N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Lawrence, Debra	TEACHER	07/01/2022	5	\$63.77
Lees, Ian	TEACHER	07/01/2022	1	\$50.80
Lee, Yu Young	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Leichtweisz, Louis	TEACHER	07/01/2022	4	\$58.34
Levi, Jeff	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Little, Janet	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Liva, Mike	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Liva, Mike	TEACHER	07/01/2022	2	\$52.98**
Longi, Joseph	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Lynch, Craig - Lead	LEAD TEACHER	07/01/2022	N/A	\$66.05
Mahayag, Rommel	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Maher, Kevin	TEACHER	07/01/2022	1	\$50.80
Majowicz, Lukasz	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Makus, Bryam	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Mamone, Brendan	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Marcelino, Jedrick	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Mardini, Rami	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Markowitz, Rob	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
May, Louis	TEACHER	07/01/2022	4	\$58.34
McGuire, Tim	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Medina, Luis	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Medina, Maria	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Micale, Salvatore	TEACHER	07/01/2022	1	\$50.80
Mihalik, Andrew	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Monck, Paul	TEACHER	07/01/2022	1	\$50.80
Montone, Dennis	TEACHER	07/01/2022	2	\$52.98**
Moore, Bernadette	TEACHER	07/01/2022	1	\$50.80
Nesbitt, John	TEACHER	07/01/2022	4	\$58.34
Nina, Eddy	TEACHER	07/01/2022	3	\$55.36
Orlando, Priscilla	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Panzarella, Jack	TEACHER	07/01/2022	3	\$55.36
Pavlu, William - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Pepe, Garrett - Lead	LEAD TEACHER	07/01/2022	N/A	\$66.05
Pero, Victoria	TEACHER	07/01/2022	1	\$50.80

NAME	POSITION	EFFECTIVE DATE	STEP	RATE
Pham, Phillip	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Piotrowski, Robert	TEACHER	07/01/2022	5	\$63.77
Polefka, Frank	TEACHER	07/01/2022	4	\$57.48
Price, Kevin	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Qua Neves, Ana	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Rager, Kevin	TEACHER	07/01/2022	5	\$63.77
Ramirez, Francisco	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Ramsthaler, John	TEACHER	07/01/2022	1	\$50.80
Ray, Priyesh	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Rebisz, Joanna	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Reeves, David	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Reeves, David	TEACHER	07/01/2022	1	\$50.80**
Ridgell, Charles	TEACHER	07/01/2022	1	\$50.80
Rivera, Mary	TEACHER	07/01/2022	1	\$50.80
Rome, Tome	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Romero, Natalia	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Rotonda, Nick	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Samarakone, Victor	TEACHER	07/01/2022	5	\$63.77
Sanchez, Kevin	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Scarpulla, Ciro	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Secor, Kira	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Servidio, John	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Seventko, Justin - N/T	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30
Seventko, Justin	TEACHER	07/01/2022	1	\$50.80**
Shekemi, Donika	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Skees, Salvatore	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Spellman, William - Lead	LEAD TEACHER	07/01/2022	N/A	\$66.05
Tarallo, Dave	TEACHER	07/01/2022	5	\$63.77
Tedesco, Ernest	TEACHER	07/01/2022	4	\$58.34
Tonuzi, Kurt	TEACHER	07/01/2022	1	\$50.80
Tooley, Michael	TEACHER	07/01/2022	4	\$58.34
Torsiello, Bryon	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Tosi, Thom	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Tronicke, Mark	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Tronicke, Mark	TEACHER	07/01/2022	1	\$50.80**
Tuliszewska, Agnes	TEACHER	07/01/2022	1	\$50.80
Uma, Awa	TEACHER	07/01/2022	2	\$52.20
Urbano, David	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Weaver, Craig	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Weisman, Steven	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Welfel, William	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
Yob, Mike	OFFICE MANAGER/FACILITATOR	07/01/2022	N/A	\$49.30+
SECRETARIES				
Broadnax, Tarla	SECRETARY	07/01/2022	N/A	\$20.74
Curatola, Deborah	SECRETARY	07/01/2022	N/A	\$20.74
Donatello, Patricia	SECRETARY	07/01/2022	N/A	\$20.74
Field, Patricia	SECRETARY	07/01/2022	N/A	\$20.74
Grice, Shakeena	SECRETARY	07/01/2022	N/A	\$20.74
Hayek, Hajaleh (Robin)	SECRETARY	07/01/2022	N/A	\$20.74
Pavlu, Christine	SECRETARY	07/01/2022	N/A	\$20.74

Account 13-629-100-101-DA

**Account 61-945-100-101-MS

+Account 11000252101DT

Board Approval: 06/28/2022

EMERGENCY MEDICAL SERVICES (EMS) SALARY GUIDE-HOURLY RATES

2022-2023

	<u>Year</u>	<u>Instructors</u>	<u>Assistant Coordinators</u>	<u>Coordinators</u>	<u>EMT Instructor Aides</u>
	2022-2023	\$33.07	\$36.29	\$42.64	\$16.15

Fringe Benefits

- EMS teachers employed for more than five (5) consecutive years shall be eligible for the following sick days benefit: one (1) sick day per semester. Sick days shall be co-cumulative up to six (6) days on condition that the EMS teacher has had uninterrupted employment in the EMS Center.
- EMS teachers employed for more than five (5) consecutive years shall, upon approval of the EMS Director, be eligible for up to \$200 tuition reimbursement per year for courses or training programs and / or \$100 tuition reimbursement per year for a seminar related to the teacher's assignment.

Note: The teacher must work no less than 150 hours in a given school year to count as a year of employment in the EMS program.

Board approved: 06/28/2022

Instructor Name	Title	Rate	Email
Ahlstedt, Steve	Instructor	\$32.26	steahl@bergen.org
Alvarez, Joseph	Instructor	\$32.26	josalv@bergen.org
Azzolino, Mark	Instructor Aide	\$15.76	marazz@bergen.org
Barbieri, David	Instructor	\$32.26	davbar@bergen.org
Bartlett, Richard J.	Instructor	\$32.26	ricbartl@bergen.org
Bernard, Jeffrey	Instructor Aide	\$15.76	jeffer@bergen.org
Berthold, James	Instructor	\$32.26	jamber@bergen.org
Braun, Peter	Instructor	\$32.26	petbra@bergen.org
Bunio, Carol	Instructor	\$32.26	carbun@bergen.org
Butler, Thomas J.	Instructor	\$32.26	thobtl@bergen.org
Camisa, Nicholas	Instructor	\$32.26	niccam@bergen.org
Cannon, Stephen P.	Instructor	\$32.26	stecan@bergen.org
Cassiello, Steven	Instructor Aide	\$15.76	stecas@bergen.org
Cauwels, Michael	Instructor	\$32.26	miccau@bergen.org
Cochrane, Shawn P.	Instructor	\$32.26	shacoc@bergen.org
Conboy, Roderick	Instructor	\$32.26	rodcon@bergen.org
D'Amore-Bottaro, Daryl	Part Time Secretary	\$29.13	dardam@bergen.org
De Rosa, Alfred	Instructor Aide	\$15.76	alfder@bergen.org
De Young, Phyllis A.	Instructor	\$32.26	phydey@bergen.org
Dirr, Pamela	Instructor Aide	\$15.76	pamdir@bergen.org
Dyl, Joseph	Instructor	\$32.26	josdyl@bergen.org
Ehrlich, Kenneth	Instructor	\$32.26	kenehr@bergen.org
Elkin, Jamie L.	Instructor	\$32.26	jamelk@bergen.org
Emmer, Fred J.	Instructor	\$32.26	freemm@bergen.org
Epper, Teresa A.	Instructor	\$32.26	terepp@bergen.org
Evans II, Donald L.	Instructor	\$32.26	doneva@bergen.org
Garvey, James T.	Instructor	\$32.26	jamgar@bergen.org
Grassi, Joe	Instructor	\$32.26	josgra@bergen.org
Harris, Joseph	Instructor Aide	\$15.76	joshar@bergen.org
Hilliard, Aaron C.	Instructor	\$32.26	aarhil@bergen.org
Hogan, Chris	Instructor	\$32.26	chrhog@bergen.org
Honig, Kenneth	Instructor	\$32.26	kenhon@bergen.org
Imbrenda, Christopher	Instructor	\$32.26	chrimb@bergen.org
Infield, Mark S.	Instructor	\$32.26	marinf@bergen.org
Kalisch, Gloria	Instructor	\$32.26	glokal@bergen.org
Kicks, Alan F.	Instructor	\$32.26	alakis@bergen.org
Kim, Charles	Instructor Aide	\$15.76	chakim@bergen.org
Kochaniec, Christine	Instructor	\$32.26	chrkoc@bergen.org
Kuerzi, Joan	Instructor	\$32.26	joakue@bergen.org
Leidy, Lester	Instructor	\$32.26	leslei@bergen.org
Leventhal, Barry	Instructor	\$32.26	bleventhal@bergen.org
Lichtblau, Mark	Instructor Aide	\$15.76	marlic@bergen.org
Painchaud, Robert J.	Instructor	\$32.26	robpai@bergen.org
Pecoraro, John	Instructor	\$32.26	johpec@bergen.org
Pecoraro, Peter	Coordinator	\$41.60	petpec@bergen.org
Rhodes, Dennis	Instructor	\$32.26	denrho@bergen.org
Richards, Mark	Instructor	\$32.26	marric@bergen.org
Rose, Tom	Instructor	\$32.26	thoros@bergen.org
Salzano, Katie	Part Time Secretary	\$26.45	katsal@bergen.org
Silvia, Richard	Instructor	\$32.26	ricsil@bergen.org
Spero, Anthony T.	Instructor	\$32.26	antspe@bergen.org
Stewart, Craig	Instructor	\$32.26	craste@bergen.org
Stewart, Roseann	Instructor	\$32.26	rosste@bergen.org
Szanto, Roger J.	Instructor	\$32.26	rogsza@bergen.org
Taormina, Joseph	Instructor	\$32.26	jostao@bergen.org

EMS Salaries 22-23

22-P-158T

Tiedemann, Matthew	Instructor	\$32.26	mattie@bergen.org
Veenema, Mark	Instructor	\$32.26	marven@bergen.org
Wagner, Jason	Instructor	\$32.26	jaswag@bergen.org
Ward, Michael	Instructor	\$32.26	micwar@bergen.org
Warin, James	Instructor	\$32.26	jamwar@bergen.org
Waxman, Steve	Assistant Coordinator	\$35.40	stewax@bergen.org
Ziemkiewicz, Matthew R.	Coordinator	\$41.60	matzie@bergen.org

BOE: 06/28/22

Fname	Lname	Cert	Exp	Subject
Paul	Alonzo	Standard	NA	Teacher of Driver Ed; Teacher of Health & Phys Ed, Teacher of the Handicapped
Ian	Askins	Std	NA	Teacher of Mathematics
Joseph	Avato	County	7/25/24	Grades N-12, All Subjects Interscholastic Athletics Assist Basketball
Curt	Banicki	CEAS Standard	NA	Teacher of Industrial Arts Coop Education Coordinator/Hazardous Occupations
Josif	Benfeld	County	1/2/25	Grades N-12, All subjects
Nicholas	Critelli	Standard	NA	Teacher of Business: Finance/Economics/Law
Nicholas	Edis	County	9/1/26	Grades N-12; All Subjects
Kenneth	Farrell II	County	12/1/26	Grades N-12; All Subjects
Irene	Fortunato	Standard	NA	Teacher of ESL
Joseph	Goodman	County	1/2/23	Grades N-12; All Subjects
Regina	Higgins	Standard	NA	Teacher of Science
Yilan	Hsu	County	2/24/26	Grades N-12; All Subjects
Lazlo	Horvath	County	3/1/26	Grades N-12; All Subjects
Laurie	Jaffe	County	7/2/22*	Grades N-12; All subjects
Samuel	Jones	Standard	NA	Teacher of Social Studies
Lauren	Kappmeier	County	8/1/26	Grades N-12 All subjects

Fname	Lname	Cert	Exp	Subject
Gregory	Lallo	County	12/1/26	Grades N-12, All Subjects
Emily	Lowinger	County	1/2/24	Grades N-12; All Subjects
Linda	Luvera	Standard	NA	Teacher of Mathematics
Brian	McGoldrick	County	1/2/24	Grades n-12 All subjects
Sergei	Orlov	Standard	NA	Teacher of Mathematics
Diane	Palmeri	County	7/16/25	Grades N-12; All subjects
Elizabeth	Pariag	NA/Nurse	5/31/22	Standard School Nurse/Nursing license
Alexis	Putkisto	County	1/30/25	Grades N-12; All Subjects
Joseph	Redlitz	County	7/2/22*	Grades N-12; All Subjects
Berthe	Rene-Luke	Standard	NA	Teacher of French
Devin	Sanderson Raphael	County	1/1/27	Grades N-12; All Subjects
Stacy	Stier	County	1/2/2024	Grades N-12; All Subjects
Diego	Vargas	COE	NA	Teacher of Spanish

*Pending Certificate Renewal

FRINGE BENEFITS**ACADEMIC TUTOR****For the Period July 1, 2022 – June 30, 2023**

Work Year	10-month annual contract (September through June; school calendar); Up to 20 summer days as needed, and as determined by the Principal.
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Work Hours	Eight (8) hours per day, inclusive of a daily lunch period (same length as teachers in the building); Schedule may include times outside the regular school day including before school, after school and evening hours as needed, and as determined by the Principal.
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Personal Days	Three (3) days – noncumulative; subject to prior request and approval of Principal or his/her designee. <u>Note:</u> Pro-rated for staff employed for less than ten (10) months in a school year.
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Sick Leave	Ten (10) days per school year – cumulative (no partial or half sick days). <u>Note:</u> Pro-rated for staff employed for less than ten (10) months in a school year.
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Early Release	Employee who leaves school early due to illness or any personal emergency, will not be charged with leave days on the first two (2) occasions. Thereafter, however, the employee will be charged a full sick for illness absence regardless of the time s/he leaves school.
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Emergency Leave	Death in the immediate family four (4) consecutive days taken within six (6) months of death. Immediate family shall be defined as: <table border="0" style="margin-left: 40px;"> <tr> <td>-husband or wife</td> <td>-brothers or sisters</td> </tr> <tr> <td>-children</td> <td>-mother-in-law or father-in-law</td> </tr> <tr> <td>-mother or father</td> <td>-grandparents</td> </tr> <tr> <td colspan="2">-other relatives, if living in the same domicile at the time of death.</td> </tr> </table> Death of a relative not a member of the immediate family - one (1) day taken within six (6) months of death; Maximum two (2) per year.	-husband or wife	-brothers or sisters	-children	-mother-in-law or father-in-law	-mother or father	-grandparents	-other relatives, if living in the same domicile at the time of death.	
-husband or wife	-brothers or sisters								
-children	-mother-in-law or father-in-law								
-mother or father	-grandparents								
-other relatives, if living in the same domicile at the time of death.									

Health Benefits	- Medical: SEHBP or its equivalent - Dental/Orthodontics
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- Vision Care
- Employee contributions toward healthcare (medical and prescription) are paid through semi-monthly payroll contributions.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

- All of the above are individual and dependent coverage.
- Part-time employees must work twenty-five (25) hours or more to receive health benefits.

Notice of Termination Sixty (60) days

BOE Approved: 06/28/2022

coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Leave

Hired before 07/01/00:

Four (4) days - non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Service Adjustment

After ten (10) years	\$ 500
After fifteen (15) years	\$ 950 (additional)
After twenty (20) years	\$1,400 (additional)

Emergency Leave

Death of relative immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

-husband or wife	-children
-mother or father	-brothers or sisters
-mother/father-in-law	-grandparents
-other relatives, if living in the same domicile at the time of death.	

Death of a friend or other relative - one (1) day.

Maximum two (2) per year.

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits

(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

MEDICAL - SEHBP

DENTAL INSURANCE

PRESCRIPTION INSURANCE

VISION CARE INSURANCE

DISABILITY - 60% of monthly base (\$3,500 maximum) 90 days elimination period or accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall not be provided by insurance carrier. However, the Board shall provide the three (3%)

percent cost of living adjustment subject to the conditions specified in the Teachers' Contract.

HEALTH BENEFITS
(continued)

Employees hired January 1, 1997 through June 30, 2008:

- A. Year one (1) of employment
 - 1. Medical - SEHBP
 - 2. Dental--orthodontic services
 - 3. Prescription

- B. Year two (2) of employment
 - Vision Care added.

Employees hired on or after 7/1/2008:

- 1. Medical - SEHBP
- 2. Prescription
- 3. Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days

Board approved: 06/28/2022

FRINGE BENEFITS - 10 and 12 Month Personnel
(Noncertificated) (Full Time Only)

- ADULT EDUCATION INSTRUCTORS (10 months)*
- ADULT EDUCATION INSTRUCTORS (12 months)
- ADULT EDUCATION STAFF (12 months)
- E.M.S. INSTRUCTORS (12 months)**
- E.M.T. INSTRUCTORS (12 months)**
- SPECIALIST: OPERATIONS (12 months)

For the period July 1, 2022 - June 30, 2023

Work Schedule	<p>Work schedule to be determined by the Supervisor.</p> <p><u>Hired into this position on or after 7/1/2006</u> Summer: Five (5) day work week.</p>
Vacation	<p>*Not applicable to 10 month staff members</p> <p><u>Hired before 07/01/00:</u> Twenty-two (22) days with five (5) days carry-over.</p> <p><u>Hired on or after 07/01/00:</u> 1-10 years: 15 days with 5 days carry-over after 10 years: 22 days with 5 days carry-over</p> <p><u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
Sick Leave	<p>Twelve (12) days - cumulative * Ten (10) days - cumulative</p> <p><u>Note:</u> Pro-rated for staff employed for less than ten (10) or twelve (12) months.</p>
Early Release	<p>Staff members who leave work due to illness or any personal emergency, will not be charged sick days on the first two (2) occasions. Thereafter, however, a staff member will be charged a full sick day regardless of the time the staff member left work.</p>
Emergency Leave	<p>Death in the immediate family - four (4) consecutive days. Immediate family shall be defined as follows: -husband or wife -children -mother or father -brothers or sisters -mother /father-in-law -grandparents -other relatives, not living in the same domicile at time of death.</p> <p>Death of a friend or other relative - one (1) day. Maximum two (2) per year.</p>

Adult Ed.Inst., Adult Ed. Staff, E.M.S. Instructors, Specialist: Operations**Page 2**

Annual Physical	One-half (1/2) cost of an annual physical examination not paid by insurance. Reimbursement not to exceed \$100. Payment will be made upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.
<hr/>	
Continuing Education	Continuing education not to exceed \$1,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1 st and June 30 th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.
<hr/>	
Personal Days	Four (4) days - non-cumulative Note: Pro-rated for staff employed for less than twelve (12) months. *Two (2) days - non-cumulative *Note: Pro-rated for staff employed less than ten (10) months.
<hr/>	
Health Benefits (Subject to change on an annual basis)	All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions. <ul style="list-style-type: none"> - Medical – SEHBP - Prescription - Dental/Orthodontics - Vision - All of the above are family coverage except disability, employee only. - Disability - Employees hired after July 1, 1996, will not be eligible for the disability benefit. <p><u>Hired on or after 7/1/2008:</u></p> <ul style="list-style-type: none"> - Medical – SEHBP - Prescription - Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime. <p><u>All employees, regardless of hire date:</u></p> <p>Prescription benefits will be through the SEHBP depending on medical plan enrollment –</p> <p>SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)</p> <p>OR</p> <p>Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)</p>
<hr/>	
Termination Notice	Thirty (30) days

FRINGE BENEFITS – 12 MONTH PERSONNEL
(Non-certificated)

ASSISTANT BOARD SECRETARY

For the period July 1, 2022 to June 30, 2023

Work Schedule

Schedule to be determined by Supervisor

Hired into the position on or after 07/01/14

Summer: Five (5) day work week

Vacation

Twelve (12) days per year; after five (5) years; 15 days; after ten (10) years; 20 days

Maximum carryover - five (5) days per year

Note: Pro-rated for staff employed for less than twelve (12) months

Note: Vacation is subject to prior approval of immediate supervisor.

Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During the first year of employment vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days per year (cumulative)

One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000

Note: Pro-rated for staff employed for less than twelve (12) months

Health Benefits

(subject to change on an annual basis)

Medical insurance will be provided through the New Jersey School Employees Health Benefits Program (SEHBP). Employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

- SEHBP or equivalent
- Prescription
- Dental: \$1,500 maximum per year
- Vision Care

Hired into the position on or after 7/1/2014:

- SEHBP
- Prescription insurance
- Dental insurance

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Annual Physical Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (Customer’s Explanation of Benefits) and a physician’s receipt submitted no later than ninety (90) days following the date of the examination.

Personal Days Four (4) days per year (non-cumulative)

Note: Pro-rated for staff employed for less than twelve (12) months

Emergency Leave Death of relative immediate family – five (5) consecutive days
 Immediate family shall be defined as follows:
 -spouse -children
 -mother or father -brothers or sisters
 -mother/father-in-law
 -other relatives, if living in the same domicile at the time of death
 Death of relative not immediate family - one (1) day; maximum two (2) per year

Holidays Follow Board Approved Schedule of Holidays for Twelve-Month Personnel

Early Release Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Continuing Education Continuing education not to exceed \$5,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee’s current or future district job responsibilities, or otherwise approved by the employee’s immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Achievement/Incentive Bonus of \$300 (non-pensionable) per year to the assistant board secretary who takes a course or seminar elected by the administrator/employee and agreed to by the administrator/employee. To be eligible for the bonus, the staff member must receive a certificate of completion which will be given at the end of the course or seminar.

Longevity Ten (10) years, \$850; Fifteen (15) years, \$400 (additional); Twenty (20) years, \$400 (additional)

Termination Notice Thirty (30) days

Board Approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

ASSISTANT COORDINATOR OF TECHNOLOGY

For the period July 1, 2022 - June 30, 2023

Work Schedule	Summer – Five (5) day work week.
<hr/>	
Vacation	<p>Twenty-two (22) days with five (5) days carry-over.</p> <p><u>Hired into this position on or after July 1, 2010:</u> Twenty (20) days with five (5) days carry-over.</p> <p><u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
<hr/>	
Sick Leave	<p>Twelve (12) days - cumulative</p> <p><u>Note:</u> Pro-rated for staff employed for less than twelve (12) months.</p> <p>One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000</p>
<hr/>	
Continuing Education	<p>Continuing education not to exceed \$3,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.</p>
Personal Computer	<p>Will be provided with a computer and printer for home use to perform school business.</p>
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Personal Leave	<p>Four (4) days - non-cumulative</p> <p>Note: Pro-rated for staff employed for less than twelve (12) months.</p>

Emergency Leave Death of relative immediate family - four (4) consecutive days.
Immediate family shall be defined as follows:
-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.
Maximum two (2) per year.

Early Release Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits
(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

A. Year one (1) of employment

1. SEHBP
2. Dental--orthodontic services
3. Prescription
4. Vision Care
5. Disability (employee only)

Hired on or after 7/1/2008:

1. Health: SEHBP
2. Prescription
3. Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination Sixty (60) days

FRINGE BENEFITS - 12 Month Personnel
(Certificated)

ATHLETIC DIRECTOR

For the period July 1, 2022 - June 30, 2023

VACATION Twenty-six (26) days -Ten (10) days carry-over, effective 9/1.

Note:
Pro-rated for staff members employed for less than twelve (12) months.

A maximum of ten (10) vacation days may be sold at per diem rate per year.

WORK SCHEDULE The Athletic Director shall generally work no more than forty (40) hours total per week from September through June when students are in attendance, and no more than thirty-five (35) hours per work week from July 1 through August 31 and school vacation days when students are not in attendance. The needs of the district's Athletics program will at times, however, require work during hours outside of the traditional work day (including atypical starting and/or ending times), days outside of the traditional work week (i.e., weekends and/or holidays), as well hours beyond forty (40) per week. The Athletic Director shall perform such work with no additional remuneration, but exceptions to the general length of the work week described above will not be the norm.

SICK LEAVE Twelve (12) days - cumulative

Note:
Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$20,000.

ANNUAL PHYSICAL Maximum of \$500 for a complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (Customer's Explanation of Benefits) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

TUITION REIMBURSEMENT Maximum \$6,000 annually for approved course(s) per year.

PERSONAL DAYS Four (4) days - non-cumulative. Administrators who do not use any of their personal days will be awarded one additional sick day in the succeeding school year.

EMERGENCY LEAVE Death in the immediate family - four (4) consecutive days. Immediate family shall be defined as follows:

- husband or wife -children
- mother of father -brother or sisters
- mother/ father -in-law -grandparents
- others relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one day. Maximum two (2) per year

PERSONAL COMPUTER A personal computer and printer will be for home use to perform school business.

HEALTH BENEFITS -Medical: State Health Benefits Plan or equivalent
 -Prescription: State Health Benefits Standalone Plan or equivalent
 -Dental/ Orthodontics
 -Vision Care Program
 -Disability (employee only)
 -Long Term Care Insurance Program (employee only)

The Board will make available to retired administrators the option to participate in the group rate for prescription, dental, and vision care plans. This provision will be on a pilot basis and reviewed annually to determine that there is no additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision. The retired administrators will submit payment to the Board on a semi-annual basis prior to the billing cycle at the group rate for those plans selected.

WORK YEAR/ CALENDAR Follow schedule of holidays for twelve (12) month personnel.

SALARY Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

LONGEVITY Ten (10) years - \$2,500; Twenty (20) years - \$1,500 (additional)

TERMINATION NOTICE Sixty (60) days

Board Approved: June 28, 2022

FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

AUDITORIUM MANAGER

For the Period July 1, 2022 - June 30, 2023

WORK SCHEDULE Forty (40) hours per week, excluding lunch.

Note:

Atypical hours may be approved by the School Business Administrator or his/her designee.

Summer Hours:

During July and August, the regular work week shall be four 7.5 hours per day for a total of thirty (30) hours. Any work week beyond thirty (30) hours per week during the summer months shall be compensated at the normal overtime rate.

Hired into position on or after 7/1/2006

Summer: five (5) day work week.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

If assigned to work on any of the calendar holidays, employee will receive a floating holiday for having worked that day - excluding the specific holidays noted below.

When a full-time employee is required to work on any one of the six holidays noted below, she/he shall receive double time for actual hours worked instead of floating holiday.

New Year's Day

Labor Day

Memorial Day

Thanksgiving

Fourth of July

Christmas

VACATION

One (1) to four (4) years - Fifteen (15) days with five (5) days carry-over.

After four (4) years - Twenty (20) days with five (5) days carry-over.

Note:

Vacation subject to prior approval of immediate supervisor.

Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days at time of retirement x \$150 to a maximum of \$7,500.

ANNUAL PHYSICAL	Maximum of \$250 per year not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.
CONTINUING EDUCATION	Continuing education not to exceed \$5,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1 st and June 30 th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.
EMERGENCY LEAVE	<p>a) Death in the immediate family - four (4) consecutive days. Immediate family shall be defined as follows:</p> <ul style="list-style-type: none"> - husband or wife - mother or father - mother/father-in-law - other relatives, if living in the same domicile at the time of death. - children - brothers or sisters - grandparents <p>b) Death of a friend or other relative - one (1) day. Maximum two (2) per year.</p>
EARLY RELEASE	Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.
PERSONAL DAYS	Four (4) days - non-cumulative. Note: Pro-rated for staff employed for less than twelve (12) months.
OVERTIME	May not exceed \$10,000 annually unless approved by School Business Administrator and Superintendent indicating reason for increase in overtime specifying the new threshold. Any employee responding to an emergency call to any site will be paid a minimum of four (4) hours of overtime.
SALARY ADVANCEMENT	Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendations by the Superintendent of Schools or his/her designee.

**HEALTH
BENEFITS**

(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Medical Insurance - SEHBP

Prescription Insurance

Dental Insurance

Vision Care Insurance

Disability - Hired on or Before June 30, 1996

Sixty percent (60%) of monthly base (\$3,500 maximum) 90 days elimination period.

Hired on or after 7/1/2008:

Medical: SEHBP

Prescription

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

JURY DUTY

No deduction shall be made in salary of any employee who is absent by reason of a court subpoena. An employee who serves as a juror in federal or state courts shall receive regular salary less all payment received for jury service.

**TERMINATION
NOTICE**

Thirty (30) days

Board approved: 06/28/2022

FRINGE BENEFITS – 12 Month Personnel
(Noncertificated)

BROKER/COUNSELOR
(Displaced Homemaker Grant)

For the period July 1, 2022– June 30, 2023

Work Schedule Twenty-five (25) or less than thirty-five (35) hours per week, (excluding lunch).

Hired into position on or after 7/1/2006

Summer: Five (5) day work week.

Vacation

Hired on or after 07/01/00:

1-10 years: 12 days with five (5) days carry-over

After 10 years: 18 days with five (5) days carry-over.

Vacation subject to prior approval of immediate supervisor.

Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days – cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Early Release

Staff members who leave work due to illness or any personal emergency will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Personal Days

Three (3) days – non-cumulative.

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Medical: SEHBP

Emergency Leave

Death of a relative immediate family – four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife

-children

-mother of father

-brothers or sisters

-mother/father-in-law

-grandparents

- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.

Maximum two (2) per year.

Termination Notice

Thirty (30) days

Board Approved:

06/28/2022

BROKER/BUSINESS RESOURCE MANAGER
BROKER/BUSINESS RESOURCE REP.
BROKER/COUNSELOR
BROKER/CHIEF EXAMINER
BROKER/ENROLLMENT COUNSELOR
BROKER/PROGRAM DEI COORDINATOR
BROKER/PUBLIC ACCESS FACILITATOR/SPECIALIST
BROKER/ONE STOP PROJECTS MANAGER
BROKER/SENIOR PLANNER
BROKER/WORK FIRST TECHNICIAN

BROKER/PLANNING ASSISTANT
BROKER/ PROCTOR
BROKER/PROGRAM NAVIGATOR
BROKER/EDUCATION
BROKER/MGR. COUNSELING & TRAINING
BROKER/PUBLIC ACCESS TECHNICIAN
BROKER/MIS COMPUTER TECHNICIAN
BROKER/MONITOR
BROKER/RESOURCE FACILITATOR
BROKER/TESTING EXAMINER
BROKER/YOUTH LIAISON

FRINGE BENEFITS – 12 Month Personnel
(Noncertificated)

For the period July 1, 2022 – June 30, 2023

Work Schedule Thirty-five (35) hours per week, excluding lunch.

Hired into position on or after 7/1/2006
 Summer: Five (5) day work week.

Vacation

Hired before 07/01/00:

Twenty-two (22) days with five (5) days carry-over.
 After ten (10) years, one (1) additional vacation day –
 total twenty-three (23) days.

Hired on or after 07/01/00:

1-10 years: 15 days with five (5) days carry-over
 After 10 years: 23 days with five (5) days carry-over.

Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed
 less than a full year. During first year of employment, vacation days cannot
 be used until July 1st of the new school year.

Sick Leave Twelve (12) days – cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Early Release

Staff members who leave work due to illness or any personal emergency will not
 be charged with sick days on the first two (2) occasions. Thereafter, however,
 staff members will be charged a full sick day regardless of the time they leave work.

Annual Physical

One-half (1/2) cost of a complete annual physical examination not paid by insurance.
 Reimbursement does not exceed \$300. Payment will be made only upon presentation
 of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a
 physician's receipt submitted no later than ninety (90) days following the date of examination.

Continuing Education Continuing education not to exceed \$1,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Days Four (4) days – non-cumulative.

Health Benefits
(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

- SEHBP
- Prescription
- Dental/Orthodontics
- Vision
- Disability – Employees hired after July 1, 1996 will not be eligible for the Disability benefit.

*All of the above are family coverage except disability, employees only.

Hired on or after 7/1/2008:

Health: SEHBP

Prescription

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment – SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Emergency Leave Death of a relative immediate family – four (4) consecutive days.
Immediate family shall be defined as follows:

- husband or wife
- children
- mother of father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.
Maximum two (2) per year.

Termination Notice Thirty (30) days

Board approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

BUSINESS OFFICE STAFF

Accountant
Accounts Payable Specialist
Employee Benefits
Junior Accountant
Lead Accountant
Payroll Specialist
Purchasing Buyer

For the period July 1, 2022 - June 30, 2023

Work Schedule

Hired into this position on or after 7/1/2006:
Summer: Five (5) day work week.

Vacation

Hired before 07/01/00:
Twenty-two (22) days with five (5) days carry-over.
After ten (10) years, one (1) additional vacation day -
total twenty-three (23) days.

Hired on or after 07/01/00:
1-10 years: 15 days with 5 days carry-over
after 10 years: 22 days with 5 days carry-over

Note:
Vacation subject to prior approval of immediate supervisor.
Vacation days are accrued each year and are pro-rated for staff employed less
then a full year. During first year of employment, vacation days cannot be used
until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at
time of retirement to a maximum of \$15,000

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by
insurance. Payment will be made only upon presentation of medical insurance
reimbursement form (*Customer's Explanation of Benefits*) and a physician's
receipt submitted no later than ninety (90) days following the date of the
examination.

Continuing Education

Continuing education not to exceed \$2,500 annually. Eligibility is based upon
course completion during the reimbursement period between July 1st and June
30th with satisfactory completion of an approved course Grade B or higher. All
claims for tuition reimbursement must be approved by the Superintendent or
his/her designee and submitted no later than ninety (90) days following the
completion of the program for which tuition was paid.

Personal Leave

Hired before 07/01/00:

Four (4) days - non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Emergency Leave

Death of relative immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife -children
- mother or father -brothers or sisters
- mother/father-in-law -grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.

Maximum two (2) per year.

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits

(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

MEDICAL INSURANCE - SEHBP

PRESCRIPTION INSURANCE

DENTAL INSURANCE

PRESCRIPTION INSURANCE - \$1.00 Co-pay

VISION CARE INSURANCE

DISABILITY

60% of monthly base (\$3,500 maximum) 90 days elimination period or accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall not be provided by the insurance carrier. However, the Board shall provide the three (3%) percent cost of living adjustment subject to the conditions specified in the Teachers' Contract.

Employees hired January 1, 1997 through June 30, 2008

- A. Year one (1) of employment
 - 1. Medical - SEHBP
 - 2. Prescription
 - 2. Dental--orthodontic services
- B. Year two (2) of employment - Vision Care added

Health Benefits
(continued)

Hired on or after 7/1/2008:

Health: SEHBP

Prescription

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Salary Adjustment

After ten (10) years	\$500
After fifteen (15) years	\$600 (additional)
After twenty (20) years	\$700 (additional)

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days

Board approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

CONFIDENTIAL SECRETARY
CONFIDENTIAL SECRETARY/EXECUTIVE

For the period July 1, 2022 - June 30, 2023

Work Schedule

Thirty-five (35) hours per week, excluding lunch.

Hired into this position on or after 7/1/2006

Summer: Five (5) day work week.

Vacation

1-10 years: Fifteen (15) days with five (5) days carry-over
 after 10 years: Twenty (20) days with five (5) days carry-over
 after 15 years: Twenty-three (23) days with five (5) days carry-over

Note:

Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

Continuing Education

Continuing education not to exceed \$1,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Continuing Education (cont'd) Achievement/Incentive Bonus of \$400 (non-pensionable) per year to confidential secretarial staff who takes a course or seminar elected by the administrator/employee and agreed to by the administrator/employee. To be eligible for the bonus, the staff member must receive a certificate of completion which will be given at the end of the course or seminar.

Personal Leave

Hired before 07/01/00:

Four (4) days - non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Emergency Leave

Death of relative immediate family - five (5) consecutive days.

Immediate family shall be defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.

Maximum two (2) per year.

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Service Adjustment

After ten (10) years	\$ 500
After fifteen (15) years	\$ 950 (additional)
After twenty (20) years	\$1,400 (additional)

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

MEDICAL - SEHBP
PRESCRIPTION INSURANCE
DENTAL INSURANCE
VISION CARE INSURANCE
DISABILITY

Sixty percent (60%) of monthly base (\$3,500 maximum) 90 days elimination period or accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall not be provided by the insurance carrier. However, the Board shall provide the three percent (3%) cost of living adjustment subject to the conditions specified in the Teachers' Contract.

Employees hired January 1, 1997 through June 30, 2008:

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental--orthodontic services
- B. Year two (2) of employment - Vision Care added.

Hired on or after 7/1/2008:

Medical: SEHBP
Prescription
Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –
SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15
medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan:
\$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days

FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

CONSTRUCTION SUPERVISOR

For the period July 1, 2022 - June 30, 2023

WORK SCHEDULE Thirty-five (35) hours per week, excluding lunch.

Five (5) day work week including summer months.

Note:

Atypical hours may be approved by the School Business Administrator or his/her designee.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel. When a full-time employee is required to work on any one of the following holidays, she/he shall receive double time for actual hours worked on said holidays in addition to regular pay:

New Year's Day	Labor Day
Memorial Day	Thanksgiving
Fourth of July	Christmas

VACATION

One (1) to four (4) years - Fifteen (15) days with five (5) days carry-over.
After four (4) years - Twenty (20) days with five (5) days carry-over.

Note:

Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days at time of retirement x \$150 to a maximum of \$7,500.

**ANNUAL
PHYSICAL**

Maximum of \$250 per year not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

CONTINUING EDUCATION Continuing education not to exceed \$1,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee’s current or future district job responsibilities, or otherwise approved by the employee’s immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Bonus payment \$700 annually for course or seminar that is deemed to enhance skills or knowledge as related to current assignment.

SALARY ADVANCEMENT Annual reappointment and increases in salary shall not be automatic but are subject to recommendation by the Superintendent or his/her designee.

EMERGENCY LEAVE

a) Death in the immediate family - four (4) consecutive days.
 Immediate family shall be defined as follows:
 - husband or wife - children
 - mother or father - brothers or sisters
 - mother/father-in-law - grandparents
 -other relatives, if living in the same domicile at the time of death.

b) Death of a friend or other relative - one (1) day.
 Maximum two (2) per year.

EARLY RELEASE Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

PERSONAL DAYS Four (4) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

OVERTIME Entitled to overtime compensation for hours worked in addition to the scheduled work day and approved by Assistant School Business Administrator or designee.

HEALTH BENEFITS All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

(Subject to change on a annual basis)

Medical - SEHBP
Prescription Insurance
Dental Insurance
Vision Care Insurance

Disability - Hired on or Before June 30, 1996

Sixty percent (60%) of monthly base (\$3,500 maximum) 90 days elimination period or accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall not be provided by the insurance carrier.

Hired on or after 7/1/2008:

Medical: SEHBP

Prescription

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date

Prescription benefits will be through the SEHBP depending on medical plan enrollment – SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

JURY DUTY

No deduction shall be made in salary of any employee who is absent by reason of a court subpoena. An employee who serves as a juror in federal or state courts shall receive regular salary less all payment received for jury service.

PROTECTIVE GLASSES

The Board shall pay for the cost of protective safety glasses for each employee which may be required by the provisions of OSHA. Said glasses shall, at all times, remain the property of the Board and shall remain on the premises of the school when not being used by an employee during the hours of employment.

UNIFORMS

Board shall supply and launder the uniforms as per BCTS Custodial contract, if needed.

TERMINATION NOTICE

Thirty (30) days

Board approved: 06/28/2022

FRINGE BENEFITS – 12 Month Personnel
(Noncertificated)

COORDINATOR OF HUMAN RESOURCES
COORDINATOR OF TECHNOLOGY

For the period July 1, 2022- June 30, 2023

WORK SCHEDULE	<p>Forty (40) hours per week.</p> <p><u>Hired into this position on or after 7/1/2006</u> Summer: Five (5) day work week.</p>
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VACATION	<p>Twenty (20) days – Ten (10) days carry-over.</p> <p>All vacation leave, except for carryover days allowed, must be used within the fourteen (14) month period beginning each July 1 and ending August 31 of the following year.</p> <p><u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
<hr/>	
SICK LEAVE	<p>Twelve (12) days - cumulative</p> <p><u>Note:</u> Pro-rated for staff members employed for less than twelve (12) months.</p> <p>One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000.</p>
<hr/>	
CONTINUING EDUCATION	<p>Ability to participate in and/or receive job related seminars, conferences, in-service training, tuition reimbursement, publications and annual membership dues in not more than two (2) or three (3) professional organizations as approved by the Superintendent or his/her designee.</p> <p>Continuing education not to exceed \$5,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.</p>
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PERSONAL DAYS	<p>Four (4) days - non-cumulative</p>

**EMERGENCY
LEAVE**

Death in the immediate family - four (4) consecutive days.
Immediate family shall be defined as follows:
-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.
Maximum two (2) per year.

EARLY RELEASE

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

**PERSONAL
COMPUTER**

In accord with Board policy, a personal computer and accessories will be provided for employee's home use to perform school business.

**HEALTH
BENEFITS**
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Medical: SEHBP
Prescription
Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment:
\$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

**SALARY
ADVANCEMENT**

Salary advancement is not automatic, but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

TERMINATION

Sixty (60) days

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

COORDINATOR OF FACILITIES

For the period July 1, 2022 - June 30, 2023

Work Schedule

Forty (40) hours per week, excluding lunch.
 Five (5) days per week including summer vacation period.

Vacation

One (1) to four (4) years – Fifteen (15) days with five (5) carry-over.
 After four (4) years – Twenty (20) days with five (5) carry-over.
 After fifteen (15) years – Twenty-two (22) days with five (5) days carry-over

Note:

Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000. Six (6) months and one (1) day or more will count as a full year in the last year of employment for purposes of this retirement benefit.

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

Continuing Education

Continuing Education not to exceed \$5,000 annually including membership in professional, job related, organizations. Eligibility for tuition is based upon course completion during the reimbursement period between July 1st and June 30th with satisfactory completion of an approved course Grade B or higher. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Bonus payment \$700 annually for course or seminar that is deemed to enhance skills or knowledge as related to current assignment.

Personal Leave

Four (4) days - non-cumulative.

Note: Pro-rated for staff employed less than twelve (12) months.

Emergency Leave

Death of relative immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

- spouse
- mother or father
- mother/father-in-law
- other relatives, if living in the same domicile at the time of death.
- children
- brothers or sisters
- grandparents

Death of a friend or other relative - one (1) day.

Maximum two (2) per year.

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits

(Subject to change on an annual basis

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Hired into position on or before 7/1/2017:

- A. Year one (1) of employment
 - 1. Medical - SEHBP
 - 2. Dental – orthodontic services
 - 3. Prescription
- B. Year two (2) of employment
 - 1. Benefits as set forth for year one (1) plus
 - 2. Vision Care.

Hired into position after 7/1/2017:

Medical: SEHBP

Prescription

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

Salary Advancement	Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.
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Work Year/Calendar	Follow schedule of holidays for twelve (12) month personnel.
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Notice of Termination	Thirty (30) days
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Board approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

CUSTODIAL AND MAINTENANCE MANAGER

For the period July 1, 2022 - June 30, 2023

Work Schedule

Forty (40) hours per week, excluding lunch.
Five (5) days per week including summer vacation period.

Vacation

Hired on or after 07/01/00:
One (1) to four (4) years - Fifteen (15) days with five (5) carry-over.
After four (4) years - Twenty (20) days with five (5) carry-over.
After fifteen (15) years - Twenty-two (22) days with five (5) days carry-over

Note:
Vacation subject to prior approval of immediate supervisor.
Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note:
Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000. Six (6) months and one (1) day or more will count as a full year in the last year of employment for purposes of this retirement benefit.

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

Black Seal License

Shall receive a stipend of \$1100.00 for possession of a black seal boiler license.

Continuing Education

Continuing education not to exceed \$5,000 annually including membership in professional, job related, organizations. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 5 medical enrolment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days

Board approved: 06/28/2022

DAY CARE CENTER - FRINGE BENEFITS - 10 Month Personnel
(Noncertificated)

DAY CARE CENTER CAREGIVER

For the period July 1, 2022 - June 30, 2023

Workday	Seven (7) hour day includes a duty free 45 minute lunch (schedule to be determined by Director)
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Holidays	Thirteen (13) days
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Personal Days	Two (2) days - non-cumulative Note: Pro-rated for staff employed for less than ten (10) months.
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Sick Days	Ten (10) days - cumulative Note: Pro-rated for staff employed for less than ten (10) months.
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Early Release	Staff members who leave work due to illness or any personal emergency will not be charged with sick days on the first two (2) occasions. Thereafter, however, a staff member will be charged a sick day regardless of the time they leave work.
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Emergency Leave	Death of immediate family - four (4) consecutive days. Immediate family shall be defined as: -husband or wife -children -mother or father -brothers or sisters -mother/father-in-law -grandparents -other relatives, if living in the same domicile at the time of death. Death of a friend or other relative - one day. Maximum two (2) days per year.
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Health Benefits (Subject to change on an annual basis)	All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.
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Medical: SEHBP

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Annual Physical

One-half (1/2) cost of a complete physical examination not paid by insurance. Reimbursement does not exceed \$100. Payment will be made only upon presentation of an acceptable receipt, which must be submitted no later than ninety (90) days following the date of the examination of the employee, otherwise, the claim shall be denied.

Day Care Apparel

Smocks - \$40 per annum

Continuing Education

Continuing education not to exceed \$500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Termination Notice

Thirty (30) days

Board approved: 06/28/2022

DAY CARE CENTER - FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

DAY CARE CENTER CAREGIVER

For the period July 1, 2022- June 30, 2023

Work Schedule

Seven (7) hour day includes a duty free 45 minute lunch
(schedule to be determined by Director)

Summer: Five (5) day work week.

Vacation

Twelve (12) days with two (2) days carryover

Note:

Vacation subject to prior approval of immediate supervisor.
Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Holidays

Fourteen (14) days

Personal Days

Two (2) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Sick Days

Twelve (12) days - cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Early Release

Staff members who leave work due to illness or any personal emergency will not be charged with sick days on the first two (2) occasions. Thereafter, however, a staff member will be charged a sick day regardless of the time they leave work.

Emergency Leave

Death of immediate family - four (4) consecutive days.

Immediate family shall be defined as:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents

-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.
Maximum two (2) days per year.

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Medical: SEHBP

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Annual Physical

One-half (1/2) cost of a complete physical examination not paid by insurance. Reimbursement does not exceed \$100. Payment will be made only upon presentation of an acceptable receipt, which must be submitted no later than ninety (90) days following the date of the examination of the employee, otherwise, the claim shall be denied.

Day Care Apparel

Smocks - \$40 per annum

Continuing Education

Continuing education not to exceed \$500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Termination Notice

Thirty (30) days

ANNUAL PHYSICAL One-half (1/2) cost of a complete physical examination not paid by insurance. Reimbursement does not exceed \$100. Payment will be made only upon presentation of an acceptable receipt, which must be submitted no later than ninety (90) days following the date of the examination of the employee, otherwise, the claim shall be denied.

CONTINUING EDUCATION Continuing education not to exceed \$2,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

HEALTH BENEFITS
(Subject to change on an annual basis) All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

- Medical: SEHBP
- Prescription
- Dental
- Orthodontics
- Vision Care

Hired on or after 7/1/2008:

Medical: SEHBP
Prescription
Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15
medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan:
\$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

TERMINATION NOTICE Thirty (30) days

Health: SEHBP

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Annual Physical

One-half (1/2) cost of a complete physical examination not paid by insurance. Reimbursement does not exceed \$100. Payment will be made only upon presentation of an acceptable receipt, which must be submitted no later than ninety (90) days following the date of the examination of the employee, otherwise, the claim shall be denied.

Day Care Apparel

Smocks - \$40 per annum

Continuing Education

Continuing education not to exceed \$750 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Termination Notice

Thirty (30) days

Board Approved: 06/28/2022

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Health: SEHBP

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Annual Physical

One-half (1/2) cost of a complete physical examination not paid by insurance. Reimbursement does not exceed \$100. Payment will be made only upon presentation of an acceptable receipt, which must be submitted no later than ninety (90) days following the date of the examination of the employee, otherwise, the claim shall be denied.

Day Care Apparel

Smocks - \$40 per annum

**Continuing
Education**

Continuing education not to exceed \$750 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Termination Notice

Thirty (30) days.

Board approved: 06/28/2022

FRINGE BENEFITS - 12 Month Personnel
(Certificated)

DIRECTOR OF SPECIAL EDUCATION

For the period July 1, 2022 - June 30, 2023

WORK SCHEDULE Forty (40) hours per week.

Hired into position on or after 7/1/2006
Summer: Five (5) day work week.

VACATION Twenty (20) days - Ten (10) days carry-over.

All vacation leave, except for carryover days allowed, must be used within the fourteen (14) month period beginning each July 1 and ending August 31 of the following year.

Note:

Vacation subject to prior approval of immediate supervisor.
Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE Fifteen (15) days - cumulative

Note:

Pro-rated for staff members employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000.

**ANNUAL
PHYSICAL**

A complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and physician's receipt submitted no later than ninety (90) days following the date of the examination.

**CONTINUING
EDUCATION**

Ability to participate in and/or receive job related seminars, conferences, in-service training, tuition reimbursement, publications and annual membership dues in no more than two (2) or three (3) professional organizations as approved by the Superintendent or his/her designee.

Continuing education not to exceed \$6,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

PERSONAL DAYS Four (4) days per year - non-cumulative

Note: Pro-rated for staff employed less than twelve (12) months.

**EMERGENCY
LEAVE**

Death in the immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife -children
- mother or father -brothers or sisters
- mother/father-in-law -grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one day.

Maximum two (2) days per year.

EARLY RELEASE

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

ANNUITY

Option of allocating portion of base salary to participate in 403(b) and/or 403(b) 7 program to maximum allowable by statute.

**PERSONAL
COMPUTER**

A personal computer will be provided for employee's home use to perform school business.

**HEALTH
BENEFITS**

(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Health: SEHBP

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

After retirement can participate in plan at an additional cost.

The Board will make available to retired administrators the option to participate in the group rate for prescription, dental and vision care plans. This provision will be on a pilot basis and reviewed annually to determine that there is not additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision. The retired administrators will submit payment to the Board on a semi-annual basis prior to the billing cycle at the group rate for those plans selected.

**SALARY
ADVANCEMENT**

Salary advancement is not automatic, but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

**SERVICE
ADJUSTMENT**

After ten (10) years - \$1,000.
After twenty (20) years-\$1000 (additional).

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

TERMINATION

Sixty (60) days

FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

DIRECTOR OF ONE-STOP CAREER CENTER
DIRECTOR/COORDINATOR OF E.M.S.

For the period July 1, 2022 - June 30, 2023

WORK SCHEDULE	<p>Forty (40) hours per week.</p> <p><u>Hired into the position on or after 7/1/2006</u> Summer: Five (5) day work week.</p>
VACATION	<p>Twenty-one (21) days - (Ten) 10 days carry-over</p> <p>All vacation leave, except for carryover days allowed, must be used within the fourteen (14) month period beginning each July 1 and ending August 31 of the following year.</p> <p><u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
SICK LEAVE	<p>Fifteen (15) days - cumulative</p> <p><u>Note:</u> Pro-rated for staff employed for less than twelve (12) months.</p> <p>One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000.</p>
ANNUAL PHYSICAL	<p>A complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.</p>
CONTINUING EDUCATION	<p>Ability to participate in and/or receive job related seminars, conferences, in-service training, tuition reimbursement, publications and annual membership dues in not more than two (2) or three (3) professional organizations as approved by the superintendent or his/her designee.</p>

Continuing education not to exceed \$6,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

PERSONAL DAYS

Four (4) days - non-cumulative.

Note: Pro-rated for staff employed less than twelve (12) months.

EMERGENCY LEAVE

Death in the immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife -children
- mother or father -brothers or sisters
- mother/father-in-law -grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.

Maximum two (2) days per year.

EARLY RELEASE

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

ANNUITY

Option of allocating portion of base salary to participate in 403(b) and/or 403(b) 7 program to maximum allowable by statute.

PERSONAL COMPUTER

Will be provided with a computer and printer for home use to perform school business.

HEALTH BENEFITS
(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

- SEHBP
- Dental/Orthodontics
- Vision
- Disability*
- Long Term Care Insurance Program

All of the above are family coverage except disability and long term care insurance program - employee only.

*Employees hired after July 1, 2000 will not be eligible for the disability benefit.

HEALTH BENEFITS

(continued)

Health: SEHBP

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

After retirement can participate in plan at an additional cost. The Board will make available to retired administrators the option to participate in the group rate for prescription, dental and vision care plans. This provision will be on a pilot basis and reviewed annually to determine that there is not additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision. The retired administrators will submit payment to the Board on a semi-annual basis prior to the billing cycle at the group rate for those plans selected.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

**SALARY
ADVANCEMENT**

Salary advancement is not automatic, but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

**SERVICE
ADJUSTMENT**

After ten (10) years - \$1,000.

**TERMINATION
NOTICE**

Sixty (60) days

FRINGE BENEFITS – 12 Month Personnel
(Noncertificated)

DIRECTOR OF HUMAN RESOURCES
DIRECTOR OF TECHNOLOGY

For the period July 1, 2022- June 30, 2023

WORK SCHEDULE	<p>Forty (40) hours per week.</p> <p><u>Hired into this position on or after 7/1/2006</u> Summer: Five (5) day work week.</p>
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VACATION	<p>Twenty five (25) days – One year’s worth of vacation days carry-over.</p> <p>All vacation leave, except for carryover days allowed, must be used within the fourteen (14) month period beginning each July 1 and ending August 31 of the following year.</p> <p><u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
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SICK LEAVE	<p>Twelve (12) days - cumulative</p> <p><u>Note:</u> Pro-rated for staff members employed for less than twelve (12) months.</p> <p>One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000.</p>
<hr/>	
CONTINUING EDUCATION	<p>Ability to participate in and/or receive job related seminars, conferences, in-service training, tuition reimbursement, publications and annual membership dues in not more than two (2) or three (3) professional organizations as approved by the Superintendent or his/her designee.</p> <p>Continuing education not to exceed \$5,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee’s current or future district job responsibilities, or otherwise approved by the employee’s immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.</p>
<hr/>	
PERSONAL DAYS	<p>Four (4) days - non-cumulative</p>
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**EMERGENCY
LEAVE**

Death in the immediate family - four (4) consecutive days.
Immediate family shall be defined as follows:
-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.
Maximum two (2) per year.

EARLY RELEASE

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

**PERSONAL
COMPUTER**

In accord with Board policy, a personal computer and accessories will be provided for employee's home use to perform school business.

**HEALTH
BENEFITS**
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Health: SEHBP
Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date

Prescription benefits will be through the SEHBP depending on medical plan enrollment – SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

**SALARY
ADVANCEMENT**

Salary advancement is not automatic, but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

TERMINATION

Sixty (60) days

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

COORDINATOR OF E.M.S.	SPECIALIST - GRANTSWRITER
EMT COORDINATOR	SPECIALIST - GRANTS ACCOUNTANT
E.M.S. ADMINISTRATIVE SPECIALIST	SPECIALIST - HEALTH ASSISTANT
FINANCIAL AID OFFICER	SPECIALIST - PROJECT COORDINATOR
SPECIALIST - ASSISTANT PROJECT COORD.	SPECIALIST - RESOURCE
SPECIALIST - COMPUTER	TECHNOLOGY MANAGER
SPECIALIST - COMPUTER (SOCIAL MEDIA)	MAKERSPACE COORDINATOR
<u>ADULT EDUCATION EDUCATIONAL BROKER - EMPLOYMENT READINESS/LITERACY PROGRAM MANAGER</u>	
<u>ADULT EDUCATION EDUCATIONAL BROKER - EMPLOYMENT READINESS/LITERACY PROGRAM FACILITATOR</u>	
REGISTRAR	

For the period July 1, 2022 - June 30, 2023

Work Schedule	<p>May be scheduled to normally work any five (5) days of the district work week, including Saturday and/or Sunday.</p> <p><u>Hired into the position on or after 7/1/05</u> Forty (40) hour week; schedule to be determined by Supervisor. Summer: Five (5) day work week.</p> <p><u>Specialist: Project Coordinator</u> - Summer: Five (5) day work week.</p>
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Vacation	<p><u>Hired before 07/01/00:</u> Twenty-two (22) days with five (5) days carry-over. After ten (10) years, one (1) additional vacation day - total twenty-three (23) days.</p> <p><u>Hired on or after 07/01/00:</u> 1-10 years: 15 days with 5 days carry-over after 10 years: 22 days with 5 days carry-over</p> <p>Note: Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.</p>
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Sick Leave	<p>Twelve (12) days - cumulative</p> <p>Note: Pro-rated for staff employed for less than twelve (12) months.</p> <p>One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000</p>
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Annual Physical	<p>Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.</p>
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**Health Benefits
(Continued)**

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental--orthodontic services
- B. Year two (2) of employment
 - Vision Care added.

Hired on or after 7/1/2008:

Health: SEHBP

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel

Notice of Termination

Hired before 07/01/03:

Thirty (30) days

Hired on or after 07/01/03:

Fourteen (14) days notice.

Board approved: 6/28/2022

FRINGE BENEFITS – 12 Month Personnel
(Noncertificated)

FISCAL MANAGER

For the period July 1, 2022 – June 30, 2023

Work Schedule

Hired into position on or after 7/1/2006
 Summer: Five (5) day work week.

Vacation

Hired before 07/01/00:
 Twenty-two (22) days with five (5) days carry-over.
 After ten (10) years, one (1) additional vacation day –
 total twenty-three (23) days.

Hired on or after 07/01/00:
 1-10 years: Fifteen (15) days with five (5) days carry-over
 After 10 years Twenty-two (22) days with five (5) days carry-over.

Note:

Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days – cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000.

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

Continuing Education

Continuing education not to exceed \$5,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Leave

Hired before 07/01/00:

Four (4) days – non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days – non-cumulative.

Note: Pro-rated for staff employed for less than twelve (12) months.

Emergency Leave

Death of relative immediate family – four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother of father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.

Maximum two (2) days per year.

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

SEHBP

DENTAL INSURANCE

VISION CARE INSURANCE

DISABILITY

60% of monthly base (\$3,500 maximum) 90 days elimination period or Accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall be provided by the insurance carrier. However, the Board shall provide the three (#%) percent cost of living adjustment subject to the conditions specified in the Teachers' Contract.

Employees hired January 1, 1997 through June 30, 2008:

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental – orthodontic services
- B. Vision Care added.

Health Benefits (continued)

Hired on or after 7/1/2008:

Health: SEHBP

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

Salary Advancement Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Salary Adjustment	After ten (10) years	\$500
	After fifteen (15) years	\$600 (additional)
	After twenty (20) years	\$700 (additional)

Work Year/Calendar Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination Thirty (30) days.

Board approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

GRANTS COORDINATOR
ADMINISTRATIVE SYSTEMS SPECIALIST

For the period July 1, 2022 - June 30, 2023

Work Schedule

Hired into position on or after 7/1/2006:
 Summer: Five (5) day work week.

Vacation

Hired before 07/01/00:
 Twenty (20) days with five (5) days carry-over.
 After ten (10) years, one (1) additional vacation day -
 total twenty-one (21) days.

Hired on or after 07/01/00:
 1-10 years: Fifteen (15) days with five (5) days carry-over
 after 10 years: Twenty (20) days with five (5) days carry-over

Note:

Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

Continuing Education

Continuing education not to exceed \$2,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

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Personal Leave

Hired before 07/01/00:

Four (4) days - non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days - non-cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

Emergency Leave

Death of relative immediate family - four (4) consecutive days.
Immediate family shall be defined as follows:

-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day.
Maximum two (2) days per year

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

SEHBP

DENTAL INSURANCE

VISION CARE INSURANCE

DISABILITY

HEALTH BENEFITS
(Continued)

Employees hired January 1, 1997 through June 30, 2008:

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental--orthodontic services
- B. Year two (2) of employment
 - Vision Care added

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days.

Board approved: 06/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

EXECUTIVE COORDINATOR WORKFORCE INVESTMENT BOARD
WORKFORCE INVESTMENT BOARD BUSINESS MANAGER
ONE-STOP CAREER CENTER COORDINATOR

For the period July 1, 2022 - June 30, 2023

Work Schedule	Forty (40) hours per week, excluding lunch Five (5) days per week including summer vacation period
Vacation	One (1) to Five (5) years - Fifteen (15) days; Five (5) days carry-over After five (5) years - Twenty (20) days; Five (5) days carry-over <u>Note:</u> Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1 st of the new school year.
Sick Leave	Twelve (12) days - cumulative <u>Note:</u> Pro-rated for staff employed for less than twelve (12) months. No half sick days (see early release) One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000
Annual Physical	Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.
Continuing Education	Continuing education not to exceed \$2,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1 st and June 30 th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Leave Four (4) days - non-cumulative.

Note: Pro-rated for staff employed less than twelve (12) months.

Emergency Leave Death of relative immediate family - four (4) consecutive days.
 Immediate family shall be defined as follows:
 -husband or wife -children
 -mother or father -brothers or sisters
 -mother/father-in-law -grandparents
 -other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.
 Maximum two (2) per year.

Salary Adjustment	After ten (10) years	\$ 600
	After fifteen (15) years	\$1,000
	After twenty five (25) years	\$1,500

Early Release Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits
 (Subject to change on an annual basis) All employee contributions towards healthcare coverage will be paid through semi-monthly .

1. SEHBP
 2. Dental--orthodontic services
 3. Vision Care
- All of the above are family coverage

Disability – Employees hired after July 1, 1996 will not be eligible for the disability benefit.

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)

Salary Advancement	Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee..
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Work Year/Calendar	Follow schedule of holidays for twelve (12) month personnel.
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Notice of Termination	Thirty (30) days
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Board approved: 6/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

PAYROLL MANAGER
PAYROLL SUPERVISOR

For the period July 1, 2022 - June 30, 2023

Work Schedule

Hired into position on or after 7/1/2006:
Summer: Five (5) day work week.

Vacation

Hired before 07/01/00:
Twenty-two (22) days with five (5) days carry-over.
After ten (10) years, one (1) additional vacation day -
total twenty-three (23) days.

Hired on or after 07/01/00:
1-10 years: Fifteen (15) days with five (5) days carry-over
after 10 years: Twenty-two (22) days with five (5) days carry-over

Note:

Vacation subject to prior approval of immediate supervisor.
Vacation days are accrued each year and are pro-rated for staff employed
less than a full year. During first year of employment, vacation days cannot
be used until July 1st of the new school year.

Sick Leave

Twelve (12) days - cumulative

Note: Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days times per diem salary at
time of retirement to a maximum of \$15,000.

Annual Physical

Maximum of \$300 for complete physical and/or optical examination not
paid by insurance. Payment will be made only upon presentation of
medical insurance reimbursement form (*Customer's Explanation of
Benefits*) and a physician's receipt submitted no later than ninety (90)
days following the date of the examination.

Continuing Education

Continuing education not to exceed \$5,000 annually. Eligibility is based
upon course completion during the reimbursement period between July 1st and
June 30th with an approved course Grade B or higher. The coursework may be
undergraduate or graduate, but must be from an accredited college or university
and must be acceptable for use in a degree program at that institution. Courses
must be related to the employee's current or future district job responsibilities, or

otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Leave

Hired before 07/01/00:

Four (4) days - non-cumulative. If none used, it will be converted to one (1) additional sick day.

Hired on or after 07/01/00:

Four (4) days - non-cumulative

Emergency Leave

Death of relative immediate family - four (4) consecutive days.

Immediate family shall be defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one day.

Maximum two (2) days per year

Service Adjustment

After ten (10) years	\$ 500
After fifteen (15) years	\$ 950 (additional)
After twenty (20) years	\$1,400 (additional)

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

Employees hired on or before December 31, 1996:

SEHBP

DENTAL INSURANCE

VISION CARE INSURANCE

**Health Benefits
(Continued)**

DISABILITY

60% of monthly base (\$3,500 maximum) 90 days elimination period or accumulated sick days whichever is greater. Three percent (3%) cost of living adjustment shall not be provided by the insurance carrier. However, the Board shall provide the three (3%) percent cost of living adjustment subject to the conditions specified in the Teachers' Contract.

Employees hired January 1, 1997 through June 30, 2008:

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental--orthodontic services
- B. Year two (2) of employment
 - Vision Care added.

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee

Work Year/Calendar

Follow schedule of holidays for twelve (12) month personnel.

Notice of Termination

Thirty (30) days

Board approved: 06/28/2022

Page 2

Early Release

Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.

Health Benefits

(Subject to change on an annual basis)

All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.

- A. Year one (1) of employment
 - 1. SEHBP
 - 2. Dental--orthodontic services
- B. Year two (2) of employment
 - Vision Care added.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and \$10/\$20/"member pays difference" (mail order; 90 days)

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime

Salary Advancement

Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee.

Work Year/Calendar

Follow schedule of School Calendar.

Notice of Termination

Thirty (30) days.

FRINGE BENEFITS - 12 Month Personnel
(Noncertificated)

TRANSPORTATION COORDINATOR

For the period July 1, 2022-June 30, 2023

WORK SCHEDULE Work schedule to be determined by the Supervisor.

Hired into this position on or after 7/1/2006

Summer: Five (5) day work week

VACATION

One (1) to four (4) years - Fifteen (15) days with five (5) days carry-over. After four (4) years - Twenty (20) days with five (5) days carry-over. After fifteen (15) years - Twenty-two (22) days with five (5) days carry-over.

Note:

Vacation subject to prior approval of immediate supervisor. Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE

Twelve (12) days - cumulative

Note:

Pro-rated for staff employed for less than twelve (12) months.

One-half (1/2) accrued number of sick days at time of retirement x \$100 to a maximum of \$8,500

**PERSONAL
DAYS**

Four (4) days – non-cumulative

A personal business day cannot be taken during the five (5) days prior to the closing of school in June or immediately before or after any school holiday, vacation, or weekend. Exceptions for reasons beyond the control of the employee and acceptable to the Superintendent of Schools or his/her designee may be granted.

Note:

Pro-rated for staff employed for less than twelve (12) months.

**ANNUAL
PHYSICAL**

Maximum of \$250 per year not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

**CONTINUING
EDUCATION**

Free tuition for Adult and Continuing Education courses

**EMERGENCY
LEAVE**

Death of a relative in the immediate family - four (4) consecutive days. Immediate family shall be defined as follows:

- husband or wife
- mother or father
- mother/father-in-law
- other relatives, if living in the same domicile at the time of death
- children
- brothers or sisters
- grandparents

Death of a friend or other relative – one (1) day. Maximum – two (2) days per year

**INCLEMENT
WEATHER**

The Superintendent of Schools or his/her designee shall have sole discretion as to the early release of staff from any shift for reasons of inclement weather. Such release shall not be credited to employees assigned to other shifts or to persons who are on vacation or other leave on the day when such early release was granted.

All custodial, maintenance, bus drivers, construction workers, and grounds crew personnel will be expected to report for work as usual on scheduled days and hours when school is closed because of inclement weather.

The Transportation Coordinator or his /her designee are authorized to modify work schedules when an emergency situation occurs or when school is closed due to inclement weather. The Transportation Coordinator or designee of the Superintendent of Schools will contact Association members when school is closed during the week, including weekends and holidays due to inclement weather.

When schools are closed due to inclement weather, employees who report for work will be provided an additional vacation day as well as compensation for working the inclement weather day.

Employees requested to report on another shift that refuse or are unable to do so will be charged one day of personal leave.

**PROTECTIVE
GLASSES**

The Board shall pay for the cost of protective safety glasses for each employee, which may be required by the provisions of OSHA. Said glasses shall, at all times, remain the property of the Board and shall remain on the premises of the school when not being used by an employee during the hours of employment.

HOLIDAYS

See Custodial/Maintenance Contract – Article XIII

HEALTH BENEFITS	<p>All employee contributions towards healthcare coverage will be paid through semi-monthly payroll deductions.</p> <ul style="list-style-type: none"> A. Year one (1) of employment <ul style="list-style-type: none"> 1. SEHBP 2. Dental Insurance B. Year two (2) of employment <ul style="list-style-type: none"> Vision Care (added) 				
	<p><u>Hired on or after 7/1/2008:</u> Health: SEHBP Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime</p>				
	<p><u>All employees, regardless of hire date:</u> Prescription benefits will be through the SEHBP depending on medical plan enrollment – SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)</p>				
	<p>OR</p> <p>Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)</p>				
UNIFORMS	<p>The Board of Education shall provide each employee with:</p> <ul style="list-style-type: none"> 1. Four (4) uniforms annually. 2. One (1) pair of safety shoes annually. 3. Rain gear consisting of jacket, pants, and hood. 4. Snow boots and gloves for those employees required to accomplish snow removal. <p>After the first year, staff shall then have the option of annually choosing #3, #4, or a winter parka or snow overalls</p> <p>In addition to the Board of Education providing the items set for herein, the Board of Education shall reimburse each employee the sum of \$650 each year as an allowance for uniform maintenance. This sum shall be payable quarterly with the first paycheck in the months of July, October, January, and April.</p>				
SALARY ADVANCEMENT	<p>Annual reappointment and increases in salary shall not be automatic but are subject to recommendation by the Superintendent or his/her designee</p>				
SERVICE ADJUSTMENT	<table> <tr> <td>After fifteen (15) years:</td> <td>\$1,000</td> </tr> <tr> <td>After twenty (20) years</td> <td>\$1,500</td> </tr> </table>	After fifteen (15) years:	\$1,000	After twenty (20) years	\$1,500
After fifteen (15) years:	\$1,000				
After twenty (20) years	\$1,500				
TERMINATION NOTICE	<p>Thirty (30) days</p>				

Board approved: 6/28/2022

FRINGE BENEFITS- 12 Month Personnel
(Noncertificated)

COORDINATOR OF THE AMBULANCE CORPS
ASSISTANT COORDINATOR OF THE AMBULANCE CORPS
WORKFORCE INVESTMENT BOARD PLANNING SPECIALISTS

For the period July 1, 2022 - June 30, 2023

Work Schedule	Forty (40) hours per week, excluding lunch Five (5) days per week including summer vacation period
Vacation	One (1) to Five (5) years – Fifteen (15) days; Five (5) days carry-over After five (5) years – Twenty (20) days; Five (5) days carry-over <u>Note:</u> Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1 st of the new school year.
Sick Leave	Twelve (12) days - cumulative <u>Note:</u> Pro-rated for staff employed for less than twelve (12) months. No half sick days (see early release) One-half (1/2) accrued number of sick days times per diem salary at time of retirement to a maximum of \$15,000
Annual Physical	Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.
Continuing Education	Continuing education not to exceed \$2,500 annually. Eligibility is based upon course completion during the reimbursement period between July 1 st and June 30 th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

Personal Leave	Four (4) days - non-cumulative. Note: Pro-rated for staff employed less than twelve (12) months.						
Emergency Leave	Death of relative immediate family - four (4) consecutive days. Immediate family shall be defined as follows: -spouse -children -mother or father -brothers or sisters -mother/father-in-law -grandparents -other relatives, if living in the same domicile at the time of death. Death of a friend or other relative - one (1) day. Maximum two (2) per year.						
Salary Adjustment	<table> <tr> <td>After ten (10) years</td> <td>\$ 600</td> </tr> <tr> <td>After fifteen (15) years</td> <td>\$1,000</td> </tr> <tr> <td>After twenty five (25) years</td> <td>\$1,500</td> </tr> </table>	After ten (10) years	\$ 600	After fifteen (15) years	\$1,000	After twenty five (25) years	\$1,500
After ten (10) years	\$ 600						
After fifteen (15) years	\$1,000						
After twenty five (25) years	\$1,500						
Early Release	Staff members who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff members will be charged a full sick day regardless of the time they leave work.						
Health Benefits (Subject to change on an annual basis)	<p>Employees will contribute towards the cost of their healthcare coverage as required by law through semi-monthly payroll deductions.</p> <ol style="list-style-type: none"> 1. SEHBP 2. Dental--orthodontic services 3. Vision Care <p>All of the above are family coverage</p> <p>Disability – Employees hired after July 1, 1996 will not be eligible for the disability benefit.</p> <p>Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.</p> <p><u>All employees, regardless of hire date:</u></p> <p>Prescription benefits will be through the SEHBP depending on medical plan enrollment –</p> <p>SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct 15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15 co-pay (mail order; 90 days)</p> <p>OR</p> <p>Coverage through NJ Educators Health Plan or NJ Garden State Health Plan: \$5/\$10/”member pays difference” co-pay (retail; 30 days) and \$10/\$20/”member pays difference” (mail order; 90 days)</p>						

Salary Advancement	Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee..
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Work Year/Calendar	Follow schedule of holidays for twelve (12) month personnel.
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Notice of Termination	Thirty (30) days
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Board approved: 06/28/2022

FRINGE BENEFITS-12 Month Personnel
(Noncertificated)

WORKFORCE SYSTEMS MANAGER

For the period July 1, 2022 – June 30, 2023

WORK SCHEDULE Forty (40) hours per week.

Hired into position on or after 7/1/2006
 Summer: Five (5) day work week.

VACATION Twenty-one (21) days with five (5) days carry-over.

Note:
 Vacation subject to prior approval of immediate supervisor.
 Vacation days are accrued each year and are pro-rated for staff employed less than a full year. During first year of employment, vacation days cannot be used until July 1st of the new school year.

SICK LEAVE Twelve (12) days - cumulative

Note:
 Pro-rated for staff employed for less than twelve (12) months.

1/2 accrued number of sick days x per diem salary at time of retirement to a maximum of \$15,000.

ANNUAL PHYSICAL Maximum of \$300 for complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted not later than ninety (90) days following the date of the examination.

CONTINUING EDUCATION Continuing education not to exceed \$6,000 annually. Eligibility is based upon course completion during the reimbursement period between July 1st and June 30th with an approved course Grade B or higher. The coursework may be undergraduate or graduate, but must be from an accredited college or university and must be acceptable for use in a degree program at that institution. Courses must be related to the employee's current or future district job responsibilities, or otherwise approved by the employee's immediate supervisor. All claims for tuition reimbursement must be approved by the Superintendent or his/her designee and submitted no later than ninety (90) days following the completion of the program for which tuition was paid.

**PERSONAL
LEAVE**

Four (4) days - non-cumulative.
If none used they will be converted to one (1) additional sick day.

Note: Pro-rated for staff employed for less than twelve (12) months.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

**HEALTH
BENEFITS**
(Subject to change
on an annual basis)

All employee contributions towards healthcare coverage will be paid
through semi-monthly payroll deductions.
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SEHBP

DISABILITY

DENTAL INSURANCE

VISION CARE INSURANCE

LONG TERM CARE

Dental/Orthodontics: \$1500 maximum per year/\$2000 maximum lifetime.

All employees, regardless of hire date:

Prescription benefits will be through the SEHBP depending on medical
plan enrollment –

SEHBP stand-alone Prescription Drug Plan for NJ Direct 10 and NJ Direct
15 medical enrollment: \$3/\$10/\$10 co-pay (retail; 30 days) and \$5/\$15/\$15
co-pay (mail order; 90 days)

OR

Coverage through NJ Educators Health Plan or NJ Garden State Health
Plan: \$5/\$10/"member pays difference" co-pay (retail; 30 days) and
\$10/\$20/"member pays difference" (mail order; 90 days)

**SALARY
ADVANCEMENT**

Salary advancement is not automatic but subject to satisfactory annual
evaluation and recommendation by the Superintendent of Schools or
his/her designee.

**EARLY
RELEASE**

Staff member who leave work due to illness or any personal emergency,
will not be charged with sick days on the first two (2) occasions.
Thereafter, however, staff member will be charged a full sick day
regardless of the time he/she leaves work.

BERGEN COUNTY TECHNICAL SCHOOLS**TITLE: DISTRICT SUPERVISOR OF SAFETY AND SECURITY****I. QUALIFICATIONS:**

- A. Standard NJDOE Administrator certificate with Supervisor endorsement.
- B. Master's degree from an accredited college or university.
- C. Possess or obtain, and maintain, NJDOE School Safety Specialist certification.
- D. A minimum of five (5) years of experience.
- E. Leadership experience in areas related to the position.
- F. Such alternatives to the above as may be allowed by law and acceptable to the Board.

II. REPORTS TO: Assistant Superintendent**III. PERFORMANCE RESPONSIBILITIES:**

- A. Serves as the district Anti-Bullying Coordinator (N.J.S.A. 18A:37-13, et seq.) for the BCTS and BCSS. The responsibilities of the Anti-Bullying Coordinator include the following:
 - 1. Coordinating and strengthening the school district's policies to prevent, identify and address HIB of students;
 - 2. Collaborating with the Anti-Bullying Specialists in the district, the Board of Education and the Superintendent and designee(s) to prevent, identify and respond to HIB of students in the district;
 - 3. In collaboration with the Superintendent and designee(s), providing data to the NJDOE regarding HIB of students;
 - 4. Executing other duties related to school HIB as requested by the Superintendent and designee(s); and
 - 5. Meeting, at a minimum, twice each school year with the Anti-Bullying Specialists to discuss and strengthen procedures and policies to prevent, identify and address HIB in the district.
- B. Serves as the district School Safety Specialist (N.J.S.A. 18A:17-43.3) for BCTS and BCSS. The responsibilities of the School Safety Specialist include the following:
 - 1. Earning and maintaining NJDOE certification as a School Safety Specialist;
 - 2. Supervising and providing oversight for all school safety and security personnel policies, and procedures in the school district;
 - 3. Ensuring safety and security policies and procedures comply with state laws and regulations;
 - 4. Providing the necessary training and resources to school district staff in matters relating to school safety and security;

4. Serving as the BCTS and BCSS liaison with local law enforcement with regard to Memorandum of Agreement Between Education and Law Enforcement; and
 5. Serving as the BCTS and BCSS liaison with national, state and community agencies and organizations, with regard to the in matters of school safety and security.
- C. Leads, coordinates and supports district Safety and Security Committees for BCTS and BCSS.
 - D. Submits data to the NJDOE Student Safety Data System (“SSDS”) for BCTS and BCSS related violence, vandalism, HIB, weapons and substance offenses, other incidents leading to student removal from school, as well as HIB trainings and programs.
 - E. Reports periodically to the BCTS and BCSS Boards of Education on data submitted to the SSDS as required by law.
 - F. Provides guidance to, and facilitates coordination among, all BCTS Senior Learning Experience Coordinators to ensure all regulatory protocols and standards, including those related to environmental/health/safety and incident reporting, are known and implemented or met.
 - G. Provides guidance to, and facilitates coordination among, all BCTS School Counselors, School Nurses and Student Assistance Counselors to ensure Board Policies, district protocols and regulatory requirements are known and implemented.
 - H. Reports or assists in the reporting of BCTS public health data to governmental agencies as required.
 - I. Performs such other duties as may be assigned.
- IV. APPOINTMENT:** Appointment shall be made by the Board of Education annually, upon the recommendation of the Superintendent of Schools.
- V. TERMS OF EMPLOYMENT:** Twelve (12) months per year. Salary to be established by the Board of Education upon the recommendation of the Superintendent of Schools and/or his/her designee.
- VI. EVALUATION:** Performance of this position will be evaluated annually in accordance with the provisions of the Board’s policy on evaluation of certificated personnel and the administrative procedures on certified staff evaluation.

BOARD APPROVED: June 28, 2022

BERGEN COUNTY TECHNICAL SCHOOLS**TITLE: EMPLOYEE BENEFITS COORDINATOR****I. QUALIFICATIONS:**

1. High school diploma; post high school certificate or degree preferred. Courses in Business Skills and personnel/benefits subjects preferred.
2. Notary Public Certification preferred.
3. Five or more years' experience in office work required.
4. Three or more years' experience in personnel/employee benefits required; school or public sector benefits experience preferred.
5. Ability to effectively use office tools and systems relevant to job responsibilities.
6. Effective communication skills, both written and verbal.
7. Effective problem-solving skills and sound judgement.
8. Such alternatives to the above qualifications as the Board deems appropriate and acceptable under state law.

II. REPORTS TO: Director of Human Resources or Human Resources Manager**III. JOB GOAL:** Effectively perform all Employee Benefits Specialist responsibilities for assigned employees and employee groups as outlined below. Additionally, provide leadership and coordination for all department staff and functions associated with employee benefits administration, workers compensation administration and such other areas as may be assigned, for Bergen County Technical Schools and Bergen County Special Services, to promote accuracy, efficiency, timeliness, proactivity and thoroughness.**IV. PERFORMANCE RESPONSIBILITIES:**

1. Provide orientation to new employees concerning employment benefits programs consistent with collective bargaining agreements and other Board of Education authorizations.
2. Assist employees in completing all employment benefits applications and provide follow-up support to employees as needed.
3. Follow up on district-wide employment benefits enrollment details and requirements (e.g., receipt of benefits ID cards, names added to coverage lists, names added to billing invoices, etc.)
4. Provide current, accurate employment benefits information for individual employees, employee groups, other administrative staff (e.g., Payroll Department) and the school district(s).
5. Organize, communicate about and facilitate annual and special open enrollment periods for the NJ School Employees Health Benefits Program and all other employment benefits programs as needed.

6. Ensure school district compliance with obligations to former employees relative to employment benefits under COBRA, Board Policy and/or collective bargaining agreements.
7. Verify all employee benefits monthly invoices and process them on a timely basis.
8. Serve as liaison to insurance consultants and providers used by the school district(s) related to employee benefits matters.
9. Assist and support school district employees, supervisors and healthcare professionals as needed in the gathering of information and filing of workers compensation claims, and relative to return-to-work and light-duty decision-making.
10. Serve as liaison between the school district(s) and staff and such consultants, third-party administrators and carriers as the school district may use to meet its workers compensation obligations.
11. Stay informed of current workers compensation coverage and claims laws, rules and procedures; suggest changes to school district policies, practices and forms as appropriate.
12. Maintain files of all employment benefits policies, riders and other plan documents.
13. Maintain files of workers compensation plan documents, forms and individual claims.
14. Complete and submit all required state and federal reports that pertain to employee benefits (e.g., IRS mandates) and workers compensation (e.g., OSHA/PEOSH reports).
15. Perform such other duties as may be assigned.

APPOINTMENT: Appointment shall be made by the Board of Education upon the recommendation of the Superintendent.

TERMS OF EMPLOYMENT: Twelve (12) months per year. Salary to be established by the Board of Education upon the recommendation of the Superintendent.

EVALUATION: Performance of this position will be evaluated annually in accordance with the provisions of the Board's policy on evaluation of noncertificated personnel and the administrative procedures on noncertified staff evaluation.

BOARD APPROVED: June 28, 2022

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
23	ABAS	EKREM	SPECIALIST: COMPUTER	\$41,360	\$0	\$0	\$0.00	\$41,360
22	AHMAD	RHYANA	ACADEMIC TUTOR EMPLOYMENT LITERACY INSTRUCTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
33	ALONSO	ISABEL	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	ALTMAN	RANDY	SPECIALIST : COMPUTER	\$77,703	\$0	\$0	\$0.00	\$77,703
23	AMATO	THEIN	SPECIALIST : COMPUTER	\$65,608	\$0	\$0	\$0.00	\$65,608
6	AMPIE ZAPATA	JOSE	BROKER / COUNSELOR	\$47,455	\$0	\$0	\$0.00	\$47,455
23	ARCILLA	HENRY	SPECIALIST : COMPUTER	\$63,853	\$0	\$0	\$0.00	\$63,853
6	ARNETT	GEORGE	BROKER / COUNSELOR	\$58,787	\$0	\$0	\$0.00	\$58,787
22	ATTIEH	MICHELINE	ACADEMIC TUTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
23	BAUERNSCHMIDT	KENNETH	SPECIALIST : COMPUTER	\$60,000	\$0	\$0	\$0.00	\$60,000
23	BECKER	DAVID	TECHNOLOGY MANAGER	\$124,715	\$0	\$0	\$0.00	\$124,715
8	BELLANI	PETER	ACCOUNTING MANAGER EMPLOYMENT LITERACY INSTRUCTOR	\$196,017	\$2,850	\$0	\$0.00	\$198,867
33	BLECHER	HOPE	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	BLOOM	BRENDEN	SPECIALIST : COMPUTER	\$61,662	\$0	\$0	\$0.00	\$61,662
23	BORTNICK	ANGELA	ACCOUNTANT	\$83,502	\$1,800	\$0	\$0.00	\$85,302
23	BRENNA	STEFANO	SPECIALIST : COMPUTER	\$81,464	\$0	\$0	\$0.00	\$81,464
23	BROPHY	SEAN	SPECIALIST: COMPUTER	\$62,040	\$0	\$0	\$0.00	\$62,040
23	CAMINITI	ISABEL	ADMINISTRATIVE SYSTEMS SPECIALIST	\$87,890	\$0	\$0	\$0.00	\$87,890
7	CAPORASO	ANTHONY	DIRECTOR OF SPECIAL EDUCATION	\$134,420	\$1,000	\$0	\$0.00	\$135,420
6	CHOI	HYUNJA	BROKER / EDUCATION ADULT ED PROGRAM FACILITATOR	\$51,371	\$0	\$0	\$0.00	\$51,371
6	COCHI	CAROL	ESL/HSE	\$67,248	\$0	\$0	\$0.00	\$67,248

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
22	COHEN	SOFIA	ACADEMIC TUTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
8	CONKLIN	NAOMI	HUMAN RESOURCES MANAGER	\$124,080	\$0	\$0	\$0.00	\$124,080
22	CONNIFF	CARA	ACADEMIC TUTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
8	COPPOLA	PAULA	HUMAN RESOURCES MANAGER	\$117,645	\$2,850	\$0	\$0.00	\$120,495
6	CUBIAS	CLAUDIA	BROKER / MIS COMPUTER TECHNICIAN	\$51,700	\$0	\$0	\$0.00	\$51,700
10	DANIELE	JOELLE	CONFIDENTIAL SECRETARY	\$82,035	\$500	\$0	\$0.00	\$82,535
3	DANIELI	STEVEN	AUDITORIUM MANAGER	\$92,673	\$0	\$0	\$0.00	\$92,673
23	DANIW	SUSAN	SPECIALIST: COMPUTER	\$65,000	\$0	\$0	\$0.00	\$65,000
23	DEBONTE	CHRISTOPHER	SPECIALIST: COMPUTER	\$45,000	\$0	\$0	\$0.00	\$45,000
23	DEFALCO	JOANN	PURCHASING BUYER	\$45,349	\$0	\$0	\$0.00	\$45,349
23	DENISOVA	IRINA	SPECIALIST : COMPUTER EMPLOYMENT LITERACY INSTRUCTOR	\$60,000	\$0	\$0	\$0.00	\$60,000
33	DEPHILLIPS	LAUREN	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	DIAZ	JASON	SPECIALIST : COMPUTER	\$65,515	\$0	\$0	\$0.00	\$65,515
23	DIETRICH	ERIC	SPECIALIST : COMPUTER	\$86,167	\$0	\$0	\$0.00	\$86,167
23	DVOROZNIAK	MARIA	ASSISTANT PROJECT COORDINATOR	\$95,852	\$0	\$0	\$0.00	\$95,852
23	EMEH	IKE	BROKER COUNSELOR	\$47,000	\$0	\$0	\$0.00	\$47,000
23	ERSZKOWICZ	JAROSLAW	SPECIALIST : COMPUTER	\$67,344	\$0	\$0	\$0.00	\$67,344
6	ESPINOSA	ROBERT	BROKER / MANAGER COUNSELOR	\$65,550	\$0	\$0	\$0.00	\$65,550
23	EVANS	DEXTER	SPECIALIST : COMPUTER	\$88,830	\$0	\$0	\$0.00	\$88,830
23	FACIOLINCE	ANDRES	SPECIALIST : COMPUTER	\$74,448	\$0	\$0	\$0.00	\$74,448
23	FALLON	SEAN	SPECIALIST : COMPUTER	\$90,527	\$0	\$0	\$0.00	\$90,527

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
15	FERRERAS	MONICA	DAY CARE CARE GIVER	\$15	0.00	0.00	0.00	15.00
23	FIGUEROA	ALVARO	SPECIALIST : COMPUTER	\$82,310	\$0	\$0	\$0.00	\$82,310
23	FITTER	PAUL	SPECIALIST : COMPUTER	\$99,781	\$0	\$0	\$0.00	\$99,781
23	FLAHERTY	SEAN	SPECIALIST : COMPUTER	\$44,731	\$0	\$0	\$0.00	\$44,731
23	FOOTE	GRETCHEN	ADULT EDUCATION INSTRUCTOR ASSISTANT COORDINATOR OF	\$53,251	\$0	\$0	\$0.00	\$53,251
2	FORNE	OSCAR	TECHNOLOGY	\$164,985	\$0	\$0	\$0.00	\$164,985
23	FOX	KATHLEEN	EMT INSTRUCTOR	\$53,954	\$0	\$0	\$0.00	\$53,954
23	FRANCISCO	ERIC	SPECIALIST : COMPUTER	\$43,879	\$0	\$0	\$0.00	\$43,879
6	FRIEDLAND	DENISE	BROKER / COUNSELOR	\$57,904	\$0	\$0	\$0.00	\$57,904
23	FUCHS	FRANK	SPECIALIST : COMPUTER	\$78,975	\$0	\$0	\$0.00	\$78,975
23	GAFFNEY	STEVEN	SPECIALIST : COMPUTER EMPLOYMENT LITERACY INSTRUCTOR	\$44,731	\$0	\$0	\$0.00	\$44,731
33	GIORGIDZE-DEMIRTAS	KETEVAN	ESL	\$0	\$0	\$0	\$38.00	\$38.00
22	GOTTLIEB	DAWN	ACADEMIC TUTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
39	GRECO	FRANCO	CONSTRUCTION SUPERVISOR	\$90,475	\$0	\$0	\$0.00	\$90,475
6	GRICE	SHAKEENA	FINANCIAL AID OFFICE	\$57,807	\$0	\$0	\$0.00	\$57,807
33	HAAS	MORGAN	DAY CARE CENTER CAREGIVER	\$0	\$0	\$0	\$13.00	\$13.00
7	HALL	GARY	DIRECTOR OF HUMAN RESOURCES	\$205,536	\$0	\$0	\$0.00	\$205,536
8	HARTWICK	DAVID	HUMAN RESOURCES MANAGER	\$125,144	\$2,850	\$0	\$0.00	\$127,994
6	HAYEK	HAJALEH	BROKER / WORK FIRST TECHNICIAN	\$42,153	\$0	\$0	\$0.00	\$42,153
7	HAYWARD	EDMUND	DIRECTOR OF TECHNOLOGY	\$194,633	\$0	\$0	\$0.00	\$194,633
23	HERRERA	CHRISTIAN	SPECIALIST : COMPUTER	\$91,488	\$0	\$0	\$0.00	\$91,488

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
23	HIDALGO	JOEL	SPECIALIST: COMPUTER	\$72,000	\$0	\$0	\$0.00	\$72,000
23	HIDALGO	JACOB	SPECIALIST: COMPUTER	\$75,290	\$0	\$0	\$0.00	\$75,290
33	HOGAN	IDA	BROKER / EDUCATION	\$26.70	\$0	\$0	\$0.00	\$26.70
22	IHEMAGUBA	AKUNNA	ACADEMIC TUTOR	\$55,000	\$0	\$0	\$0.00	\$55,000
15	IVACIC	MARCELLA	DAY CARE CENTER CAREGIVER	\$28,228	\$0	\$0	\$0.00	\$28,228
23	JIMENEZ	MARCUS	TECHNOLOGY MANAGER EMPLOYMENT LITERACY INSTRUCTOR	\$129,649	\$0	\$0	\$0.00	\$129,649
33	JOANNIDES	RICHLENE	ESL	\$0	\$0	\$0	\$38.00	\$38.00
12	JODICE	THOMAS	COORDINATOR OF FACILITIES	\$137,573	\$0	\$0	\$0.00	\$137,573
10	KATCHEN	MARY	CONFIDENTIAL SECRETARY	\$74,442	\$2,850	\$0	\$0.00	\$77,292
23	KAUPAS	DAVID	ACCOUNTANT EMPLOYMENT LITERACY INSTRUCTOR	\$101,038	\$1,800	\$0	\$0.00	\$102,838
33	KELLY	JANE	HSE	\$0	\$0	\$0	\$37.00	\$38.00
23	KERA	IVAN	SPECIALIST : COMPUTER	\$69,226	\$0	\$0	\$0.00	\$69,226
6	KHIATANI	JYOTI	BROKER / SENIOR PLAN	\$48,598	\$0	\$0	\$0.00	\$48,598
23	KLEMER	LUCAS	SPECIALIST : COMPUTER	\$51,384	\$0	\$0	\$0.00	\$51,384
26	KUGBEDZI BAFFO	PATIENCE	SPECIALIST: SCIENCE LAB	\$52,244	\$0	\$0	\$0.00	\$52,244
23	LANSEY	LORI	EMPLOYEE BENEFITS COORDINATOR	\$72,144	\$0	\$0	\$0.00	\$72,144
23	LAVERTY	DOUGLAS A	EMT INSTRUCTOR	\$47,455	\$0	\$0	\$0.00	\$47,455
10	LAWRENCE	WENDY	CONFIDENTIAL SECRETARY SOCIAL MEDIA/ELECTRONIC COMMUNICATION	\$89,905	\$2,850	\$0	\$0.00	\$92,755
23	LEE	YU YOUNG	COMMUNICATION	\$67,210	\$0	\$0	\$0.00	\$67,210
33	LEONARDI	DONNA	SPECIALIST: SCIENCE	\$0	\$0	\$0	\$59.00	\$59.00
22	LEPORE	JODIE	DAY CARE CENTER CAREGIVER	\$30,675	\$0	\$0	\$0.00	\$30,675

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
34	LERNER	HOWARD	SUPERINTENDENT	\$302,134	\$12,000	\$5,000	\$0.00	\$319,134
23	LISA	HARRY	ADULT EDUCATION INSTRUCTOR	\$53,856	\$0	\$0	\$0.00	\$53,856
23	LONGI	JOSEPH	SPECIALIST : COMPUTER	\$87,758	\$0	\$0	\$0.00	\$87,758
23	LOPICCOLO	LORIE	PAYROLL SUPERVISOR	\$103,970	\$0	\$0	\$0.00	\$103,970
23	MAHAYAG	ROMMEL	SPECIALIST : COMPUTER	\$52,412	\$0	\$0	\$0.00	\$52,412
23	MAJOWICZ	LUKASZ	SPECIALIST : COMPUTER	\$65,947	\$0	\$0	\$0.00	\$65,947
23	MAKUS	BRYAN	SPECIALIST : COMPUTER	\$74,551	\$0	\$0	\$0.00	\$74,551
23	MAMONE	BRANDON	SPECIALIST: COMPUTER	\$41,360	\$0	\$0	\$0.00	\$41,360
20	MANZIONE	STEPHEN	MAIL CLERK/ COURIER	\$0	\$0	\$0	\$13.00	\$13.00
23	MARCELINO	JEDRICK	SPECIALIST : COMPUTER	\$42,000	\$0	\$0	\$0.00	\$42,000
23	MARDINI	RAMI	SPECIALIST : COMPUTER	\$60,000	\$0	\$0	\$0.00	\$60,000
6	MARKEL	ALEXA	BROKER / COUNSELOR	\$70,312	\$0	\$0	\$0.00	\$70,312
23	MARKOWITZ	ROBERT	SPECIALIST : COMPUTER	\$92,150	\$0	\$0	\$0.00	\$92,150
6	MARTIN	TAHISHA	BROKER / COUNSELOR	\$47,600	\$0	\$0	\$0.00	\$47,600
23	MC GUIRE	TIMOTHY	SPECIALIST : COMPUTER	\$87,728	\$0	\$0	\$0.00	\$87,728
23	MEDINA	MARIA	SPECIALIST : COMPUTER	\$72,839	\$0	\$0	\$0.00	\$72,839
23	MEDINA	LUIS	SPECIALIST : COMPUTER EMPLOYMENT LITERACY INSTRUCTOR	\$72,839	\$0	\$0	\$0.00	\$72,839
33	MIDDLETON	DIANE	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	MIHALIK	ANDREW	SPECIALIST: COMPUTER	\$43,428	\$0	\$0	\$0.00	\$43,428
14	MILLER	ALISA	DAY CARE CENTER DIRECTOR	\$54,849	\$0	\$0	\$0.00	\$54,849
31	MOLINELLI	TAMMY	EXECUTIVE COORDINATOR WIB	\$161,763	\$600	\$0	\$0.00	\$162,363

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
6	MONGILIA	ANTHONY	BROKER / COUNSELOR EMPLOYMENT LITERACY INSTRUCTOR	\$0	\$0	\$0	\$38.15	\$38.15
33	MOORE	BERNADETTE	ESL	\$0	\$0	\$0	\$38.00	\$38.00
7	MULLER	WILLIAM	ATHLETIC DIRECTOR EDUCATIONAL BROKER - PROGRAM	\$142,500	\$2,500	0	\$0	\$145,000
23	NOMANI	GHAZALA	MANAGER	\$122,564	\$0	\$0	\$0.00	\$122,564
6	OHANNESSIAN	TALEEN	BROKER / COUNSELOR	\$46,530	\$0	\$0	\$0.00	\$46,530
23	ORLANDO	PRISCILLA	SPECIALIST : COMPUTER ASSISTANT SUPT-CURRICULUM &	\$56,396	\$0	\$0	\$0.00	\$56,396
35	PANICUCCI	RICHARD	INSTRUCTION	\$220,553	\$0	\$0	\$0.00	\$220,553
23	PHAM	PHILIP	SPECIALIST: COMPUTER	\$41,360	\$0	\$0	\$0.00	\$41,360
23	PICCIONI	JAMES	SPECIALIST : OPERATIONS	\$58,047	\$0	\$0	\$0.00	\$58,047
31	POLACK	CAROL	WIB BUSINESS MANAGER	\$77,348	\$600	\$0	\$0.00	\$77,948
23	PRICE	KEVIN	SPECIALIST : COMPUTER	\$81,464	\$0	\$0	\$0.00	\$81,464
30	PRIHODA	STACY	TRANSPORTATION COORDINATOR	\$86,336	\$1,500	\$0	\$0.00	\$87,836
23	QUA-NEVES	ANALUISA	SPECIALIST : COMPUTER	\$81,535	\$0	\$0	\$0.00	\$81,535
22	RADIMER	WIET	ACADEMIC TUTOR SPECIALIST: TECHNOLOGY SUPP TEAM	\$55,000	\$0	\$0	\$0.00	\$55,000
23	RAMIREZ	FRANCISCO	LEADER SPECIALIST: TECHNOLOGY SUPP TEAM	\$96,853	\$0	\$0	\$0.00	\$96,853
23	REBISZ	JOANNA	LEADER	\$62,262	\$0	\$0	\$0.00	\$62,262
26	REEVES	DAVID	SPECIALIST: SCIENCE LAB BROKER /BUSINESS RESOURCE	\$70,381	\$0	\$0	\$0.00	\$70,381
6	RICCIARDI TAHAN	KATHY	MANAGER	\$90,297	\$0	\$0	\$0.00	\$90,297
6	ROSARIO	SONIA	BROKER / COUNSELOR	\$80,980	\$0	\$0	\$0.00	\$80,980
23	ROTONDA	NICHOLAS	SPECIALIST : COMPUTER	\$41,360	\$0	\$0	\$0.00	\$41,360
15	RUEHL	KATHLEEN	DAY CARE CENTER CAREGIVER	\$28,228	\$0	\$0	\$0.00	\$28,228

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
23	SANCHEZ	KEVIN	SPECIALIST : COMPUTER	\$50,130	\$0	\$0	\$0.00	\$50,130
23	SANJUAN	NOREDIS	JUNIOR ACCOUNTANT EMPLOYMENT LITERACY INSTRUCTOR	\$54,107	\$0	\$0	\$0.00	\$54,107
33	SARRAF	ELANA	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	SCARPULLA	CIRO	SPECIALIST: COMPUTER	\$43,428	\$0	\$0	\$0.00	\$43,428
23	SECOR	KIRA	SPECIALIST : COMPUTER	\$45,195	\$0	\$0	\$0.00	\$45,195
6	SERMON	SHARON	BROKER / YOUTH LIASON	\$55,210	\$0	\$0	\$0.00	\$55,210
23	SERVIDIO	JOHN	SPECIALIST : COMPUTER	\$106,535	\$0	\$0	\$0.00	\$106,535
35	SHERIDAN	ANDREA	ASSISTANT SUPERINTENDENT	\$234,502	\$0	\$0	\$0.00	\$234,502
23	SHKEMBI	DONIKA	SPECIALIST : COMPUTER EMPLOYMENT LITERACY INSTRUCTOR	\$42,601	\$0	\$0	\$0.00	\$42,601
33	SINGER	CLIFFORD	HSE	\$0	\$0	\$0	\$38.00	\$38.00
23	SKEES	SALVATORE	SPECIALIST: COMPUTER	\$41,360	\$0	\$0	\$0.00	\$41,360
10	SMITH	SUSAN	CONFIDENTIAL SECRETARY	\$95,219	\$2,850	\$0	\$0.00	\$98,069
6	SOSA	CARMEN	BROKER / CHIEF EXAMINER	\$48,598	\$0	\$0	\$0.00	\$48,598
6	SUAREZ	JUAN	BROKER / COUNSELOR BUSINESS ADMINISTRATOR / BOARD	\$48,788	\$0	\$0	\$0.00	\$48,788
35	SUSINO	JOHN	SECRETARY	\$243,709	\$0	\$0	\$0.00	\$243,709
10	SYKES	DAWN	CONFIDENTIAL SECRETARY	\$76,788	\$0	\$0	\$0.00	\$76,788
16	TARANTINO	MICHAEL	DIRECTOR OF EMS	\$100,894	\$1,000	\$0	\$0.00	\$101,894
8	TIKIJIAN	DANIELLE	PURCHASING MANAGER BROKER /BUSINESS RESOURCE	\$134,434	\$2,850	\$0	\$0.00	\$137,284
6	TODD	DONNA	MANAGER	\$90,297	\$1,200	\$0	\$0.00	\$91,497
23	TORSIELLO	BRYON	TECHNOLOGY MANAGER	\$128,771	\$0	\$0	\$0.00	\$128,771
23	TOSI	THOMAS	TECHNOLOGY MANAGER	\$124,715	\$0	\$0	\$0.00	\$124,715

**22-23 BCTS Non-Affiliated
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Doct</u>	<u>Hrly Rate</u>	<u>Total</u>
23	TRIPODI	GARY	SPECIALIST : OPERATIONS	\$66,320	\$0	\$0	\$0.00	\$66,320
23	TRIPPEDA	NATHALIE	PAYROLL MANAGER	\$74,551	\$0	\$0	\$0.00	\$74,551
23	TRONICKE	MARK	TECHNOLOGY MANAGER	\$123,129	\$0	\$0	\$0.00	\$123,129
6	TROY	LAURA	BROKER / COUNSELOR	\$66,825	\$0	\$0	\$0.00	\$66,825
22	UMA	AWA	ADULT EDUCATION INSTRUCTOR	\$69,182	\$0	\$0	\$0.00	\$69,182
23	URBANO	DAVID	SPECIALIST : COMPUTER	\$96,983	\$0	\$0	\$0.00	\$96,983
23	WEAVER	CRAIG	SPECIALIST : COMPUTER	\$69,789	\$0	\$0	\$0.00	\$69,789
23	WEISMAN	STEVEN	SPECIALIST: COMPUTER	\$52,244	\$0	\$0	\$0.00	\$52,244
23	WELFEL	WILLIAM	TECHNOLOGY MANAGER EMPLOYMENT LITERACY INSTRUCTOR	\$116,095	\$0	\$0	\$0.00	\$116,095
33	WHITE-STEVENSON	DEGORIA	ESL	\$0	\$0	\$0	\$38.00	\$38.00
23	WILLIAMS	VIVIAN	ACCOUNTANT ONE STOP CAREER CENTER	\$71,346	\$0	\$0	\$0.00	\$71,346
31	WOLF	LYNDA	COORDINATOR EMPLOYMENT LITERACY INSTRUCTOR	\$106,482	\$0	\$0	\$0.00	\$106,482
33	XIE	YINGHONG	ESL	\$0	\$0	\$0	\$38.00	\$38.00
33	ZEVALLOS PAZ	LOURDES	BROKER / PROCTOR	\$21.71				\$21.71

**22-23 BCTS Head Custodian/Custodial Supervisor
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Boiler</u>	<u>Fork</u>	<u>Shift</u>	<u>Total</u>
4	ADDICE	JAMES	HEAD CUSTODIAN	\$80,509	\$1,100	\$0	\$0	\$81,609
36	BONARDI	DAVID	CUSTODIAL SUPERVISOR	\$84,058	\$1,100	\$0	\$0	\$85,158
4	MACCIOLI	NICHOLAS	HEAD CUSTODIAN	\$56,439	\$1,100	\$0	\$1,200	\$58,739
36	MALAJIAN	RICHARD	CUSTODIAL SUPERVISOR	\$71,820	\$1,100	\$100	\$0	\$73,020
36	MASTRICOVA	JAMES	CUSTODIAL SUPERVISOR	\$81,779	\$1,100	\$0	\$0	\$82,879
36	PORSCHEN	DREW	CUSTODIAL SUPERVISOR	\$59,972	\$0	\$0	\$0	\$59,972
4	REILLY	JOHN	HEAD CUSTODIAN	\$79,090	\$1,100	\$0	\$1,200	\$81,390
4	SOMERS	KATHRYN	HEAD CUSTODIAN	\$63,277	\$1,100	\$0	\$0	\$64,377
4	TRAVIS	RAMSEY	HEAD CUSTODIAN	\$58,272	\$0	\$100	\$0	\$58,372
4	WISEMAN	WILLIAM	HEAD CUSTODIAN	\$61,900	\$1,100	\$0	\$1,200	\$64,200

**22-23 BCTS District Supervisors
Salary Run**

22-P-162T

<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Total</u>
CASPERSON	TIMOTHY	DISTRICT SUPERVISOR OF HUMANITIES	\$145,916	\$3,500	\$149,416
LOTTER	GWENDOLYN	DISTRICT SUPERVISOR OF MATH & SCIENCE	\$115,798	\$0	\$115,798
MICELI	MICHAEL	DISTRICT SUPERVISOR	\$136,172	\$0	\$136,172
OBOJKOVITS	BONNIE	DISTRICT SUPERVISOR	\$154,010	\$3,500	\$157,510
SOREM	BRIDGET	TEACHER OF ENGLISH	\$115,623	0	\$115,623

**22-23 BCTS Principals, Vice Principals and Supervisors
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Total</u>
24	ALSTON-BALAPUTRA	MELANIE	VICE PRINCIPAL	\$147,544	\$0	\$147,544
24	ALVES	ROSARIO	SUPERVISOR	\$128,299	\$2,500	\$130,799
24	BATH	RAYMOND	VICE PRINCIPAL	\$156,673	\$4,000	\$160,673
24	CAPODICE	CHRISTOPHER	SUPERVISOR	\$128,299	\$0	\$128,299
24	CASTIGLIA	PAUL	VICE PRINCIPAL	\$158,993	\$4,000	\$162,993
24	CHEVALIER	JON	VICE PRINCIPAL	\$149,929	\$4,000	\$153,929
24	DAVIS	RUSSELL	PRINCIPAL	\$195,610	\$4,000	\$199,610
24	LYNCH	VICTOR	PRINCIPAL	\$158,202	\$4,000	\$162,202
24	MONTONE	DENNIS	PRINCIPAL	\$175,718	\$4,000	\$179,718
24	PINKE	MICHELLE	SUPERVISOR	\$136,598	\$2,500	\$139,098
24	TANKARD	DAVID	PRINCIPAL	\$177,266	\$2,500	\$179,766
24	WERTHEIM	JEREMY	PRINCIPAL	\$165,719	\$2,500	\$168,219
24	WINFIELD-PIERCE	KATOYA	SUPERVISOR	\$132,352	\$4,000	\$136,352
24	ZANONI-MENDELSON	GIULIA	SUPERVISOR	\$144,617	\$2,500	\$147,117

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	ABRAMSON	MICHAEL	TEACHER OF MATHEMATICS	V	19	\$114,383	\$1,860	\$11,122	\$0	\$1,126	\$128,491
28	ACUNA	KYMBERLY	SCHOOL COUNSELOR	III	6	\$71,406	\$0	\$11,122	\$0	\$0	\$82,528
28	ADRIANCE	TIMOTHY	TEACHER OF CULINARY ARTS	III	7	\$74,278	\$0	\$11,122	\$0	\$0	\$85,400
28	ALBERT	CATHERINE	SCHOOL PSYCHOLOGIST	V	9	\$83,690	\$0	\$0	\$0	\$0	\$83,690
28	ALEMAN	ROBERT	TEACHER OF PLUMBING / PIPEFITTING	I	13	\$85,202	\$700	\$0	\$7,568	\$0	\$93,470
28	ALLARD	GENEVIEVE	TEACHER OF SOCIAL STUDIES	V	13	\$95,966	\$1,860	\$0	\$0	\$1,126	\$98,952
28	ALSCHEN	SERGEI	TEACHER OF SOCIAL STUDIES	V	19	\$114,383	\$1,860	\$11,122	\$0	\$0	\$127,365
28	ALVAREZ	JOHN	TEACHER OF ENGLISH	I	7	\$69,550	\$0	\$0	\$0	\$0	\$69,550
28	AMOROSI	OLIVIA	TEACHER OF COSMETOLOGY / HAIR STYLIST	III	12	\$88,644	\$0	\$0	\$7,568	\$0	\$96,212
28	ANDALORO	JENNIFER	SCHOOL COUNSELOR	IV	9	\$81,418	\$700	\$11,122	\$0	\$0	\$93,240
28	ARELLANO	MARIA	TEACHER OF CULINARY ARTS	III	12	\$88,644	\$0	\$0	\$7,568	\$0	\$96,212
28	ARIMBORGO	REBECCA	TEACHER OF ENGLISH	III	9	\$80,024	\$0	\$0	\$0	\$0	\$80,024
28	ARMONAITIS	WILLIAM	TEACHER OF EMERGENCY MEDICAL TECHNOLOGY	V	12	\$92,899	\$0	\$0	\$0	\$1,126	\$94,025
28	BALLAS	THEODORA	TEACHER OF FRENCH	III	14	\$94,390	\$4,780	\$11,122	\$0	\$0	\$110,292
28	BARBETTA	JOSEPH	TEACHER OF ENGINEERING TECHNOLOGY	III	19	\$108,756	\$0	\$11,122	\$725	\$0	\$120,603
28	BELKIN	ALISON	SCHOOL COUNSELOR	V	10	\$86,760	\$700	\$11,122	\$0	\$0	\$98,582
28	BEMIS	LEALA	TEACHER OF MATHEMATICS	V	13	\$95,966	\$1,860	\$0	\$0	\$0	\$97,826
28	BENNETT	JAMES	TEACHER OF SOCIAL STUDIES	IV	14	\$96,001	\$4,780	\$0	\$0	\$0	\$100,781
28	BERCOVICI	JON	SCHOOL SOCIAL WORKER	V	19	\$125,821	\$4,780	\$11,122	\$0	\$0	\$141,723

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	BERWICK	CARLY	TEACHER OF ENGLISH	III	9	\$80,024	\$0	\$0	\$0	\$0	\$80,024
28	BEYER	MELISSA	SCHOOL NURSE	II	13	\$88,947	\$0	\$0	\$0	\$0	\$88,947
28	BIGGINS	MARY	TEACHER OF ENGLISH	I	12	\$82,594	\$4,780	\$0	\$0	\$0	\$87,374
28	BLAKE	KATHERINE	TEACHER OF SOCIAL STUDIES	V	9	\$83,690	\$700	\$0	\$0	\$0	\$84,390
28	BOGDANOWICH	MARIE	STUDENT ASSISTANCE COUNSELOR	V	11	\$89,829	\$0	\$0	\$0	\$0	\$89,829
28	BONANOMI	MARK	TEACHER OF MATHEMATICS	III	9	\$80,024	\$0	\$11,122	\$0	\$0	\$91,146
28	BOYLE	DIANE	SCHOOL COUNSELOR	IV	16	\$101,832	\$1,860	\$0	\$0	\$0	\$103,692
28	BRANDA	JOHN	TEACHER OF FOOD SERVICES	I	19	\$100,856	\$1,860	\$11,122	\$0	\$0	\$113,838
28	BRANDA	DOMINIC	TEACHER OF CULINARY ARTS	I	19	\$100,856	\$4,780	\$0	\$7,568	\$0	\$113,204
28	BRANDT	STEEVI	TEACHER OF ENGLISH	III	9	\$80,024	\$0	\$0	\$0	\$0	\$80,024
28	BUCCINO	ANDREA	TEACHER OF SOCIAL STUDIES	V	15	\$112,315	\$1,860	\$11,122	\$0	\$0	\$125,297
28	BUONADONNA	CARL	TEACHER OF ENGLISH TEACHER OF ENGINEERING	I	7	\$69,550	\$0	\$0	\$0	\$0	\$69,550
28	BUSER	ERIK	TECHNOLOGY	III	7	\$74,278	\$0	\$0	\$7,568	\$0	\$81,846
28	CADAVID	VERONICA	TEACHER OF BIOLOGY	II	7	\$72,470	\$0	\$0	\$0	\$0	\$72,470
28	CALANDRA	GABRIELA	TEACHER OF SPANISH	V	13	\$95,966	\$1,860	\$11,122	\$0	\$0	\$108,948
28	CALLAHAN	CHRISTOPHER	TEACHER OF PHYSICS	V	15	\$102,105	\$4,780	\$0	\$0	\$0	\$106,885
28	CARBERRY	LARENTINA	TEACHER OF SPANISH	III	11	\$85,770	\$0	\$11,122	\$0	\$0	\$96,892
28	CAREY	JESSICA	TEACHER OF BIOLOGY	I	6	\$66,941	\$0	\$0	\$0	\$0	\$66,941
28	CAREY	DIANE	TEACHER OF HEALTH OCCUPATIONS	V	19	\$114,383	\$700	\$0	\$7,568	\$1,126	\$123,777

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	CARSELLI	CHRISTOPHER	SCHOOL COUNSELOR	IV	6	\$72,670	\$0	\$0	\$0	\$0	\$72,670
28	CASARICO	ELIZABETH	TEACHER OF MATHEMATICS	III	12	\$88,644	\$4,780	\$0	\$0	\$0	\$93,424
28	CASTELLA	FRANK	TEACHER OF HEALTH SCIENCE	V	19	\$114,383	\$1,860	\$0	\$0	\$1,126	\$117,369
28	CASTRO	JULIETTE	TEACHER OF ENGLISH	I	2	\$56,505	\$0	\$0	\$0	\$0	\$56,505
28	CENTENO	BRIDGET	TEACHER OF COMMERCIAL ART	III	14	\$94,390	\$1,860	\$0	\$7,568	\$0	\$103,818
28	CHOMIN	MICHAEL	TEACHER OF ENGLISH	III	13	\$91,516	\$1,860	\$0	\$0	\$0	\$93,376
28	CIRONE	STEPHANIE	TEACHER OF ENGLISH	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	COHEN	STEVEN	TEACHER OF PHYSICS	IV	11	\$95,978	\$0	\$0	\$0	\$0	\$95,978
28	CONLON	KENNETH	TEACHER OF PHYSICAL EDUCATION	III	9	\$80,024	\$700	\$0	\$0	\$0	\$80,724
28	CONRY	JOSEPH	TEACHER OF SOCIAL STUDIES	III	10	\$82,899	\$0	\$0	\$0	\$0	\$82,899
28	CORNELIO	CRISTAL	TEACHER OF SOCIAL STUDIES	III	7	\$74,278	\$0	\$0	\$0	\$0	\$74,278
28	CRANE	LAURA	TEACHER OF CHEMISTRY	V	19	\$114,383	\$4,780	\$0	\$0	\$1,126	\$120,289
28	CRANE	TODD	TEACHER OF CHEMISTRY	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	CRIMMEL	MICHELLE	TEACHER OF ENGLISH TEACHER OF VOCATIONAL ARTS /	III	14	\$94,390	\$4,780	\$11,122	\$0	\$0	\$110,292
73	CROCHET	LAURIE	DANCE	III	10	\$49,739	\$0	\$0	\$0	\$0	\$49,739
28	DALE	JENNIFER	ATHLETIC TRAINER	III	9	\$80,024	\$700	\$11,122	\$0	\$0	\$91,846
28	DALZELL	MATTHEW	TEACHER OF MATHEMATICS	V	8	\$80,621	\$0	\$0	\$0	\$0	\$80,621
28	DAWIDCZYK	ANGELIKA	TEACHER OF MATHEMATICS	III	4	\$65,660	\$0	\$0	\$0	\$0	\$65,660
28	DE MARCO	TONILYNNE	SCHOOL COUNSELOR	III	15	\$97,262	\$4,780	\$0	\$0	\$0	\$102,042

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	DE SENA	DANIEL	TEACHER OF ELECTRICAL TECHNOLOGY	II	16	\$97,185	\$1,860	\$0	\$7,568	\$0	\$106,613
28	DEMETER	SCOTT	TEACHER OF SOCIAL STUDIES	I	12	\$82,594	\$1,860	\$11,122	\$0	\$0	\$95,576
28	DI AMICO-KING	PATRICIA	TEACHER OF ENGLISH	III	14	\$94,390	\$4,780	\$11,122	\$0	\$0	\$110,292
28	DIBIANO	MARYROSE	TEACHER OF PHYSICS	V	11	\$89,829	\$700	\$0	\$0	\$0	\$90,529
28	DIXON	ANDEE	TEACHER OF LANDSCAPING	III	12	\$88,644	\$0	\$0	\$7,568	\$0	\$96,212
28	DJEDJI	DJAKOURE	TEACHER OF MATHEMATICS	III	19	\$108,756	\$1,860	\$11,122	\$0	\$0	\$121,738
28	DOBRICH	OLIVER	TEACHER OF CHEMISTRY	IV	5	\$69,754	\$0	\$11,122	\$0	\$0	\$80,876
28	DOGRU	OZGUR	TEACHER OF PHYSICS TEACHER OF HEALTH AND PHYSICAL	V	13	\$95,966	\$0	\$11,122	\$0	\$1,126	\$108,214
28	DOMINGUEZ	KEVIN	EDUCATION	I	2	\$56,505	\$0	\$0	\$0	\$0	\$56,505
28	DURAN	JUAN	TEACHER OF THE HANDICAPPED	V	14	\$99,036	\$1,860	\$0	\$0	\$0	\$100,896
28	EICHENLAUB	RICHARD	SCHOOL PSYCHOLOGIST	V	10	\$86,760	\$0	\$0	\$0	\$1,126	\$87,886
28	ELEFATHER	NICHOLAS	TEACHER OF AERONAUTICS	V	11	\$89,829	\$700	\$0	\$7,568	\$0	\$98,097
28	FARLEY	HEATHER	TEACHER OF SOCIAL STUDIES	I	8	\$72,157	\$0	\$0	\$0	\$0	\$72,157
28	FEORENZO	LAUREN	SCHOOL COUNSELOR	III	4	\$65,660	\$0	\$0	\$0	\$0	\$65,660
28	FEUSS	DANIELLE	TEACHER OF CHEMISTRY	V	11	\$89,829	\$700	\$11,122	\$0	\$0	\$101,651
28	FILLEBROWN	CATHERINE	TEACHER OF CHINESE	III	10	\$82,899	\$700	\$11,122	\$0	\$0	\$94,721
28	FLAHERTY	PAUL	TEACHER OF PHYSICS	III	14	\$94,390	\$0	\$0	\$0	\$0	\$94,390
28	FLETCHER	ESTHER	TEACHER OF MATHEMATICS	III	13	\$91,516	\$0	\$0	\$0	\$0	\$91,516
28	FOGG	FRED	TEACHER OF BUSINESS STUDIES	V	10	\$86,760	\$0	\$11,122	\$0	\$0	\$97,882

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	FORNE	OSCAR	TEACHER OF MACHINE SHOP	I	19	\$22,188	\$956	\$2,224	\$650	\$0	\$26,018
28	FRIEDMAN	ROBIN	TEACHER OF MATHEMATICS	III	19	\$108,756	\$1,860	\$0	\$0	\$0	\$110,616
28	FUENTES	ELIZABETH	TEACHER OF HEALTH AND PHYSICAL EDUCATION	V	15	\$102,105	\$4,780	\$11,122	\$0	\$0	\$118,007
28	GAGIS	ELAINE	TEACHER OF HEALTH AND PHYSICAL EDUCATION	I	19	\$100,856	\$4,780	\$0	\$0	\$0	\$105,636
28	GALPERIN	ANDREA	TEACHER OF FOOD SERVICES	II	17	\$99,933	\$4,780	\$0	\$7,568	\$0	\$112,281
28	GATTEGNO	JENNIFER	TEACHER OF SPANISH	V	9	\$83,690	\$0	\$0	\$0	\$0	\$83,690
28	GE	PEINAN	TEACHER OF MATHEMATICS	V	9	\$83,690	\$0	\$0	\$7,568	\$1,126	\$92,384
28	GEMICI	EMRE	TEACHER OF COMPUTER SCIENCE	III	13	\$91,516	\$0	\$0	\$0	\$0	\$91,516
28	GENICOFF	SHARON	SCHOOL COUNSELOR	IV	9	\$81,418	\$0	\$0	\$0	\$0	\$81,418
28	GEORGE	ANNAMMA	TEACHER OF FASHION DESIGN	V	13	\$95,966	\$1,860	\$0	\$7,568	\$0	\$105,394
28	GOLLE	ERICA	TEACHER OF SOCIAL STUDIES	III	11	\$85,770	\$0	\$0	\$0	\$0	\$85,770
28	GOSSELINK	DANIEL	TEACHER OF SOCIAL STUDIES	III	13	\$91,516	\$0	\$0	\$0	\$0	\$91,516
28	GUINTA	JAMIE	LDTC	V	12	\$92,899	\$0	\$0	\$0	\$0	\$92,899
28	GULISTAN	EVREN	TEACHER OF MATHEMATICS	V	12	\$92,899	\$700	\$0	\$0	\$0	\$93,599
28	GUNSAULS	CHRISTINE	TEACHER OF THE HANDICAPPED	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	GUTHRIE	PETER	TEACHER OF COMPUTER SCIENCE	V	19	\$125,821	\$1,860	\$11,122	\$0	\$0	\$138,803
28	GUTIERREZ	JOSEPH	TEACHER OF BUSINESS: FINANCE/ECON/LAW	I	10	\$77,376	\$0	\$11,122	\$0	\$0	\$88,498
28	HAGER	RAYMOND	TEACHER OF SPANISH	II	9	\$77,962	\$0	\$0	\$0	\$0	\$77,962
28	HAMILL	BRIANNA	TEACHER OF PHYSICAL EDUCATION	V	9	\$83,690	\$0	\$0	\$0	\$0	\$83,690

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	HATHAWAY	WILLIAM	TEACHER OF ENGLISH	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	HEID	AMY	TEACHER OF CHEMISTRY	V	16	\$105,174	\$700	\$0	\$0	\$0	\$105,874
28	HEITZMAN	CARLA	TEACHER OF MATHEMATICS	V	13	\$95,966	\$1,860	\$11,122	\$0	\$1,126	\$110,074
28	HERNANDEZ	MARCELLA	TEACHER OF ENGLISH	I	12	\$82,594	\$700	\$0	\$0	\$0	\$83,294
28	HODROSKI	WILLIAM	TEACHER OF PHYSICS	IV	11	\$87,252	\$0	\$11,122	\$0	\$0	\$98,374
28	HOGAN	MARY	TEACHER OF THE HANDICAPPED	V	19	\$114,383	\$4,780	\$0	\$0	\$0	\$119,163
28	HOMMEN	MAUREEN	TEACHER OF MATHEMATICS	V	19	\$114,383	\$4,780	\$0	\$0	\$0	\$119,163
28	HUGHES	ERIN	TEACHER OF BIOLOGY	V	12	\$92,899	\$1,860	\$0	\$0	\$0	\$94,759
28	HYNES	LAURA	SCHOOL NURSE	III	19	\$108,756	\$1,860	\$11,122	\$0	\$0	\$121,738
28	ISECKE	BENJAMIN	TEACHER OF COMPUTER SCIENCE	III	12	\$88,644	\$0	\$11,122	\$0	\$0	\$99,766
28	JAMES	DINA	TEACHER OF HEALTH AND PHYSICAL EDUCATION	V	13	\$95,966	\$4,780	\$0	\$0	\$0	\$100,746
28	JANSSEN	KATHERINE	TEACHER OF SOCIAL STUDIES	IV	6	\$72,670	\$0	\$11,122	\$0	\$1,126	\$84,918
28	JOA	NANCY	TEACHER OF SPANISH	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	KABA	VALMIRA	TEACHER OF ENGLISH	III	7	\$74,278	\$0	\$11,122	\$0	\$0	\$85,400
28	KALATA	GRZEGORZ	TEACHER OF HEALTH AND PHYSICAL EDUCATION	I	5	\$64,332	\$0	\$11,122	\$0	\$0	\$75,454
28	KAPLAN	KEITH	TEACHER OF MATHEMATICS	V	14	\$99,036	\$700	\$0	\$0	\$0	\$99,736
28	KAPLAN	STEPHEN	TEACHER OF DRAMA	V	16	\$105,174	\$1,860	\$11,122	\$0	\$0	\$118,156
28	KARPOWICH	JAMES	APPRENTICESHIP COORDINATOR	V	19	\$125,821	\$4,780	\$9,533	\$7,568	\$1,126	\$148,828
28	KASER	PAUL	SCHOOL COUNSELOR	V	11	\$89,829	\$700	\$11,122	\$0	\$0	\$101,651

**22-23 BCTS Teachers
Salary Run**

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<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	KEANE	PATRICK	SCHOOL PSYCHOLOGIST	IV	10	\$84,336	\$0	\$11,122	\$0	\$0	\$95,458
28	KENDALL	MONET	SCHOOL COUNSELOR	III	11	\$85,770	\$0	\$0	\$0	\$0	\$85,770
28	KENNEDY	CLARE	TEACHER OF BIOLOGY	V	18	\$111,313	\$0	\$11,122	\$0	\$0	\$122,435
28	KIM	HILARY	TEACHER OF MATHEMATICS	II	3	\$61,486	\$0	\$0	\$0	\$0	\$61,486
28	KIM	ROSALYN	TEACHER OF SOCIAL STUDIES	III	12	\$88,644	\$0	\$11,122	\$0	\$0	\$99,766
28	KIM	DEOK	TEACHER OF PHYSICAL SCIENCE	V	15	\$112,315	\$700	\$11,122	\$0	\$1,126	\$125,263
28	KING	KATELYN	TEACHER OF EARTH SCIENCE	I	6	\$66,941	\$0	\$0	\$0	\$0	\$66,941
28	KOUEFATI	DANIELLE	TEACHER OF ENGLISH	III	9	\$80,024	\$0	\$11,122	\$0	\$0	\$91,146
28	KOUVEL	CRISTINA	TEACHER OF SPANISH	I	11	\$79,984	\$0	\$0	\$0	\$0	\$79,984
28	KOZIOL	KAITLYN	SCHOOL COUNSELOR	IV	9	\$81,418	\$700	\$0	\$0	\$0	\$82,118
28	KOZLOVA	EKATERINA	TEACHER OF SOCIAL STUDIES	III	6	\$71,406	\$0	\$0	\$0	\$0	\$71,406
28	KRAMER	MARK	TEACHER OF SOCIAL STUDIES	III	15	\$97,262	\$4,780	\$11,122	\$0	\$0	\$113,164
28	KRUGER	RYAN	TEACHER OF ENGLISH	V	16	\$105,174	\$4,780	\$0	\$0	\$0	\$109,954
28	LANCASTER	JONATHAN	TEACHER OF SOCIAL STUDIES TEACHER OF TV PRODUCTION	III	7	\$74,278	\$0	\$11,122	\$0	\$0	\$85,400
28	LANG	SCOTT	TECHNOLOGY TEACHER OF HEALTH AND PHYSICAL	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	LASTRA	STEPHAN	EDUCATION	I	6	\$66,941	\$0	\$0	\$0	\$0	\$66,941
28	LEE	SHIH	TEACHER OF CHINESE	III	11	\$85,770	\$0	\$0	\$0	\$0	\$85,770
28	LEE	YOONOK	TEACHER OF MATHEMATICS	V	13	\$95,966	\$700	\$0	\$0	\$0	\$96,666
28	LEMMA	MICHAEL	TEACHER OF MUSIC	V	16	\$105,174	\$4,780	\$11,122	\$0	\$0	\$121,076

**22-23 BCTS Teachers
Salary Run**

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<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	LEON	STEPHANIE	TEACHER OF COSMETOLOGY / HAIR STYLIST	I	19	\$100,856	\$4,780	\$0	\$7,568	\$0	\$113,204
28	LEPINSKI	JACQUELINE	SCHOOL COUNSELOR	V	6	\$74,482	\$0	\$0	\$0	\$0	\$74,482
28	LEWITT	JULIA	TEACHER OF SPANISH	III	5	\$68,533	\$0	\$11,122	\$0	\$0	\$79,655
28	LIN	KEVIN	TEACHER OF MATHEMATICS	III	4	\$65,660	\$0	\$0	\$0	\$0	\$65,660
28	LISO	MATTHEW	TEACHER OF MATHEMATICS TEACHER OF ENGINEERING	V	5	\$71,413	\$0	\$0	\$0	\$0	\$71,413
28	LIVA	MICHAEL	TECHNOLOGY	V	19	\$114,383	\$4,780	\$11,122	\$0	\$0	\$130,285
28	LO BELLO	VIRGINIA	TEACHER OF ESL	V	16	\$105,174	\$4,780	\$0	\$0	\$0	\$109,954
28	LU	JOANNA	TEACHER OF MATHEMATICS	III	4	\$65,660	\$0	\$0	\$0	\$0	\$65,660
28	LUCIANNA	NEAL	SCHOOL PSYCHOLOGIST	V	19	\$114,383	\$1,860	\$0	\$0	\$0	\$116,243
28	LYNCH	RYAN	TEACHER OF PHYSICAL EDUCATION	II	9	\$77,962	\$0	\$0	\$0	\$0	\$77,962
28	MACERI	ROSARIO	TEACHER OF AUTO MECHANICS	V	16	\$105,174	\$0	\$0	\$7,568	\$0	\$112,742
28	MADDEN	WILLIAM	TEACHER OF SOCIAL STUDIES	V	10	\$86,760	\$700	\$11,122	\$0	\$0	\$98,582
28	MAGEE	ROBERT	TEACHER OF AUTO BODY REPAIR	I	19	\$100,856	\$4,780	\$0	\$7,568	\$0	\$113,204
28	MAHER	KEVIN	TEACHER OF ROBOTICS	V	19	\$114,383	\$0	\$0	\$0	\$0	\$114,383
28	MAK	CYNTHIA	SCHOOL COUNSELOR	V	6	\$74,482	\$0	\$0	\$0	\$0	\$74,482
28	MAKS	NATALIA	TEACHER OF COMMERCIAL ART	V	12	\$92,899	\$0	\$0	\$0	\$0	\$92,899
28	MALONE	DANA	TEACHER OF THE HANDICAPPED TEACHER OF CONSTRUCTION	I	12	\$82,594	\$0	\$0	\$0	\$0	\$82,594
28	MALURE	MICHAEL	TECHNOLOGY	I	18	\$98,246	\$0	\$0	\$725	\$0	\$98,971
28	MANSFIELD	ELIZABETH	TEACHER OF PHYSICS	V	16	\$105,174	\$4,780	\$0	\$0	\$0	\$109,954

**22-23 BCTS Teachers
Salary Run**

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<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	MARELLA	LINDSAY	TEACHER OF MATHEMATICS	III	5	\$68,533	\$0	\$0	\$0	\$0	\$68,533
28	MARMORA	JOSEPH	TEACHER OF HEALTH AND PHYSICAL EDUCATION	I	9	\$74,767	\$0	\$11,122	\$0	\$0	\$85,889
28	MASON	SHEAVON	TEACHER OF FRENCH	III	12	\$88,644	\$0	\$0	\$0	\$0	\$88,644
28	MASSARO	BRITTANY	TEACHER OF BAKING	III	5	\$68,533	\$0	\$0	\$725	\$0	\$69,258
28	MAYE	CAROL	SCHOOL NURSE	V	12	\$92,899	\$0	\$0	\$0	\$0	\$92,899
28	MCKENNA	MATTHEW	TEACHER OF SOCIAL STUDIES	III	11	\$85,770	\$0	\$0	\$0	\$0	\$85,770
28	MCKMAHON	MEGHAN	ATHLETIC TRAINER	III	3	\$62,786	\$0	\$11,122	\$0	\$0	\$73,908
28	MCMANUS	ROSEMARIE	SCHOOL NURSE	V	11	\$89,829	\$0	\$0	\$0	\$0	\$89,829
28	MENDELSONH	WILLIAM	TEACHER OF ENGLISH	V	18	\$111,313	\$4,780	\$11,122	\$0	\$0	\$127,215
28	MICHAELS	SARAH	TEACHER OF BIOLOGY	II	5	\$66,978	\$0	\$0	\$0	\$0	\$66,978
28	MIDOLO	LINDA	TEACHER OF SOCIAL STUDIES	II	9	\$77,962	\$0	\$0	\$0	\$0	\$77,962
28	MIHAS	MARIA	TEACHER OF PHYSICAL EDUCATION	V	14	\$99,036	\$1,860	\$0	\$0	\$0	\$100,896
28	MILETIC	VANESSA	TEACHER OF SPANISH	V	12	\$92,899	\$1,860	\$0	\$0	\$0	\$94,759
28	MILLER	LUKE	TEACHER OF SOCIAL STUDIES	V	6	\$74,482	\$0	\$11,122	\$0	\$0	\$85,604
28	MILLER	BRUCE	TEACHER OF AUDIO TECHNOLOGY	III	19	\$108,756	\$4,780	\$0	\$7,568	\$0	\$121,104
28	MIMIDAS	STELLA	TEACHER OF ENGLISH	III	7	\$74,278	\$0	\$0	\$0	\$0	\$74,278
28	MIN	MIYOUNG	TEACHER OF GRAPHIC ARTS	V	16	\$105,174	\$4,780	\$11,122	\$0	\$1,126	\$122,202
28	MONESMITH	DEBRA	TEACHER OF THE HANDICAPPED	V	13	\$95,966	\$0	\$0	\$0	\$0	\$95,966
28	MOOGAN	THOMAS	TEACHER OF MATHEMATICS	III	8	\$77,152	\$0	\$0	\$0	\$0	\$77,152

**22-23 BCTS Teachers
Salary Run**

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<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	MORAN	IAN	TEACHER OF ENGLISH	II	8	\$75,216	\$0	\$0	\$0	\$0	\$75,216
28	MORIS	NATALIA	SCHOOL PSYCHOLOGIST	V	5	\$71,413	\$0	\$0	\$0	\$0	\$71,413
28	MULLER	LAURA	TEACHER OF PHYSICS	V	16	\$105,174	\$4,780	\$0	\$0	\$0	\$109,954
28	MURRO	KELLY	TEACHER OF HEALTH AND PHYSICAL EDUCATION	V	13	\$95,966	\$4,780	\$0	\$0	\$0	\$100,746
28	NACCARA	DOUGLAS	TEACHER OF HEALTH AND PHYSICAL EDUCATION	V	15	\$102,105	\$4,780	\$0	\$0	\$0	\$106,885
28	NARDELLI	LAURA	STUDENT ASSISTANCE COUNSELOR	V	13	\$95,966	\$1,860	\$0	\$0	\$0	\$97,826
28	NARDO	LINDA	TEACHER OF ENGLISH	V	12	\$92,899	\$0	\$0	\$0	\$0	\$92,899
28	NARDOMARINO	LAURA	TEACHER OF SOCIAL STUDIES	III	13	\$91,516	\$1,860	\$0	\$0	\$0	\$93,376
28	NATELLI	ANTHONY	SCHOOL COUNSELOR	IV	13	\$93,085	\$700	\$11,122	\$0	\$0	\$104,907
28	NEVARD	JOHN	TEACHER OF MATHEMATICS	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	NEVILLE	HARRIET	TEACHER OF COSMETOLOGY	I	19	\$100,856	\$4,780	\$0	\$7,568	\$0	\$113,204
28	NODARSE	CARLOS	TEACHER OF COMPUTER SCIENCE	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	O'CONNOR	MARY	TEACHER OF HEALTH AND PHYSICAL EDUCATION	III	9	\$80,024	\$0	\$0	\$0	\$0	\$80,024
28	OGDEN	CHRISTINE	TEACHER OF MATHEMATICS	III	12	\$88,644	\$0	\$11,122	\$0	\$0	\$99,766
28	OLIVO	DANIEL	TEACHER OF BIOLOGY	III	12	\$88,644	\$700	\$0	\$0	\$0	\$89,344
28	PACHECO	JESSICA	TEACHER OF GRAPHIC ARTS	V	11	\$89,829	\$0	\$0	\$0	\$0	\$89,829
28	PAGANO	EMILY	TEACHER OF SOCIAL STUDIES	I	6	\$66,941	\$0	\$11,122	\$0	\$0	\$78,063
28	PANDICH	JEFFREY	TEACHER OF HEALTH AND PHYSICAL EDUCATION	I	13	\$85,202	\$4,780	\$0	\$0	\$0	\$89,982
28	PANTANO	JOSEPH	TEACHER OF AUTO BODY REPAIR	II	19	\$105,425	\$4,780	\$0	\$7,568	\$0	\$117,773

**22-23 BCTS Teachers
Salary Run**

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<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	PATEL	JAIMINI	LDTC TEACHER OF COMPUTER INFORMATION	V	15	\$102,105	\$700	\$0	\$0	\$0	\$102,805
28	PATTERSON	CHRISTOPHER	SYSTEMS	III	12	\$88,644	\$0	\$0	\$7,568	\$0	\$96,212
28	PAUL	ERIC	TEACHER OF PHYSICS	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	PENA	CARLOS	SCHOOL COUNSELOR	IV	12	\$90,168	\$1,860	\$0	\$0	\$0	\$92,028
28	PENEV	KRASSIMIR	TEACHER OF MATHEMATICS	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	PERCEVAULT	LISA	TEACHER OF THE HANDICAPPED	III	15	\$97,262	\$4,780	\$0	\$0	\$0	\$102,042
28	PERO	VICTORIA	TEACHER OF THEATER	III	19	\$108,756	\$1,860	\$11,122	\$0	\$0	\$121,738
28	PERRUCCI	LISA	TEACHER OF MATHEMATICS	V	12	\$92,899	\$700	\$0	\$0	\$0	\$93,599
28	PETERS-ASCENZO	REGAN	TEACHER OF SOCIAL STUDIES	IV	9	\$81,418	\$0	\$0	\$0	\$0	\$81,418
28	PFAFF	ANDREW	TEACHER OF MUSIC	IV	12	\$90,168	\$4,780	\$0	\$0	\$0	\$94,948
28	PINKMAN	LAURA	TEACHER OF HEALTH AND FITNESS	V	14	\$99,036	\$0	\$0	\$0	\$0	\$99,036
28	PINTO	JUDITH	TEACHER OF BIOLOGY	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	PINYAN	JONATHAN	TEACHER OF MATHEMATICS	I	9	\$74,767	\$700	\$11,122	\$0	\$0	\$86,589
28	PONCE	LUCIA	TEACHER OF WORLD LANGUAGES	V	19	\$114,383	\$1,860	\$11,122	\$0	\$0	\$127,365
28	PRICE HALLIGAN	SUZANNE	TEACHER OF ENGLISH	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	QUINN	JAMES	TEACHER OF THE HANDICAPPED COOPERATIVE EDUCATION	II	5	\$66,978	\$0	\$0	\$0	\$0	\$66,978
28	RAGER	KEVIN	COORDINATOR	III	13	\$91,516	\$1,860	\$0	\$7,568	\$0	\$100,944
28	REGAN	TIMOTHY	TEACHER OF ELECTRICAL TRADE	I	16	\$93,028	\$1,860	\$0	\$7,568	\$0	\$102,456
28	RESPASS	BRYAN	TEACHER OF COMPUTER SCIENCE	III	16	\$100,136	\$0	\$11,122	\$0	\$0	\$111,258

**22-23 BCTS Teachers
Salary Run**

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28	REYES CRUZ	ESTHER	TEACHER OF SPANISH	I	6	\$66,941	\$0	\$0	\$0	\$0	\$66,941
28	RICCIE	STEPHANIE	TEACHER OF THE HANDICAPPED	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	RICK	DEBORAH	TEACHER OF CHEMISTRY	III	19	\$108,756	\$1,860	\$0	\$0	\$0	\$110,616
28	RIDGELL	CHARLES	TEACHER OF CULINARY ARTS	V	18	\$111,313	\$0	\$0	\$7,568	\$0	\$118,881
28	RISTOVSKI	LAURA	SPEECH THERAPIST	V	15	\$102,105	\$4,780	\$0	\$0	\$0	\$106,885
28	ROBIN	MELISSA	TEACHER OF CHEMISTRY	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	ROBINSON	SHARON	TEACHER OF MATHEMATICS	V	19	\$114,383	\$4,780	\$11,122	\$0	\$1,126	\$131,411
28	RODRIGUEZ	ALEX	TEACHER OF ENGLISH	I	3	\$59,115	\$0	\$0	\$0	\$0	\$59,115
28	ROJEK	MATEUSZ	TEACHER OF MUSIC	I	4	\$61,723	\$0	\$0	\$0	\$0	\$61,723
28	ROME	THOMAS	TEACHER OF AUDIO TECHNOLOGY	III	13	\$91,516	\$0	\$0	\$725	\$0	\$92,241
28	ROSE	RANDI	TEACHER OF ART	V	16	\$105,174	\$4,780	\$0	\$0	\$0	\$109,954
28	ROSSO	ALLAN	TEACHER OF SOCIAL STUDIES	I	12	\$82,594	\$4,780	\$0	\$0	\$0	\$87,374
28	RUPINSKI	KYLE	TEACHER OF SOCIAL STUDIES	I	8	\$72,157	\$0	\$0	\$0	\$0	\$72,157
28	RUSSO	CHRISTOPHER	TEACHER OF PHYSICS	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	SABIO	GERMAN	TEACHER MEDICAL LABORATORY TECHNICIAN	III	16	\$100,136	\$0	\$11,122	\$0	\$1,126	\$112,384
28	SAMARAKONE	VICTOR	TEACHER OF COMPUTER SCIENCE	V	16	\$105,174	\$1,860	\$11,122	\$0	\$1,126	\$119,282
28	SANKAR	JAYASREE	TEACHER OF CHEMISTRY	V	15	\$102,105	\$1,860	\$0	\$0	\$1,126	\$105,091
28	SAWHNEY	PUNEET	TEACHER OF ECONOMICS	V	16	\$105,174	\$700	\$11,122	\$0	\$0	\$116,996
28	SCHRAM	THOMAS	TEACHER OF ENGLISH	III	5	\$68,533	\$0	\$0	\$0	\$0	\$68,533

**22-23 BCTS Teachers
Salary Run**

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28	SCIAMETTA	ERICA	TEACHER OF ENGLISH	III	7	\$74,278	\$0	\$0	\$0	\$0	\$74,278
28	SCIARRA	LAUREN	TEACHER OF ENGLISH	III	10	\$82,899	\$0	\$0	\$0	\$0	\$82,899
28	SCULLY-SYTSMA	NANCY	STUDENT ASSISTANCE COUNSELOR	IV	14	\$96,001	\$4,780	\$11,122	\$0	\$0	\$111,903
28	SELTZER	IRMA	TEACHER OF SPANISH	V	13	\$95,966	\$4,780	\$11,122	\$0	\$0	\$111,868
28	SEVENTKO	JUSTIN	TEACHER OF MATHEMATICS	III	6	\$71,406	\$0	\$11,122	\$0	\$0	\$82,528
28	SFEIR	NORINA	TEACHER OF BUSINESS STUDIES	V	19	\$114,383	\$1,860	\$0	\$0	\$1,126	\$117,369
28	SIENKIEWICZ	KATHERINE	SPEECH THERAPIST	III	5	\$68,533	\$0	\$0	\$0	\$0	\$68,533
28	SILVA	BREANNA	TEACHER OF MATHEMATICS	III	7	\$74,278	\$0	\$0	\$0	\$0	\$74,278
28	SLOOTMAKER	AMANDA	TEACHER OF PHYSICS	V	9	\$83,690	\$0	\$11,122	\$0	\$0	\$94,812
28	SMITH	MICHAEL	SCHOOL COUNSELOR	V	9	\$83,690	\$0	\$11,122	\$0	\$0	\$94,812
28	SMITH	ERICKA	TEACHER MEDICAL LABORATORY TECHNICIAN	III	8	\$77,152	\$0	\$11,122	\$0	\$1,126	\$89,400
28	SNYDER	ANNA	TEACHER OF CHEMISTRY	III	4	\$65,660	\$0	\$0	\$0	\$0	\$65,660
28	SODERMAN	STEPHANIE	TEACHER OF ENGLISH	III	10	\$82,899	\$1,860	\$0	\$0	\$0	\$84,759
28	SORRENTINO	ELIZABETH	TEACHER OF CHEMISTRY	V	15	\$102,105	\$4,780	\$11,122	\$0	\$0	\$118,007
28	SOUDANT-FLYNN	MARY	SCHOOL NURSE	III	16	\$100,136	\$0	\$0	\$0	\$0	\$100,136
28	SOUSA	NANCY	SCHOOL COUNSELOR	IV	12	\$90,168	\$0	\$11,122	\$0	\$0	\$101,290
28	SPINELLI	LOUIS	TEACHER OF MUSIC	IV	8	\$78,503	\$0	\$11,122	\$0	\$0	\$89,625
28	STOTT	RACHEL	TEACHER OF BIOLOGY	IV	19	\$110,583	\$4,780	\$11,122	\$0	\$0	\$126,485
28	SURRACO	AMY	TEACHER OF SPANISH	I	15	\$90,419	\$0	\$0	\$0	\$0	\$90,419

**22-23 BCTS Teachers
Salary Run**

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28	SYMONS	ROBERT	TEACHER OF HEALTH AND PHYSICAL EDUCATION	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	TAMPONE RIOS	EVELYN	TEACHER OF HEALTH AND PHYSICAL EDUCATION	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	THAWLEY	LUKE	TEACHER OF SOCIAL STUDIES	I	9	\$74,767	\$700	\$0	\$0	\$0	\$75,467
28	THOM	MATTHEW	TEACHER OF BIOLOGY	V	7	\$77,552	\$0	\$0	\$0	\$1,126	\$78,678
28	TOLMO	EVA	TEACHER OF SPANISH	I	5	\$64,332	\$0	\$11,122	\$0	\$0	\$75,454
28	TOMANELLI	KRISTA	SCHOOL PSYCHOLOGIST	III	9	\$80,024	\$0	\$0	\$0	\$0	\$80,024
28	TORRES	RAUL	TEACHER OF ENGLISH	V	15	\$102,105	\$4,780	\$0	\$0	\$0	\$106,885
28	TULISZEWSKA	AGNIESZKA	TEACHER OF BAKING	III	11	\$85,770	\$0	\$0	\$7,568	\$0	\$93,338
28	VALENTINE	TAYLOR	TEACHER OF MATHEMATICS	I	8	\$72,157	\$0	\$0	\$0	\$0	\$72,157
28	VANBOECKEL	ERIK	TEACHER OF THE HANDICAPPED	I	19	\$100,856	\$0	\$0	\$0	\$0	\$100,856
28	VANDAALLEN VERDIRAMO-	MABEL	TEACHER OF BUSINESS STUDIES	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	TERRANOVA	ANNEMARIE	SPEECH THERAPIST	V	15	\$102,105	\$4,780	\$0	\$0	\$0	\$106,885
28	VIENI	JOAN	TEACHER OF MATHEMATICS	V	19	\$114,383	\$4,780	\$0	\$0	\$0	\$119,163
28	VILLANOVA	DONNA	TEACHER OF ENGLISH	III	13	\$91,516	\$4,780	\$11,122	\$0	\$0	\$107,418
28	VILLAROSA	HILLARY	TEACHER OF FRENCH	V	18	\$111,313	\$0	\$0	\$0	\$0	\$111,313
28	VRABEL	DAELENE	TEACHER OF SMALL ANIMAL CARE	I	13	\$85,202	\$1,860	\$0	\$7,568	\$0	\$94,630
28	WALDRON	ALYSSA	TEACHER OF CHEMISTRY	III	9	\$80,024	\$700	\$11,122	\$0	\$0	\$91,846
28	WALLACE	CHRISTINE	TEACHER OF SOCIAL STUDIES	V	13	\$95,966	\$0	\$11,122	\$0	\$0	\$107,088
28	WALSH	GENE	TEACHER OF MATHEMATICS	V	11	\$89,829	\$1,860	\$11,122	\$0	\$0	\$102,811

**22-23 BCTS Teachers
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
28	WANG	MATTHEW	TEACHER OF COMPUTER SCIENCE	I	7	\$69,550	\$0	\$11,122	\$0	\$0	\$80,672
28	WEEMS	RICHARD	TEACHER OF ENGLISH	III	19	\$108,756	\$4,780	\$11,122	\$0	\$0	\$124,658
28	WHITLEY	KATHRYN	TEACHER OF ENGLISH	V	9	\$83,690	\$0	\$0	\$0	\$0	\$83,690
28	WILSON	PATRICIA	TEACHER OF ART	V	13	\$95,966	\$1,860	\$0	\$0	\$0	\$97,826
28	WILSON	DAVID	TEACHER OF ENGLISH	V	13	\$95,966	\$1,860	\$11,122	\$0	\$0	\$108,948
28	WOLF	SAMANTHA	TEACHER OF ENGLISH	III	6	\$71,406	\$0	\$0	\$0	\$0	\$71,406
28	XHEMALI-TORRES	DAPHNAE	TEACHER OF SPANISH	V	18	\$111,313	\$1,860	\$0	\$0	\$0	\$113,173
28	XU	MINGHUA	TEACHER OF CHINESE	V	9	\$83,690	\$0	\$11,122	\$0	\$0	\$94,812
28	YANNIOTIS	ANDREAS	TEACHER OF AEROSPACE TECHNOLOGY	V	9	\$83,690	\$0	\$0	\$7,568	\$0	\$91,258
28	YASSIN	AHLAM	TEACHER OF SOCIAL STUDIES	III	8	\$77,152	\$0	\$0	\$0	\$0	\$77,152
28	YOB	MICHAEL	TEACHER OF COMPUTER SCIENCE	V	15	\$102,105	\$0	\$0	\$0	\$0	\$102,105
28	ZANGARA	AMY	TEACHER OF MATHEMATICS	III	9	\$80,024	\$700	\$0	\$0	\$0	\$80,724
28	ZAVOROTNIY	YURIY	TEACHER OF PHYSICS	III	19	\$108,756	\$4,780	\$0	\$0	\$0	\$113,536
28	ZEPATOS	CAROL	TEACHER OF BIOLOGY	V	16	\$105,174	\$4,780	\$11,122	\$0	\$0	\$121,076
28	ZHANG	YU	TEACHER OF BIOLOGY	V	9	\$83,690	\$700	\$11,122	\$0	\$0	\$95,512
28	ZUBOV	IGOR	TEACHER OF PHYSICS	V	14	\$99,036	\$1,860	\$11,122	\$0	\$1,126	\$113,144
28	ZULLI	SYDNEY	SCHOOL SOCIAL WORKER	III	2	\$59,914	\$0	\$0	\$0	\$0	\$59,914
28	ZURBURG	GEBHARDT	TEACHER OF SOCIAL STUDIES	V	12	\$92,899	\$1,860	\$0	\$0	\$0	\$94,759
28	ZWEBEN	DANA	TEACHER OF MATHEMATICS	V	9	\$83,690	\$700	\$0	\$0	\$0	\$84,390

22-23 BCTS Teachers
Salary Run

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Shop</u>	<u>Doct</u>	<u>Total</u>
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**22-23 BCTS Custodian/Maintenance
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Boil</u>	<u>Bus</u>	<u>2nd shift</u>	<u>3rd shift</u>	<u>Split</u>	<u>Crew</u>	<u>Total</u>
38	ABARCA	JULIO	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$0	\$0	\$1,017	\$0	\$73,126
38	AGUDELO	WILLIAM	CUSTODIAN/DRIVER	C1	16	\$69,029	\$1,880	\$1,200	\$1,200	\$0	\$0	\$0	\$0	\$73,309
38	AMADOR	RICARDO	CUSTODIAN	C1	1	\$48,104	\$0	\$0	\$0	\$1,017	\$0	\$0	\$0	\$49,121
38	ARDIZZONE	SALVATORE	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$54,506
38	BARTONE	BRADLEY	MAINTENANCE / CUSTODIAN	M2	16	\$77,229	\$1,880	\$1,200	\$0	\$0	\$0	\$0	\$2,047	\$82,356
38	BEUTEL	TERENCE	MAINTENANCE / CUSTODIAN	M2	6	\$63,279	\$0	\$1,200	\$0	\$0	\$0	\$0	\$0	\$64,479
38	CAMPBELL	DAIN	CUSTODIAN	C1	3	\$50,894	\$0	\$0	\$0	\$0	\$1,316	\$0	\$0	\$52,210
38	CAMPBELL	DANIEL	CUSTODIAN/DRIVER	C1	5	\$53,684	\$0	\$0	\$1,200	\$0	\$0	\$1,017	\$0	\$55,901
38	DE LA FUENTE	JASON	CUSTODIAN	C1	16	\$69,029	\$1,325	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$72,870
38	DI MARTINO	ROSARIO	CUSTODIAN	C1	9	\$59,264	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$61,780
38	DOMICOLO	NUNZIO	MAINTENANCE / CUSTODIAN	M1	2	\$56,584	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$56,584
38	FOSS	JOSEPH	CUSTODIAN	C1	2	\$49,499	\$0	\$0	\$0	\$0	\$1,316	\$0	\$0	\$50,815
38	GARCIA	ALEXANDRA	CUSTODIAN/DRIVER	C1	1	\$48,104	\$0	\$0	\$1,200	\$0	\$0	\$1,017	\$0	\$50,321
38	GARCIA	ALEXANDER	CUSTODIAN	C1	6	\$55,079	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$57,595
38	GIALLOMBARDO	JOSEPH	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$73,126
38	GRANT	JAMES	CUSTODIAN	C1	8	\$57,869	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$60,086
38	HOT	VALJBONA	CUSTODIAN	C1	2	\$49,499	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$51,716
38	ISER	ESTEBAN	CUSTODIAN	C1	10	\$60,659	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$62,876
38	KOELLER	LAURA	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$0	\$0	\$0	\$0	\$72,109
38	KQIRA	BESNIK	MAINTENANCE / CUSTODIAN	M1	13	\$71,929	\$0	\$1,200	\$0	\$0	\$0	\$0	\$0	\$73,129

**22-23 BCTS Custodian/Maintenance
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Boil</u>	<u>Bus</u>	<u>2nd shift</u>	<u>3rd shift</u>	<u>Split</u>	<u>Crew</u>	<u>Total</u>
38	LEO	JOSEPH	CUSTODIAN	C1	5	\$53,684	\$0	\$0	\$0	\$1,017	\$0	\$0	\$0	\$54,701
38	MANSFIELD	BARRY	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$0	\$0	\$0	\$0	\$72,109
38	MCCANN	WILLIAM	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$54,506
38	MILITELLO	VITO	CUSTODIAN	C1	16	\$69,029	\$1,325	\$1,200	\$0	\$0	\$1,316	\$0	\$2,047	\$74,917
38	MONTERO	HECTOR	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$0	\$0	\$0	\$0	\$72,109
38	MOORE	PATRICK	MAINTENANCE / CUSTODIAN	M1	9	\$66,349	\$0	\$1,200	\$0	\$0	\$0	\$1,017	\$0	\$68,566
38	NAVARRO	EDILIA	CUSTODIAN/DRIVER	C1	2	\$49,499	\$0	\$0	\$1,200	\$0	\$0	\$1,017	\$0	\$51,716
38	NIEVES	MIGUEL	MAINTENANCE / CUSTODIAN	M2	5	\$61,884	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$61,884
38	OCAMPO	MARIA	CUSTODIAN	C1	5	\$53,684	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$56,200
38	OCONNOR	MICHAEL	CREW CHIEF	M2	16	\$77,229	\$1,880	\$1,200	\$0	\$0	\$0	\$0	\$2,047	\$82,356
38	ORIACH	SULEICA	CUSTODIAN/DRIVER	C1	2	\$49,499	\$0	\$0	\$1,200	\$0	\$0	\$1,017	\$0	\$51,716
38	PLOKHOY	DARRYL	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$54,805
38	PUTKISTO	TINA	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$0	\$0	\$0	\$0	\$53,489
38	RAMIREZ	RUBEN	CUSTODIAN	C1	16	\$69,029	\$1,880	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$73,126
38	RODRIGUEZ	PASIANA	CUSTODIAN	C1	3	\$50,894	\$0	\$0	\$0	\$0	\$1,316	\$0	\$0	\$52,210
38	ROSADO	GREGORY	MAINTENANCE / CUSTODIAN	M2	5	\$61,884	\$0	\$1,200	\$0	\$0	\$0	\$0	\$0	\$63,084
38	SHEHAJ	SAIMIR	CUSTODIAN	C1	6	\$55,079	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$57,595
38	SHOEMAKER	BARRY	CUSTODIAN	C1	8	\$57,869	\$0	\$1,200	\$0	\$0	\$0	\$0	\$0	\$59,069
38	SIMON	STEVE	CUSTODIAN	C1	11	\$62,054	\$0	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$64,570
38	SURIEL	MANUEL	CUSTODIAN	C1	16	\$69,029	\$1,325	\$1,200	\$0	\$0	\$1,316	\$0	\$0	\$72,870

**22-23 BCTS Custodian/Maintenance
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Col</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Boil</u>	<u>Bus</u>	<u>2nd shift</u>	<u>3rd shift</u>	<u>Split</u>	<u>Crew</u>	<u>Total</u>
38	VACCIANA	KEVIN	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$54,506
38	WATSON	RICHARD	MAINTENANCE / CUSTODIAN	M2	16	\$77,229	\$1,325	\$1,200	\$0	\$0	\$0	\$0	\$0	\$79,754
38	WHITNEY	MICHAEL	CUSTODIAN	C1	7	\$56,474	\$0	\$1,200	\$0	\$0	\$0	\$1,017	\$0	\$58,691
38	ZOTA	EDLIR	CUSTODIAN	C1	4	\$52,289	\$0	\$1,200	\$0	\$1,017	\$0	\$0	\$0	\$54,506

**22-23 BCTS Secretaries
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Atypical</u>	<u>Total</u>
27	BROADNAX	TARLA	SECRETARY	8	\$57,882	\$1,350	\$0	\$0	\$59,232
27	CARBAJAL	PATRICIA	SECRETARY	8	\$57,882	\$1,350	\$0	\$0	\$59,232
27	CARMICHAEL	SILVIA	SECRETARY	8	\$57,882	\$2,100	\$0	\$0	\$59,982
27	CARROLL	YVONNE	SECRETARY	10	\$61,130	\$0	\$0	\$0	\$61,130
27	CASTILLO	ESTELA	SECRETARY	8	\$57,882	\$0	\$0	\$0	\$57,882
27	CHIAPPA	DONNA	SECRETARY	11	\$62,754	\$0	\$0	\$0	\$62,754
27	CURATOLA	DEBORAH	SECRETARY	13	\$66,002	\$2,100	\$0	\$0	\$68,102
27	D'AMORE-BOTTARO	DARYL	SECRETARY	5	\$29.13	\$0	\$0	\$0	\$29.13
27	DIGIA	CHRISTINE	SECRETARY	3	\$49,762	\$0	\$0	\$0	\$49,762
27	DONATELLO	PATRICIA	SECRETARY	11	\$62,754	\$1,350	\$10,197	\$0	\$74,301
27	DONOHUE	DEBORAH	SECRETARY	11	\$62,754	\$0	\$0	\$0	\$62,754
27	FEEHAN	RUTH	ACCOUNTS PAYABLE SECRETARY	6	\$54,634	\$0	\$0	\$0	\$54,634
27	FIELD	PATRICIA	SECRETARY	10	\$61,130	\$2,100	\$0	\$10,197	\$73,427
27	GIBBS	GLORIA	SECRETARY	13	\$66,002	\$1,350	\$0	\$0	\$67,352
27	GIUSTO	GERALDINE	SECRETARY	8	\$57,882	\$2,100	\$0	\$0	\$59,982
27	GUARINO	CYNTHIA	SECRETARY	3	\$49,762	\$0	\$0	\$0	\$49,762
27	HACKETT	KELLEY	SECRETARY	6	\$30.02	\$1,350	\$0	\$0	\$1,380.02
27	JONES	KAROLINE	SECRETARY	9	\$59,506	\$0	\$0	\$0	\$59,506
27	KESENCI	MARY	SECRETARY	1	\$46,514	\$0	\$0	\$0	\$46,514

**22-23 BCTS Secretaries
Salary Run**

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Atypical</u>	<u>Total</u>
27	LA PORTA	ROSANN	SECRETARY	13	\$66,002	\$1,350	\$0	\$0	\$67,352
27	LACH	MARY	SECRETARY	15	\$69,250	\$2,100	\$0	\$0	\$71,350
27	LARBI	OPHELIA	SECRETARY	4	\$51,386	\$900	\$0	\$0	\$52,286
27	LOHSEN	GRACE	SECRETARY	7	\$56,258	\$900	\$0	\$0	\$57,158
27	LOPEZ-RIOS	JENNIFER	SECRETARY	3	\$49,762	\$0	\$0	\$0	\$49,762
27	LOUNSBERY	CHELSEA	SECRETARY	2	\$48,138	\$0	\$0	\$0	\$48,138
27	MERTURI	FLORINA	SECRETARY	4	\$51,386	\$0	\$0	\$0	\$51,386
27	MOFFITT	KRISTIN	SECRETARY	5	\$53,010	\$0	\$0	\$0	\$53,010
27	NEWBOLD	MARGARET	SECRETARY	10	\$61,130	\$0	\$0	\$0	\$61,130
27	PAIS-CROSSON	LINDA	SECRETARY	6	\$54,634	\$0	\$0	\$0	\$54,634
27	PALAIA	ZELJKA	SECRETARY	15	\$69,250	\$2,100	\$10,197	\$0	\$81,547
27	RIVERA	VANESSA	SECRETARY	9	\$59,506	\$0	\$0	\$0	\$59,506
27	RODRIGUEZ	CHERYL	SECRETARY	19	\$75,746	\$2,100	\$10,197	\$0	\$88,043
27	SALZANO	KATIE	SECRETARY	2	\$26.45	\$0	\$0	\$0	\$26.45
27	SAMOILIS	CAROL	SECRETARY	8	\$57,882	\$1,350	\$0	\$0	\$59,232
27	SCHLOEMANN	COLLEEN	SECRETARY	7	\$56,258	\$0	\$10,197	\$0	\$66,455
27	SCORDO	JOANNE	SECRETARY	11	\$62,754	\$1,350	\$0	\$0	\$64,104
27	URSPRUCH	PATRICIA	SECRETARY	6	\$54,634	\$2,100	\$0	\$0	\$56,734
27	VALLININO	ROBERT	SECRETARY	15	\$69,250	\$2,100	\$0	\$0	\$71,350

22-23 BCTS Secretaries
Salary Run

22-P-162T

<u>Cat</u>	<u>Last Name</u>	<u>First Name</u>	<u>Title</u>	<u>Step</u>	<u>Base Sal 22-23</u>	<u>Long</u>	<u>Ext Day</u>	<u>Atypical</u>	<u>Total</u>
27	VILLANI	JANINE	SECRETARY	2	\$48,138	\$0	\$0	\$0	\$48,138
27	YANEZ	MARGARET	SECRETARY	8	\$57,882	\$0	\$0	\$0	\$57,882

SCHOOL DISTRICT BERGEN COUNTY TECHNICAL SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2022-2023

NAME OF INDIVIDUAL	Howard Lerner	TITLE	Superintendent
QUANTITATIVE GOALS	<input checked="" type="checkbox"/>	PERCENTAGE	2.5
		DOLLAR VALUE	7,553.35
	<input type="checkbox"/>	PERCENTAGE	_____
		DOLLAR VALUE	_____

DESCRIPTION OF GOAL:

By June 2023, the Superintendent will ensure the development, creation and production of a comprehensive video to expand public awareness of the Bergen County Technical Schools, including but not limited to, the district mission, achievements, CTE programs, and partnership opportunities.

EVIDENCE OF COMPLETION:

One (1) completed comprehensive video posted on the BCTS website

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Howard Lerner

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2022-2023 SCHOOL YEAR:

June 2023

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

**DATE SENT TO
ECS**

**SIGNATURE AND DATE
APPROVED BY ECS**

SCHOOL DISTRICT BERGEN COUNTY TECHNICAL SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2022-2023

NAME OF INDIVIDUAL	Howard Lerner	TITLE	Superintendent
QUANTITATIVE GOALS	<input checked="" type="checkbox"/>	PERCENTAGE	2.5
		DOLLAR VALUE	7,553.35
QUALITATIVE GOAL	<input type="checkbox"/>	PERCENTAGE	_____
		DOLLAR VALUE	_____

DESCRIPTION OF GOAL:

By June 2023, the Superintendent will ensure that twelfth grade seniors in all four Bergen County Technical High Schools will participate in a Senior Transition Group (as it pertains to their graduation and transition from our schools to college, work, or other experiences following the pandemic) via a well-developed series of mental health related presentations throughout the school year.

EVIDENCE OF COMPLETION:

A summary report indicating dates, times, topics and hours personnel provided this specialized transition training program to the senior classes of each high school.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Howard Lerner

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2022-2023 SCHOOL YEAR:

June 2023

*ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT

**DATE SENT TO
ECS**

**SIGNATURE AND DATE
APPROVED BY ECS**

SCHOOL DISTRICT BERGEN COUNTY TECHNICAL SCHOOLS

MERIT GOAL SUBMISSION FORM SCHOOL YEAR 2022-2023

NAME OF INDIVIDUAL	Howard Lerner	TITLE	Superintendent
QUANTITATIVE GOALS		PERCENTAGE	
		QUALITATIVE GOAL	
			X
	DOLLAR VALUE	PERCENTAGE	2.5
		DOLLAR VALUE	7,553.35

DESCRIPTION OF GOAL:

For the 22-23 school year, the Superintendent will investigate methods to increase support to students, staff and the community that are struggling with mental health and well-being related issues. An exploration of a variety of on-line mental health safety applications will occur and a recommendation made for the desired application to be piloted that will allow the district to more effectively identify and better help students, staff and the community that are in need of emotional support. This pilot program will be reviewed by June 2023 for its efficacy and a determination will be made for its on-going use for the following school year.

EVIDENCE OF COMPLETION:

A summary report indicating the various applications explored highlighting the pros and cons for each, providing a recommendation for the desired application to be piloted by BCTS during the 22-23 school year, and a review of the piloted application for future use in the 23-24 school year.

INDIVIDUAL(S) RESPONSIBLE FOR GOAL COMPLETION:

Howard Lerner

TIMELINE (S) TO COMPLETE THE GOAL FOR THE 2022-2023 SCHOOL YEAR:

June 2023

***ATTACH ANY DATA/REPORTS TO BE USED AS A BASIS OF MEASUREMENT**

**DATE SENT TO
ECS** _____

**SIGNATURE AND DATE
APPROVED BY ECS** _____



State of New Jersey
DEPARTMENT OF EDUCATION

ESSEX COUNTY OFFICE
Leroy F. Smith Public Safety Building
60 Nelson Place, 1st Floor South
Newark, New Jersey 07102
(973) 621-2750

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

JOSEPH S. ZARRA
Interim Executive County Superintendent

June 14, 2022

Dr. Howard Lerner, Superintendent
 Bergen County Vocational Technical School District
 540 Farview Avenue
 Paramus, NJ 07652

Dear Dr. Lerner:

I have reviewed the employment contract for Richard Panicucci, Assistant Superintendent of Curriculum and Instruction of the Bergen County Vocational School District, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2022, through June 30, 2023.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

After approval, please forward a signed copy of said contract to my office.

Sincerely,

Joseph S. Zarra
 Interim Executive County Superintendent

JSZ:mm

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this _____ day of _____, 2022, between the BOARD OF EDUCATION OF THE VOCATIONAL SCHOOLS IN THE COUNTY OF BERGEN (hereinafter "BOARD") and RICHARD PANICUCCI, (hereinafter "PANICUCCI") concerning the terms of employment of PANICUCCI as follows:

1. POSITION: PANICUCCI shall be employed by the BOARD in the capacity of ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION of the Vocational Schools in the County of Bergen.

2. GENERAL POWERS AND DUTIES: PANICUCCI, as ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION, of the Vocational Schools in the County of Bergen, shall exercise general supervision of the District under the rules and regulations prescribed by the State Board of Education and shall have the powers to perform such other duties as prescribed by the BOARD.

3. HOME OFFICE AUTHORIZATIONS: The BOARD recognizes that all of the duties and obligations of the ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION cannot be satisfied during the normal working hours spent by the ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION of the Vocational Schools in the County of Bergen in his school district office. It is acknowledged that PANICUCCI conducts a significant amount of school business from his home office from time to time. To assist the ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION with the discharging of Board responsibilities performed at his residence, the BOARD authorizes PANICUCCI to utilize a district owned computer and such other appropriate aids which may expedite the completion of school business.

4. SALARY: PANICUCCI, as ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION, shall receive a salary of \$220,553 for the period July 1, 2022, through June 30, 2023. PANICUCCI shall be paid said salary in twenty-four (24) equal installments payable on the 15th and the last day of each month based on a schedule of a five (5) day work week throughout the entire year.

Payment provided for under this Paragraph shall be deemed to be salary for the purpose of N.J.S.A 18A:17-19 and shall be reported to the Division of Pensions.

5. HEALTH INSURANCE / FRINGE BENEFITS: PANICUCCI shall receive health insurance for the "Employee" and his immediate family including, without limitation, the State Health Benefit Plan, Blue Cross/Blue Shield coverage, Blue Cross/Blue Shield Major Medical, dental (Delta Dental), prescription drug (SEHBP stand-alone plan), vision care (NVA) and disability coverage (Cigna).

The Board shall provide medical benefits insurance through the New Jersey School Employees Health Benefits Program. Coverage for staff shall include the employee and employee's eligible family members for the period July 1, 2022, through June 30, 2023. Payment of Health Benefits is to comply with N.J.S.A 18A:16-17 and pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums.

Mandated contributions by the employee towards healthcare coverage will be paid through semi-monthly payroll deductions.

6. ANNUITY: Effective on the commencement date of this AGREEMENT, PANICUCCI shall have the option of allocating a portion of his base salary to participate in a 403(b) and/or 403(b)7 and/or 457 program as selected by PANICUCCI to the maximum allowable by statute.

7. VACATION LEAVE:

a. Annual Vacation Entitlement: PANICUCCI shall receive thirty (30) days of vacation annually for the terms of this AGREEMENT. Except upon separation from employment or death, any unused vacation days not used by August 31 each year which exceed the allowed carryover shall be forfeited and shall have no cash value.

b. Accumulated Vacation: PANICUCCI shall be permitted to carry from one year to another one year's worth of vacation days.

c. Upon retirement, resignation or death, PANICUCCI, or his estate shall be paid for the balance of earned vacation to be paid at the prevailing per diem salary rate using a denominator of 260 days.

8. PERSONAL AND SICK LEAVE: PANICUCCI shall receive fifteen (15) days sick leave annually for the term of this AGREEMENT. All unused sick leave days shall be cumulative from year to year. PANICUCCI shall receive four (4) personal leave days for the term of this AGREEMENT. Such personal leave days cannot be accumulated and shall be forfeited if not used during the year in which they are available.

a. Upon retirement, PANICUCCI shall be paid for his unused accumulated sick leave days based upon the following formula:

The greater of: i) accumulated sick days multiplied by the per diem salary rate using a denominator of 260 days payable to a maximum of \$15,000; or ii) the amount of accrued supplemental compensation based upon unused sick leave accumulated as of June 8, 2007 (effective date of P.L. 2007, c. 92) using a per diem rate denominator of 260 days.

b. PANICUCCI has 91 unused sick days remaining from those he accrued on or before June 8, 2007. Prior to June 8, 2007, PANICUCCI was entitled to payment for one half (1/2) of his unused sick leave upon retirement up to a maximum of \$40,000 by virtue of his district employment as a Lead District Supervisor. (Copies of applicable contract(s) and/or Board policies are attached.)

9. **HOLIDAYS**: Holidays shall be in accordance with the annual BOE approved holiday schedules for 12-month Administrators and Central Office personnel. For the 2022-2023 school year, the holidays shall be: Independence Day, Labor Day, Rosh Hashanah, Yom Kippur, NJEA Convention (2 days), Thanksgiving (2 days), Floating Holidays (3: Nov. 1 (Election Day), Nov. 11 (Veterans Day), Feb. 12 (Lincoln's Birthday)), Board of Education Days (4: Dec. 27, Dec. 28, Dec. 29, Dec. 30), Christmas Day, New Year's Day, Martin Luther King, Jr's Birthday, Presidents' Day (Washington's Birthday), Good Friday, Columbus Day - Observed (April 10), Memorial Day, Juneteenth.

10. **BEREAVEMENT**: For a death in the immediate family; four (4) consecutive days will be allotted.

Immediate family shall be defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day (a maximum two (2) days per year.)

11. **USE OF PERSONAL VEHICLE**: PANICUCCI shall use his personal vehicle to travel to and from all District related matters and the BOARD shall reimburse PANICUCCI for such mileage in accordance with the Accountability Regulations and OMB circulars pertaining to mileage reimbursement.

12. **CONTINUING EDUCATION**: The BOARD will continue to make available to PANICUCCI such funds as shall permit him to attend, participate in and/or receive job related seminars, conferences, graduate school in accordance with N.J.A.C 6A.23A-3.1(e)15, in-service training and publications, in an amount not to exceed \$6,000.00 consistent with OMB Circular and Travel Regulations consistent with N.J.S.A 18A:11-12. The BOARD will pay annual membership dues for the following professional organizations: New Jersey Principals and Supervisors Association, and Association for Supervision and Curriculum Development.

13. **SALARY NOTIFICATION AND FRINGE BENEFIT ENTITLEMENTS**: The BOARD shall provide PANICUCCI with formal notification with respect to salary notification and fringe benefits not later than April 30 of each year specified under this AGREEMENT. PANICUCCI's salary as set forth in Paragraph 4 hereunder shall be confirmed by BOARD resolution and transmitted to PANICUCCI on or before June 30 of the year before such salary is to become effective; this notification date may be extended if mutually agreed to by the parties.

14. **STATUTORY REFERENCE**: This AGREEMENT is entered into by the BOARD with PANICUCCI pursuant to N.J.S.A 18A:16-1 et seq., N.J.S.A 18A:17-16 and N.J.S.A 18A:28-5.

15. TERMINATION OF EMPLOYMENT: The BOARD and the Employee acknowledge and agree that the Employee is a tenured ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION in accordance with the provisions of N.J.S.A 18A:28-5, and that he is entitled to all of the rights, protections, duties and obligations to which a tenured ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION is entitled.

In the event that the BOARD desires to terminate the Employee's employment, the BOARD must comply with all of the provisions of N.J.S.A 18A:28-1 et seq., concerning dismissal of a tenured ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION unless the Employee agrees to such termination of employment in writing. In the event that PANICUCCI desires to terminate his employment as ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION of the Vocational Schools in the County of Bergen, he shall give at least sixty (60) days prior written notice to the BOARD of his desire to terminate his employment. In the event of termination of employment, all benefits to PANICUCCI is entitled pursuant to Paragraphs 7 and 8 above shall remain in effect.

16. REVOCAION CLAUSE PANICUCCI and the BOARD agree that in the event PANICUCCI'S required New Jersey Department of Education certification is permanently revoked, all provisions of this AGREEMENT shall be null and void as of the date of the revocation; and if SUSINO is lawfully precluded from performing his duties as ASSISTANT SUPERINTENDENT OF CURRICULUM AND INSTRUCTION by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this AGREEMENT shall terminate and PANICUCCI'S employment shall cease.

17. SAVINGS/SEVERABILITY: If, during the term of this AGREEMENT, it is found that a specific clause of this AGREEMENT is contrary to federal or state law, the remainder of the AGREEMENT not affected by such ruling shall remain in full force and effect. The parties hereto represent to each other that they fully understand the terms and conditions of this AGREEMENT, and agree to be bound by same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

18. ENTIRE AGREEMENT/MODIFICATION: This AGREEMENT constitutes the whole and entire contract between the parties. The terms and conditions of this AGREEMENT shall not be altered, modified or otherwise changed except by the written consent of both parties hereto and review and approval by the Executive County Superintendent. Any amendments to this AGREEMENT shall not create a new agreement or agreement term but shall only constitute an amendment to the existing AGREEMENT.

19. GOVERNING LAW: The within AGREEMENT shall be governed by the laws of the State of New Jersey.

20. EFFECTIVE DATE AND TERM: This AGREEMENT shall take effect on July 1, 2022, and run through June 30, 2023.

IN WITNESS WHEREOF, the BOARD's representative and PANICUCCI have signed this AGREEMENT on the date written above.

BOARD OF EDUCATION OF THE VOCATIONAL
SCHOOLS IN THE COUNTY OF BERGEN

President

Date

ASSISTANT SUPERINTENDENT OF CURRICULUM
AND INSTRUCTION

Richard Panicucci

Date

ASSISTANT/DEPUTY SUPERINTENDENT

Detailed Statement of Contract Costs

District: Board of Education of the Vocational Schools in the County of Bergen

Name/Title: Richard Panicucci, Assistant Superintendent of Curriculum & Instruction

Date BOE Authorized Submission to County Office	5/31/2022		
District Grade Span	9-12		
On Roll Students as of 10-15	2,714		

Yrs. In District as Ast. Supt. 19.5 Total Years Exp. In Position 19.5

Contract Term:	2021-22	2022-23	Dif.	% dif
Salary				
Salary	\$ 213,301	\$ 220,553	\$7,252	3.40%
Longevity	\$ -	\$ -		
Shared Service	\$ -	\$ -		
TOTAL ANNUAL SALARY	\$ 213,301	\$ 220,553	\$7,252	3.40%
Additonal Salary				
Quantitative Merit Goals	\$ -	\$ -		
Qualitative Merit Goals	\$ -	\$ -		
Total Additional Salary	\$ -	\$ -	\$0	
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	\$ 213,301	\$ 220,553	\$7,252	3.40%
Board Contribution for Cost of Premiums for:				
Health Insurance	\$ 29,348	\$ 29,348		
Prescription Insurance	\$ 9,431	\$ 9,431		
Dental Insurance	\$ 1,844	\$ 1,844		
Vision Insurance	\$ 155	\$ 155		
Disability Insurance	\$ 360	\$ 360		
Long-term Care Insurance	\$ -	\$ -		
Life Insurance	\$ -	\$ -		
Other Insurance - Describe:	\$ -	\$ -		
Waiver of Benefits	\$ -	\$ -		
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -		
Board Cost of Premiums	\$ 41,138	\$ 41,138	\$0	0.00%
Employee Contribution to Premiums as per Law	\$ 13,573	\$ 13,573	\$0	0.00%
TOTAL HEALTH BENEFITS COMPENSATION ##	\$ 27,565	\$ 27,565	\$0	0.00%
Other Compensation				
Travel and Expense Reimbursement (Estimated Annual Cost)	**	**		
Professional Development (Capped Amount or Estimated Annual Cost)**	\$ 6,000	\$ 6,000		
Tuition Reimbursement	**	**		
Mentoring Expenses - Describe:	\$ -	\$ -		
National/State/County/Local/Other Dues	**	**		
Subscriptions	**	**		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ -	\$ -		
Computer for Home use, including supplies, maintenance, internet	\$ 2,000	\$ 2,100		
Other - Describe: Professional Liability Insurance & Bond Insurance	\$ -	\$ -		
TOTAL OTHER COMPENSATION	\$ 8,000	\$ 8,100	\$100	1.25%
Sick and Vacation Compensation				
Maximum Payment for Unused Sick Leave Upon Retirement^^	\$ 15,000	\$ 15,000		
Maximum Payment for Unused Vacation Leave - Retirement or Separation^^^	\$ 73,835	\$ 76,345		
TOTAL SICK AND VACATION COMPENSATION	\$ 88,835	\$ 91,345	\$2,510	2.83%
TOTAL CONTRACT COSTS	\$ 337,701	\$ 347,564	\$9,863	2.92%

Tot. Vac. Days 30 Holidays 23 Personal Days 4 Total 57

** For SY 2021-2022 and SY 2022-2023, Total of all items not to exceed \$6,000 for each school year

^^ 91 unused days as of 6/8/07; payment for 1/2 to max. of \$40,000; using per diem denominator of 260

^^^ Total Vacation Days: 30 per year; plus possible add'l 60 carryover at separation

##Insurance premiums are adjusted annually

FRINGE BENEFITS – 12 Month Personnel
(Certificated)

LEAD DISTRICT SUPERVISOR

For the period July 1, 2006 – June 30, 2007

VACATION	Twenty-six (26) days – Ten (10) days carry-over. Note: Pro-rated for staff members employed for less than twelve (12) months. A maximum of ten (10) vacation days may be sold at per diem rate per year.
SICK LEAVE	Fifteen (15) days - cumulative Note: Pro-rated for staff members employed for less than twelve (12) months. Request for cash-in option must be made to Superintendent or his/her designee. Up to ten (10) sick days – per diem rate. One-half (1/2) accrued number of sick days x per diem salary at time of retirement to a maximum of \$40,000.
ANNUAL PHYSICAL	A complete physical and/or optical examination not paid by insurance. Payment will be made only upon presentation of medical insurance reimbursement form (<i>Customer's Explanation of Benefits</i>) and physician's receipt submitted no later than ninety (90) days following the date of the examination.
TUITION REIMBURSEMENT	Maximum of \$6,000 per year.
CONTINUING EDUCATION	Ability to participate in and/or receive job related seminars, conferences, graduate course work, in-service training and publications and annual membership dues for professional organizations as approved by the Superintendent or his/her designee.
PERSONAL DAYS	Four (4) days per year - non-cumulative

**EMERGENCY
LEAVE**

Death in the immediate family - four (4) consecutive days.
Immediate family shall be defined as follows:
-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one day.
Maximum two (2) days per year

**PERSONAL
COMPUTER**

A personal computer will be provided for employee's home use to perform school business.

**HEALTH
BENEFITS**

-State Health Benefits Plan or equivalent
-Prescription \$1.00 - co-payment
-Dental/Orthodontics
-Vision
-Disability
-Long Term Care Insurance Program

All the above are family coverage except disability and long term care insurance program - employee only.

After retirement can participate in plan at an additional cost.
The Board will make available to retired administrators the option to participate in the group rate for prescription, dental and vision care plans. This provision will be on a pilot basis and reviewed annually to determine that there is not additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision. The retired administrators will submit payment to the Board on a semi-annual basis prior to the billing cycle at the group rate for those plans selected.

**SALARY
ADVANCEMENT**

Salary advancement is not automatic, but subject to satisfactory annual evaluation and recommendation by the Superintendent or his/her designee.

**SERVICE
ADJUSTMENT**

After ten (10) years - \$1,000.

**WORK YEAR/
CALENDAR**

Follow schedule of holidays for twelve (12) month personnel.

TERMINATION

Sixty (60) days

Board approved: 06/20/06

The State of  New Jersey

Department of Education
State Board of Examiners

Standard Certificate

This is to certify that

RICHARD D PANICUCCI

County District
03

Issued Expires
12/01

Has met all of the requirements established by the State Board of Education and is authorized to serve in the public schools of New Jersey as indicated below:

SUPERVISOR

Commissioner of Education

Secretary, State Board of Examiners



State of New Jersey
DEPARTMENT OF EDUCATION

ESSEX COUNTY OFFICE
Leroy F. Smith Public Safety Building
60 Nelson Place, 1st Floor South
Newark, New Jersey 07102
(973) 621-2750

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

JOSEPH S. ZARRA
Interim Executive County Superintendent

June 14, 2022

Dr. Howard Lerner, Superintendent
Bergen County Vocational Technical School District
540 Farview Avenue
Paramus, NJ 07652

Dear Dr. Lerner:

I have reviewed the employment contract for Andrea Sheridan, Assistant Superintendent of the Bergen County Vocational School District, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2022, through June 30, 2023.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

After approval, please forward a signed copy of said contract to my office.

Sincerely,



Joseph S. Zarra
Interim Executive County Superintendent

JSZ:mm

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this _____ day of _____, 2022, the BOARD OF EDUCATION OF THE VOCATIONAL SCHOOLS IN THE COUNTY OF BERGEN (hereinafter "BOARD") and ANDREA SHERIDAN, (hereinafter "SHERIDAN") concerning the terms of employment of SHERIDAN as follows:

1. **POSITION**: SHERIDAN shall be employed by the BOARD in the capacity of ASSISTANT SUPERINTENDENT of the Vocational Schools in the County of Bergen.

2. **GENERAL POWERS AND DUTIES**: SHERIDAN, as ASSISTANT SUPERINTENDENT, of the Vocational Schools in the County of Bergen, shall exercise general supervision of the District under the rules and regulations prescribed by the State Board of Education and shall have the powers to perform such other duties as prescribed by the BOARD.

3. **HOME OFFICE AUTHORIZATIONS**: The BOARD recognizes that all of the duties and obligations of the ASSISTANT SUPERINTENDENT cannot be satisfied during the normal working hours spent by the ASSISTANT SUPERINTENDENT of the Vocational Schools in the County of Bergen in her school district office. It is acknowledged that SHERIDAN conducts a significant amount of school business from her home office from time to time. To assist the ASSISTANT SUPERINTENDENT with the discharging of Board responsibilities performed at her residence, the BOARD authorizes SHERIDAN to utilize a district owned computer and such other appropriate aids which may expedite the completion of school business.

4. **SALARY**: SHERIDAN, as ASSISTANT SUPERINTENDENT, shall receive an annual salary of \$234,502 for the period July 1, 2022, through June 30, 2023 pro rata. SHERIDAN shall be paid said salary in twenty-four (24) equal installments payable on the 15th and the last day of each month based on a schedule of a 5-day work week throughout the entire year.

Payment provided for under this Paragraph shall be deemed to be salary for the purpose of N.J.S.A 18A:17-19 and shall be reported to the Division of Pensions.

5. **HEALTH INSURANCE / FRINGE BENEFITS**: SHERIDAN shall receive health insurance for the "Employee" and her immediate family including, without limitation, the State Health Benefit Plan, Blue Cross/Blue Shield coverage, Blue Cross/Blue Shield Major Medical, dental (Delta Dental), prescription drug (SEHBP stand-alone plan), vision care (NVA) and disability coverage (Cigna).

The Board shall provide medical benefits insurance through the New Jersey School Employees Health Benefits Program. Coverage for staff shall include the employee and employee's eligible family members for the period July 1, 2022, through June 30, 2023. Payment of Health Benefits is to comply with N.J.S.A 18A:16-17 and pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums.

Mandated contributions by the employee towards healthcare coverage will be paid through semi-monthly payroll deductions.

6. ANNUITY: Effective on the commencement date of this AGREEMENT, SHERIDAN shall have the option of allocating a portion of her base salary to participate in a 403(b) and/or 403(b)7 and/or 457 program as selected by SHERIDAN to the maximum allowable by statute.

7. VACATION LEAVE:

a. Annual Vacation Entitlement: SHERIDAN shall receive thirty (30) days of vacation annually for the terms of this AGREEMENT. Except upon separation from employment or death, any unused vacation days not used by August 31 each year which exceed the allowed carryover shall be forfeited and shall have no cash value.

b. Accumulated Vacation: SHERIDAN shall be permitted to carry from one year to another one year's worth of vacation days.

c. Upon retirement, resignation or death, SHERIDAN, or her estate shall be paid for the balance of earned vacation to be paid at the prevailing per diem salary rate using a denominator of 260 days.

8. PERSONAL AND SICK LEAVE: SHERIDAN shall receive fifteen (15) days sick leave annually for the term of this AGREEMENT. All unused sick leave days shall be cumulative from year to year. SHERIDAN shall receive four (4) personal leave days for the term of this AGREEMENT. Such personal leave days cannot be accumulated and shall be forfeited if not used during the year in which they are available.

a. Upon retirement, SHERIDAN shall be paid for her unused accumulated sick leave days based upon the following formula:

The greater of: i) accumulated sick days multiplied by the per diem salary rate using a denominator of 260 days payable to a maximum of \$15,000; or ii) the amount of accrued supplemental compensation based upon unused sick leave accumulated as of June 8, 2007 (effective date of P.L. 2007, c. 92) using a per diem rate denominator of 260 days.

b. SHERIDAN has 104 unused sick days remaining from those she accrued on or before June 8, 2007. Prior to June 8, 2007, SHERIDAN was entitled to payment for one half (1/2) of her unused sick leave upon retirement up to a maximum of \$20,000 by virtue of her district employment as a Principal. (Copies of applicable contract(s) and/or Board policies are attached.)

9. HOLIDAYS: Holidays shall be in accordance with the annual BOE approved holiday schedules for 12-month Administrators and Central Office personnel. For the 2022-2023 school year, the holidays shall be: Independence Day, Labor Day, Rosh Hashanah, Yom Kippur, NJEA Convention (2 days), Thanksgiving (2 days), Floating Holidays (3: Nov. 1 (Election Day), Nov. 11 (Veterans Day), Feb. 12 (Lincoln's Birthday)), Board of Education Days (4: Dec. 27, Dec. 28, Dec. 29, Dec. 30), Christmas Day, New Year's Day, Martin Luther King, Jr's Birthday, Presidents' Day (Washington's Birthday), Good Friday, Columbus Day - Observed (April 10), Memorial Day, Juneteenth.

10. **BEREAVEMENT:** For a death in the immediate family; four (4) consecutive days will be allotted.

Immediate family shall be defined as follows:

- | | |
|--|----------------------|
| -husband or wife | -children |
| -mother or father | -brothers or sisters |
| -mother/father-in-law | -grandparents |
| -other relatives, if living in the same domicile at the time of death. | |

Death of a friend or other relative – one day (a maximum two (2) days per year).

11. **USE OF PERSONAL VEHICLE:** SHERIDAN shall use her personal vehicle to travel to and from all District related matters and the BOARD shall reimburse SHERIDAN for such mileage in accordance with the Accountability Regulations and OMB circulars pertaining to mileage reimbursement.

12. **CONTINUING EDUCATION:**

a. The BOARD will continue to make available to SHERIDAN such funds as shall permit her to attend, participate in and/or receive job related seminars, conferences, graduate school in accordance with N.J.A.C 6A.23A-3.1(e)15, in-service training and publications, in an amount not to exceed \$7,500.00 consistent with OMB Circular and Travel Regulations consistent with N.J.S.A 18A:11-12.

b. The BOARD will also pay annual membership dues for the following professional organizations: Bergen County Association of School Administrators, New Jersey Association of School Administrators, New Jersey Association of Pupil Services Administration, The Secondary Vocational School Association, New Jersey Council of County Vocational-Technical Schools, Association for Supervision and Curriculum Development.

13. **SALARY NOTIFICATION AND FRINGE BENEFIT ENTITLEMENTS:** The BOARD shall provide SHERIDAN with formal notification with respect to salary notification and fringe benefits not later than April 30 of each year specified under this AGREEMENT. SHERIDAN's salary as set forth in Paragraph 4 hereunder shall be confirmed by BOARD resolution and transmitted to SHERIDAN on or before June 30 of the year before such salary is to become effective; this notification date may be extended if mutually agreed to by the parties.

14. **STATUTORY REFERENCE:** This AGREEMENT is entered into by the BOARD with SHERIDAN pursuant to N.J.S.A 18A:16-1 et seq., N.J.S.A 18A:17-16 and N.J.S.A 18A:28-5.

15. **TERMINATION OF EMPLOYMENT:** The BOARD and the Employee acknowledge and agree that the Employee is a tenured ASSISTANT SUPERINTENDENT in accordance with the provisions of N.J.S.A 18A:28-6, and that she is entitled to all of the rights, protections, duties and obligations to which a tenured ASSISTANT SUPERINTENDENT is entitled.

In the event that the BOARD desires to terminate the Employee's employment, the BOARD must comply with all of the provisions of N.J.S.A 18A:28-1 et seq., concerning dismissal of a tenured ASSISTANT SUPERINTENDENT unless the Employee agrees to such termination of employment in writing. In the event that SHERIDAN desires to terminate her employment as ASSISTANT SUPERINTENDENT of the Vocational Schools in the County of Bergen, she shall give at least sixty (60) days prior written notice to the BOARD of her desire to terminate her employment. In the event of termination of employment, all benefits to SHERIDAN are entitled pursuant to Paragraphs 7 and 8 above shall remain in effect.

16. REVOCATION CLAUSE SHERIDAN and the BOARD agree that in the event SHERIDAN'S required New Jersey Department of Education certification is permanently revoked, all provisions of this AGREEMENT shall be null and void as of the date of the revocation; and if SHERIDAN is lawfully precluded from performing her duties as ASSISTANT SUPERINTENDENT by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this AGREEMENT shall terminate and SHERIDAN'S employment shall cease.

17. SAVINGS/SEVERABILITY: If, during the term of this AGREEMENT, it is found that a specific clause of this AGREEMENT is contrary to federal or state law, the remainder of the AGREEMENT not affected by such ruling shall remain in full force and effect. The parties hereto represent to each other that they fully understand the terms and conditions of this AGREEMENT, and agree to be bound by same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

18. ENTIRE AGREEMENT/MODIFICATION: This AGREEMENT constitutes the whole and entire contract between the parties. The terms and conditions of this AGREEMENT shall not be altered, modified or otherwise changed except by the written consent of both parties hereto and review and approval by the Executive County Superintendent. Any amendments to this AGREEMENT shall not create a new agreement or agreement term but shall only constitute an amendment to the existing AGREEMENT.

19. GOVERNING LAW: The within AGREEMENT shall be governed by the laws of the State of New Jersey.

20. EFFECTIVE DATE AND TERM: This AGREEMENT shall take effect on JULY 1, 2022, and run through JUNE 30, 2023.

IN WITNESS WHEREOF, the BOARD's representative and SHERIDAN have signed this AGREEMENT on the date written above.

BOARD OF EDUCATION OF THE VOCATIONAL
SCHOOLS IN THE COUNTY OF BERGEN

President

Date

ASSISTANT SUPERINTENDENT

Andrea Sheridan

Date

ASSISTANT/DEPUTY SUPERINTENDENT

Detailed Statement of Contract Costs

District: Board of Education of the Vocational Schools in the County of Bergen

Name/Title: Andrea Sheridan, Assistant Superintendent

Date BOE Authorized Submission to County Office	5/31/2022			
District Grade Span	9-12			
On Roll Students as of 10-15	2,714			
Yrs. In District as Ast. Supt. <u>11.5</u> Total Yrs. Exp. In Position <u>11.5</u>	2021-22	2022-23	Difference	% Inc
Salary				
Salary	\$ 226,791	\$ 234,502	\$7,711	3.40%
Longevity	\$ -	\$ -		
Shared Service	\$ -	\$ -		
TOTAL ANNUAL SALARY	\$ 226,791	\$ 234,502	\$7,711	3.40%
Additional Salary				
Quantitative Merit Goals	\$ -	\$ -		
Qualitative Merit Goals	\$ -	\$ -		
Additional Compensation - Describe: (See " * " below)	\$ 12,000	\$ 12,000		
Total Additional Salary	\$ 12,000	\$ 12,000	\$0	0.00%
TOTAL ANNUAL SALARY PLUS ADDITIONAL COMPENSATION	\$ 238,791	\$ 246,502	\$7,711	3.40%
Board Contribution for Cost of Premiums for:				
Health Insurance	\$ 10,262	\$ 10,262		
Prescription Insurance	\$ 3,622	\$ 3,622		
Dental Insurance	\$ 633	\$ 633		
Vision Insurance	\$ 62	\$ 62		
Disability Insurance	\$ 360	\$ 360		
Long-term Care Insurance	\$ -	\$ -		
Life Insurance	\$ -	\$ -		
Other Insurance - Describe:	\$ -	\$ -		
Waiver of Benefits	\$ -	\$ -		
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -		
Board Cost of Premiums	\$ 14,938	\$ 14,938	\$0	0.00%
Employee Contribution to Premiums as per Law	\$ 4,859	\$ 4,859	\$0	0.00%
TOTAL HEALTH BENEFITS COMPENSATION ##	\$ 10,079	\$ 10,079	\$0	0.00%
Other Compensation				
Travel and Expense Reimbursement (Estimated Annual Cost)	**	**		
Professional Development (Capped Amount or Estimated Annual Cost)**	\$ 7,500	\$ 7,500		
Tuition Reimbursement	**	**		
Mentoring Expenses - Describe:	\$ -	\$ -		
National/State/County/Local/Other Dues	**	**		
Subscriptions	**	**		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ -	\$ -		
Computer for Home use, including supplies, maintenance, internet	\$ 2,400	\$ 2,500		
Other - Describe: Professional Liability Insurance & Bond Insurance	\$ -	\$ -		
TOTAL OTHER COMPENSATION	\$ 9,900	\$ 10,000	\$100	1.01%
Sick and Vacation Compensation				
Maximum Payment for Unused Sick Leave Upon Retirement^^	\$ 15,000	\$ 15,000		
Maximum Payment for Unused Vacation Leave - Retirement or Separation	\$ 78,505	\$ 81,174		
TOTAL SICK AND VACATION COMPENSATION	\$ 93,505	\$ 96,174	\$2,669	2.85%
TOTAL CONTRACT COSTS	\$ 352,275	\$ 362,755	\$10,480	2.98%

Tot. Vac. Days 30 Holidays 23 Personal Days 4 Total 57

*Stipend for Special Project: AHS Program Development & Support SY 19-20 (\$1000 a month for 10 months) and The Institute for Interactive Design Technology Program Development and Support SY 20-21 (\$1,000 a month for 12 months)

**For SY 2021-2022 and SY 2022-2023, Total of all items not to exceed \$7,500 for each school year

^^104 unused sick days as of 6/8/07; payment for 1/2 to max. of \$20,000; using per diem denominator of 260

^^^ Total Vacation Days: 30 per year; plus possible add'l 60 carryover at separation

##Insurance premiums are adjusted annually

Congratulations!

The New Jersey State Board of Examiners has authorized issuance of this certificate that permits you to serve as a professional educator in the public schools of New Jersey.

Pursuant to N.J.S.A. 18A:26-2, any person employed as a teaching staff member by a district board of education or a charter school board of trustees shall hold a valid and appropriate certificate. N.J.A.C. 6A:9-5.2(b) requires a newly employed or reassigned teaching staff member to exhibit an appropriate certificate prior to assuming any duties of the new position. Therefore, it is important that you safeguard this certificate.

Please note that it is a violation of N.J.S.A. 18A:26-2 to accept employment under a certificate that you know was printed or issued erroneously. If there are any errors associated with this certificate, please return the original certificate with a brief cover letter to the New Jersey Department of Education, PO Box 500, Trenton, NJ 08625-0500.

Best wishes to you in your endeavors to enhance the academic achievement of New Jersey's children.

WARNING: THIS DOCUMENT CONTAINS MULTIPLE SECURITY FEATURES INCLUDING A CHAIN-LINK WATERMARK.

XXX-XX-1133
Tr# 313241

The State of New Jersey

Cert# 852068

Department of Education
State Board of Examiners
Standard Certificate

Issued Expires
03/12

This is to certify that
ANDREA M SHERIDAN

County District
00 0000

Has met all of the requirements established by the State Board of Education and is authorized to serve in the public schools of New Jersey as indicated below:

School Administrator

Christopher D. Cerf
Acting Commissioner

Robert R. Higgins
Secretary, Board of Examiners



2006 – 2009

AGREEMENT

of

TERMS AND CONDITIONS
OF EMPLOYMENT

between

THE BOARD OF EDUCATION OF THE
VOCATIONAL SCHOOLS IN THE
COUNTY OF BERGEN

and

THE BERGEN COUNTY
VOCATIONAL/TECHNICAL SCHOOLS
PRINCIPALS, VICE PRINCIPALS, AND SUPERVISORS ASSOCIATION

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ARTICLE I

Unit Membership

In accordance with the New Jersey Employer–Employee Relations Act, N.J.S.A. 34:13A–1 et seq., the Board hereby recognized the Association as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all certified personnel, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including but not limited to Principals, Vice Principals, and Building Supervisors.

Unless otherwise indicated, the term supervisory employee when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the above-defined negotiating unit.

ARTICLE II

Negotiation Procedure

The parties agree to enter into collective negotiations over a successor Agreement no later than November 1 and no earlier than October 15 of the year preceding the calendar year in which this Agreement expires.

Neither party shall have control over the selection of the negotiating representatives of the other party. The parties mutually pledge that their representatives shall have all the necessary power and authority to make proposals, consider proposals, and make counter proposals in the course of negotiations.

Except as this Agreement provides all terms and conditions of employment applicable on the effective date of the Agreement shall continue to be so applicable during the terms of this Agreement.

This Agreement incorporates the entire understanding of the parties on all matters that were or could have been the subject of negotiation. During the terms of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

Both parties agree to be in complete compliance with all aspects of N.J.S.A. 34:13A–1 et seq. And all other Statutes of the State of New Jersey in regards to employment practices, educational procedures and personal rights.

Nothing in this Agreement shall be construed to deny or restrict to any supervisory employee any such rights he shall have under law.

ARTICLE III

Association Rights and Privileges

The Board agrees to furnish to the Association, in response to reasonable written requests from time to time, all available information concerning the financial resources of the district, including but not limited to: annual financial reports and audits, register of certified personnel, tentative budgetary requirements and all allocation, agendas, and minutes of all Board meetings, census data, names and addresses of all administrators and supervisors and such other information that shall assist the Association in developing intelligent, accurate, informed, and constructive programs on behalf of the supervisory employees, together with information which may be necessary for the Association to process any grievance or complaint.

Representatives of the Association shall be permitted to transact official Association business on school property at all reasonable times provided that this shall not interfere with or interrupt normal school operations.

The rights and privileges of the Association and its members shall be granted only to the Association and its members and to no other organization. This is done in accordance with the terms of this Agreement.

ARTICLE IV

Evaluation

An evaluation instrument will be developed by a committee comprised of Association and District Administration Office representatives. Each supervisory employee is entitled to have a response heard and appended to the evaluation report. Procedures shall be consistent with New Jersey Administrative Code and Statutes.

Results of standardized tests used for the evaluation of students shall not be used as a means to evaluate supervisory employees.

ARTICLE V

Contract Renewal

Each non-tenured supervisory employee shall receive written notice prior to May 15 of each year whether or not the Superintendent of Schools, or his/her designee, intends to recommend renewal of contract for the ensuing year.

ARTICLE VI

Leaves of Absence

- I. Sick Leave: Each twelve (12) month supervisory employee shall be entitled to twelve (12) days sick leave per year. Unused days of sick leave shall be accumulated from year to year. All sick leave days earned shall be credited toward retirement policy. This provision provides no entitlement at this date but is subject to subsequent negotiations.

Upon retirement, supervisory employees shall be paid for their unused accumulated sick leave days based on the following formula: $1/2$ accrued number of sick days x per diem salary at time of retirement to maximum of \$20,000.

- II. Personal Business or Religious Reasons: Four (4) days. Leave of absence during school hours for the following reasons will require no further explanation:

- Religious
- Health problem of a child or spouse
- Legal Business
- Death of a friend

- III. Emergency Leave: The Superintendent of Schools may grant to any regularly employed supervisory employee emergency leave each year for the following reasons:

1. Death in the immediate family – four (4) days. Immediate family shall be defined as:
 - Husband or Wife
 - Children
 - Mother or Father
 - Brothers or Sisters
 - Mother-in-Law or Father-in-Law
 - Grandparents
 - Other relatives, if living in the same domicile at time of death
2. Death of a relative not a member of the immediate family – one (1) day.

Other leaves for personal reasons may be granted by the Superintendent of Schools or his/her designee for good cause.

A personal business day cannot be taken during the five (5) days prior to the closing of school in June nor immediately before or after any school holiday, vacation or weekend. Exceptions for reasons beyond the control of the employee and acceptable to the Superintendent of Schools may be granted.

The policy of the Board to allow supervisory employees to attend State and National conferences as the official representative of the District shall continue. The District shall bear the expenses

incurred by the employee participating in such conferences upon recommendation of the Superintendent of Schools or his/her designee.

For tenured supervisory employees a leave of absence without pay or benefits for one (1) year may be granted by the Board. Additional leave with just cause may be granted by the Board for reasons such as, but not limited to, illness, personal tragedy, personal problems, education, legal business.

All requests for extensions or renewals of leave shall be applied for in writing and, if granted, notification by the Board will be in writing prior to April 1.

ARTICLE VII

Vacation and Holidays

Each supervisory employee shall be entitled to twenty-two vacation days per year after one year of service, twenty-three days after six years of service, and twenty-six days after ten years of service.

A maximum of five (5) vacation days may be banked for an additional use period of one (1) year from the date upon which the original vacation leave would have expired. All regular vacation leave with the above exception must be used within a fourteen (14) month period beginning on July 1 and ending August 31 of the following year. Vacation time may be used by the supervisory employee with the approval of the supervisor.

The following days shall be considered holidays or days off with pay for all twelve (12) month employees of the bargaining unit. When such holidays fall on a weekend the school calendar shall determine the holiday status. Holidays shall include:

Independence Day	Day following Thanksgiving
Labor Day	Christmas Day
Rosh Hashanah (1 day)	New Years Day
Yom Kippur	Martin Luther King, Jr.'s Birthday
Columbus Day	Lincoln's Birthday
Election Day	Washington's Birthday
Veteran's Day	Good Friday
Thanksgiving Day	Memorial Day

The school offices may remain open during winter or spring vacations. However, each twelve (12) month employee may have three (3) designated days off during the Christmas vacation period and one (1) designated day during the spring vacation period. Such days shall be pre-determined by the Superintendent of Schools or his/her designee and shall not be charged to the vacation days of the supervisory employee.

An employee whose anniversary date of employment occurs on or before December 31 of any year shall be deemed to have been employed for a year as of July 1 for that school year and be entitled to a full increment.

An employee whose anniversary date of employment occurs January 1 or thereafter of any year shall not be deemed to have been employed for that school year but rather the following July 1 and as of that date, be entitled to a full increment.

Supervisory employees have the right to sell back five (5) vacation days per year at their full per diem rate.

ARTICLE VIII

School Calendar

Representatives of this Association shall participate in the formation of the school calendar prior to its being adopted by the Board of Education.

ARTICLE IX

Transfers of Personnel

No supervisory employee will be transferred without first being consulted and notified of such transfer or change of assignment prior to Board of Education action.

A request for transfer shall be submitted through channels to the supervisory employee's immediate supervisor and submitted to the Superintendent of Schools or his/her designee for endorsement. The Superintendent of Schools or his/her designee shall acknowledge the receipt of the request and schedule an interview with the candidate as soon as possible. After the Board has taken action the supervisory employee shall be informed of the decision in writing.

ARTICLE X

Tuition Reimbursement

The Board, upon recommendation of the Superintendent of Schools or his/her designee, will grant tuition reimbursement to each supervisory employee annually, upon completion of an approved college course(s) leading to a degree or certification, or similar charges for inservice training, in the amount of \$6,000. Payment will be made upon presentation of an official college transcript or other evidence of satisfactory completion and an official receipt of tuition payment. All claims must be submitted no later than ninety (90) calendar days following the completion of the program.

ARTICLE XI

Insurance Protection

The Board shall provide the following health care insurance protection and shall make full payment of the premiums for each supervisory employee as follows:

1. State Health Benefits Plan or equivalent
2. A prescription drug program with \$1.00 co-payment
3. Family Dental/Orthodontics Plan
4. Vision Care Program
5. Disability Coverage (employee only)
6. Long Term Care Insurance Program (employee only)*

*Employees hired into the position after July 1, 2006, will not be eligible for the long term care.

The Board will make payment of insurance premiums for each supervisory employee who remains in the employ of the Board for the full school year to provide insurance coverage for the full twelve (12) month period without interruption in participation or coverage. The Board shall provide for the continuation of health-care insurance after retirement, leave of absence, or resignation on the terms detailed in the master policies and contracts agreed upon by the Board and the Association.

The Board will make available to retired administrators the option to participate in the group rate for prescriptions, dental, and vision care plans. This provision will be reviewed annually to determine that there is no additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision. The retired administrators will submit payment to the Board on a semi-annual basis prior to the billing cycle at the group rate for those plans selected.

ARTICLE XII

Use of Automobile

All members of the Association shall be reimbursed at the rate established by the Internal Revenue Service when they are required to use their own vehicles in the performance of their duties.

ARTICLE XIII

Reduction of Personnel

There shall be no reduction in Administrative staff except for good cause. In the event of said reduction, every attempt will be made to place this person in a professional position within the district. All reductions must be consistent with New Jersey Administrative Code.

ARTICLE XIV

Physical Examinations

The Board will reimburse each supervisory employee for the cost of an annual physical exam and/or eye examination providing such a reimbursement does not exceed five hundred dollars. Payment will be made only upon presentation of medical insurance reimbursement form (*Customer's Explanation of Benefits*) and a physician's receipt submitted no later than ninety (90) days following the date of the examination.

ARTICLE XV

Other Protections

In the event an emergency situation arises that is not covered by written policy, the supervisory employee shall have the authority to make whatever decision that is necessary for the safety and welfare of the students.

The Board shall give full support, including legal and other assistance, for any assault upon the supervisory employee while acting on the discharge of his/her duties.

When absence arises from such assault or injury, the Board will continue salary and grant a leave without deducting such time from the accumulated sick or personal leave time due the supervisory employee. The Board shall be responsible for the reimbursement to the supervisory employee for the reasonable cost of personal property or clothing damaged in said performances of duties as well as medical services required.

ARTICLE XVI

Salary And Emoluments

- A) Salary—Upon recommendation of the Superintendent or his/her designee, administrative salaries will be increased by 4.5% each year: 2006-2007; 2007-2008; 2008-2009.

An employee whose anniversary date of employment occurs on or before December 31 of any year shall be deemed to have been employed for a year as of July 1 for that school year and be entitled to a full increment.

An employee whose anniversary date of employment occurs January 1 or thereafter of any year shall not be deemed to have been employed for that school year but rather the following July 1 and as of that date, be entitled to a full increment.

The same rule applies to the additional cumulative payments as noted below:
10-years, \$2,000; 20-years, \$1,000 (additional). Longevity amounts will be added to the base salary after yearly increase is calculated

- B) Dues—Professional Organizations: The Board agrees to make deductions from the salaries of the supervisory employees for the dues of professional organizations as each individual authorizes voluntarily in compliance with N.J.S.A. 34:13A-5.6. The person designated by the Board shall distribute such moneys to the proper associations.

The Board of Education will pay the dues for one (1) professional organization for each member, as approved by the Superintendent, provided however that the maximum amount payable to each member annually shall not exceed \$500 and provided the member produces an invoice to substantiate the amount of the dues.

- C) Withholding of Increment: It shall be clearly understood by both parties that the salary increases are not automatic. The Board reserves the right to withhold all increments for inefficiency or other good cause. All actions regarding the withholding of an increment shall be in accordance with due process as prescribed by statute and Board policy.

All actions regarding the withholding of an increment shall be in accordance with due process as prescribed by statute and Board policy.

- D) Personal Computer: A personal computer and printer will be provided for home use to perform school business.

ARTICLE XVII

Work Day and Hours

Each twelve (12) month supervisory employee shall work no more than forty (40) hours total per week from September through June when students are in attendance, and no more than thirty-five (35) hours per work week from July 1 through August 31 and school vacation days when students are not in attendance. However, each twelve (12) month supervisory employee may be required to work additional hours with no additional remuneration for such occasions as, but not to be limited to, open house, back-to-school night, graduation, extended year, etc.

Work year is defined as July 1 through June 30 of the following year, with the exception of holidays and vacation time.

ARTICLE XVIII

Selection of Personnel

The principal or his/her designee shall make recommendations to the District Administration for appointment of professional personnel to their building. All such personnel are directly responsible to the Principal or his/her designee. However, custodial personnel shall be jointly responsible to the Custodial and Maintenance Manager and the Building Administrator.

ARTICLE XIX

Grievance Procedure

A) Definition: The term grievance means a complaint or claim that there has been an improper application, interpretation or violation of any term or provision of this contract or administrative decisions affecting a member or group of members.

B) Procedure:

1. Filing a Grievance: A grievance may be filed by an individual member, a group of members, or by the Association, either in its own group of members, or by the Association, either in its own name or as the representative of a group or class whose individual signatures shall not be necessary. Any grievance must be lodged at the proper initiating level within thirty (30) calendar days of the happening of the event.

2. Failure to Communicate a Decision: Failure at any step to communicate the decision on a grievance within a specified time limitation shall constitute acceptance of a grievance as sustained. Failure to appeal within the specified time limitations from

an answer which is unsatisfactory shall be deemed to constitute an acceptance of such response as dispositive.

3. Informal Attempt to Resolve: An individual supervisory employee who has a grievance shall discuss it first with his/her immediate supervisor in an attempt to resolve the matter informally. However, if the grievant is the Association, the initial discussion shall be at the level of the Assistant Superintendent, or his/her designee; and, in such event, if the problem is not resolved to the satisfaction of the Association within ten (10) work days after the conclusion of the discussion, the procedures prescribed in the subsections of this Section B shall become applicable.

4. Level One—Immediate Superior: If, as a result of the discussion, the matter is not resolved to the satisfaction of the grievant within five (5) work days, he/she shall set forth the grievance in writing to the immediate superior specifying:

- a) The nature of the grievance;
- b) The nature and extent of the injury, loss or inconvenience;
- c) The result of the previous discussion;
- d) The dissatisfaction with decisions previously communicated, the decision to the grievant in writing within ten (10) working days of receipt of the written grievance.

5. Level Two—Superintendent of Schools or his/her designee: The grievant, no later than five (5) work days after receipt of the immediate superior's decision, may appeal this decision to the Superintendent of Schools. The appeal to the Superintendent of Schools must be made in writing reciting the matter submitted to the immediate superior, as specified above, and his/her dissatisfaction with the decisions previously rendered. The Superintendent of Schools shall attempt to resolve the matter as quickly as possible, but within a period not to exceed fifteen (15) workdays. The Superintendent of Schools shall communicate his decision in writing to the grievant and the immediate superior.

6. Level Three—Board of Education: If the grievance is not resolved to the grievant's satisfaction, he/she, no later than five (5) work days after the receipt of the Superintendent's decision, may request a review by the Board of Education, who may hear the grievance as long as a quorum exists. The request shall be submitted in writing through the Superintendent of Schools, who shall attach all related papers and forward the request to the Board of Education. The Board, or a committee thereof, shall review the grievance and shall, at the option of the Board, hold a hearing with the grievant and render a decision in writing within thirty-five (35) calendar days of receipt of the grievance by the Board.

7. Right to Representation: Rights of supervisory employees to representation shall be as follows: Any grievant may be represented at all stages of the grievance

procedure by himself/herself, or, at their option, by a representative and/or attorney. When a grievant is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent of Schools or his/her designee or at any later level, be notified that the grievance is in process and have the right to be present and present its position in writing at all hearing sessions held concerning the grievance, and shall receive a copy of all decisions rendered.

The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination, or reprisal in presenting the appeal with respect to his/her personal grievances.

8. Separate Grievance File: All documents, communications and records dealing with the process of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.
9. Meetings and Hearings: No meetings or hearings conducted under this procedure shall be public. The only parties in attendance shall be the parties in interest and the designated or selected representatives contemplated in this article.

ARTICLE XX

Duration of Agreement

This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2009, subject to the Association's right to negotiate for a successor Agreement as provided in Article II of this Agreement. This shall not be in the absence of a mutual agreement to extend; it is expressly understood that this Agreement shall expire on the date indicated.

IN WITNESS WHEREOF, the parties have caused this Agreement to be duly executed by their respective Presidents, attested by their respective secretaries on the date indicated.

MEMORANDUM OF UNDERSTANDING DATED JUNE 20, 2006, BETWEEN THE BOARD OF EDUCATION OF THE VOCATIONAL SCHOOLS IN THE COUNTY OF BERGEN AND THE BERGEN COUNTY TECHNICAL SCHOOLS, PRINCIPALS, VICE PRINCIPALS, AND SUPERVISORS ASSOCIATION REGARDING THE TERMS AND CONDITIONS OF EMPLOYMENT FOR THE PERIOD JULY 1, 2006, THROUGH JUNE 30, 2009

MUTUAL PREPARATION: This Memorandum has been developed and drafted by the negotiating committees of the Board and the Principals, Vice Principals, and Supervisors Association and contains their mutual understanding.

Both Parties agree to the following and agree that all portions of the expired 2003-2006 contract not modified by the terms and conditions of this Memorandum shall be carried forward and be incorporated in the July 1, 2006 to June 30, 2009, contract.

REVISE

ARTICLE I
Unit Membership

In accordance with the New Jersey Employer–Employee Relations Act, N.J.S.A. 34:13A–1 et seq., the Board hereby recognized the Association as the exclusive and sole representative for the collective negotiation concerning the terms and conditions of employment for all certified personnel, whether under contract, on leave, on a per diem basis, employed or to be employed by the Board, including but not limited to Principals, Vice Principals, and Building Supervisors.

REVISE

ARTICLE IV
Evaluation

An evaluation instrument will be developed by a committee comprised of Association and District Administration Office representatives. Each supervisory employee is entitled to have a response heard and appended to the evaluation report. Procedures shall be consistent with New Jersey Administrative Code and Statutes.

REVISE

ARTICLE VI
Leaves of Absence

For tenured supervisory employees a leave of absence without pay or benefits for one (1) year may be granted by the Board.

DELETE

ARTICLE VII

Attendance Incentive
Deleted in entirety

REVISE

ARTICLE VIII

Vacation and Holidays

An employee whose anniversary date of employment occurs on or before December 31 of any year shall be deemed to have been employed for a year as of July 1st for that school year and be entitled to a full increment.

An employee whose anniversary date of employment occurs January 1st or thereafter of any year shall not be deemed to have been employed for that school year but rather the following July 1st and as of that date, be entitled to a full increment.

Supervisory employees have the right to sell back five (5) vacation days per year at their full per diem rate.

REVISE

ARTICLE XII

Insurance Protection

5. Disability Coverage (employee only)* (delete asterisk)
6. Long Term Care Insurance Program (employee only)* (add asterisk)

*Employees hired into the position after July 1, 2006, will not be eligible for long term care insurance program

REVISE

This provision will be reviewed annually to determine that there is no additional cost to the Board for this benefit and that the participants will be responsible for the premium and any administrative costs associated with this provision.

REVISE

ARTICLE XIII

Use of Automobile

All members of the Association shall be reimbursed at the rate established by the Internal Revenue Service when they are required to use their own vehicles in the performance of their duties.

REVISE

ARTICLE XIV

Reduction of Personnel

There shall be no reduction in Administrative staff except for good cause. In the event of said reduction, every attempt will be made to place this person in a professional position within the district. All reductions must be consistent with New Jersey Administrative Code.

DELETE

ARTICLE XVI

Other Protections

Delete last sentence of paragraph 3

REVISE

ARTICLE XVII

Salary And Emoluments

- A) **Salary**—Upon recommendation of the Superintendent or his/her designee, administrative salaries will be increased by 4.5% each year: 2006-2007; 2007-2008; 2008-2009.

An employee whose anniversary date of employment occurs on or before December 31 of any year shall be deemed to have been employed for a year as of July 1st for that school year and be entitled to a full increment.

An employee whose anniversary date of employment occurs January 1st or thereafter of any year shall not be deemed to have been employed for that school year but rather the following July 1st and as of that date, be entitled to a full increment.

The same rule applies to the additional cumulative payments as noted below:
10-years, \$2,000 and 20-years, \$1,000 (additional); longevity amounts will be added to the base salary after yearly increase is calculated

ADD TO B

The Board of Education will pay the dues for one (1) professional organization for each member, as approved by the Superintendent, provided however that the maximum amount payable to each member annually shall not exceed \$500 and provided the member produces an invoice to substantiate the amount of the dues.

REVISE

- C) Withholding of Increment: It shall be clearly understood by both parties that the salary increases are not automatic. The Board reserves the right to withhold all increments for inefficiency or other good cause. All actions regarding the withholding of an increment shall be in accordance with due process as prescribed by statute and Board policy.

REVISE

ARTICLE XIX

Selection of Personnel

The principal or his/her designee shall make recommendations to the District Administration for appointment of professional personnel to their building. All such personnel are directly responsible to the principal or his/her designee. However, custodial personnel shall be jointly responsible to the Custodial and Maintenance Manager and the Building Administrator.

REVISE

ARTICLE XXI

Duration of Agreement

This Agreement shall be effective as of July 1, 2006, and shall continue in effect until June 30, 2009, subject to the Association's right to negotiate for a successor Agreement as provided in Article II of this Agreement. This shall not be in the absence of a mutual agreement to extend; it is expressly understood that this Agreement shall expire on the date indicated.

**THE BERGEN COUNTY VOCATIONAL-
TECHNICAL SCHOOLS EDUCATION
ASSOCIATION, INC.**

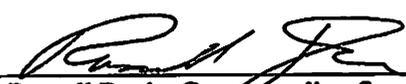


Andrea Sheridan, President

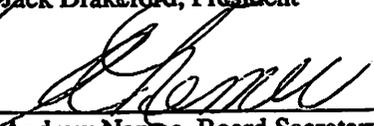
**THE BOARD OF EDUCATION OF THE
VOCATIONAL SCHOOLS IN THE
COUNTY OF BERGEN**



Jack Drakeford, President



Russell Davis, Corresponding Secretary



Andrew Nemec, Board Secretary

6/20/06
Date

6-20-06
Date



State of New Jersey
DEPARTMENT OF EDUCATION

ESSEX COUNTY OFFICE
Leroy F. Smith Public Safety Building
60 Nelson Place, 1st Floor South
Newark, New Jersey 07102
(973) 621-2750

PHILIP D. MURPHY
Governor

SHEILA Y. OLIVER
Lt. Governor

ANGELICA ALLEN-McMILLAN, Ed.D.
Acting Commissioner

JOSEPH S. ZARRA
Interim Executive County Superintendent

June 14, 2022

Dr. Howard Lerner, Superintendent
Bergen County Vocational Technical School District
540 Farview Avenue
Paramus, NJ 07652

Dear Dr. Lerner:

I have reviewed the employment contract for John Susino, Business Administrator/Board Secretary of the Bergen County Vocational School District, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2022, through June 30, 2023.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

After approval, please forward a signed copy of said contract to my office.

Sincerely,


Joseph S. Zarra
Interim Executive County Superintendent

JSZ:mm

EMPLOYMENT AGREEMENT

THIS AGREEMENT, made this _____ day of _____, 2022, the BOARD OF EDUCATION OF THE VOCATIONAL SCHOOLS IN THE COUNTY OF BERGEN (hereinafter "BOARD") and JOHN SUSINO (Hereinafter "SUSINO") concerning the terms of employment of SUSINO as follows:

1. **POSITION:** SUSINO shall be employed by the BOARD in the capacity of SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY of the Vocational Schools in the County of Bergen.

2. **GENERAL POWERS AND DUTIES:** SUSINO, as SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY of the Vocational Schools in the County of Bergen, shall exercise general supervision of the financial and facility management of the District under the rules and regulations prescribed by the State Board of Education and shall have the powers to perform such other duties as prescribed by the BOARD.

3. **HOME OFFICE AUTHORIZATIONS:** The Board recognizes that all of the duties and obligations of the SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY cannot be satisfied during the normal working hours spent by the SCHOOL BUSINESS ADMINISTRATOR /BOARD SECRETARY of the Vocational Schools in the County of Bergen in his school district office. It is acknowledged that SUSINO conducts a significant amount of school business from his home office from time to time. To assist the SCHOOL BUSINESS ADMINISTRATOR/ BOARD SECRETARY with the discharging of Board responsibilities performed at his residence, the Board authorizes SUSINO to utilize a district owned computer and such other appropriate aids and equipment which may expedite the completion of school business.

4. **SALARY:** SUSINO, as SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY, shall receive a salary of \$243,709 for the period July 1, 2022 through June 30, 2023. SUSINO shall be paid said salary in twenty-four (24) equal installments payable on the 15th and last day of each month based on a schedule of a five (5) day work week throughout the entire year.

Payment provided for under this Paragraph shall be deemed to be salary for the purpose of N.J.S.A 18A:17-19 and shall be reported to the Division of Pensions.

5. **HEALTH INSURANCE / FRINGE BENEFITS:** SUSINO shall receive health insurance for the "Employee" and his immediate family including, without limitation, the State Health Benefit Plan, Blue Cross/Blue Shield coverage, Blue Cross/Blue Shield Major Medical, dental (Delta Dental), prescription drug (SEHBP stand-alone plan), vision care (NVA) and disability coverage (Cigna).

The Board shall provide medical benefits insurance through the New Jersey School Employees Health Benefits Program. Coverage for staff shall include the employee and employee's eligible family members for the period July 1, 2022, through June 30, 2023. Payment of Health Benefits is to comply with N.J.S.A 18A:16-17 and pursuant to applicable law and regulation, the employee shall contribute an amount toward payment of premiums.

Mandated contributions by the employee towards healthcare coverage will be paid through semi-monthly payroll deductions.

6. ANNUITY: Effective on the commencement date of this AGREEMENT, SUSINO shall have the option of allocating a portion of his base salary to participate in a 403(b) and/or 403(b)7 and/or 457 program as selected by SUSINO to the maximum allowable by statute.

7. VACATION AND COMPENSATORY LEAVE:

(a) Annual Vacation Entitlement: SUSINO shall receive thirty (30) days of vacation for the terms of this AGREEMENT. Except upon separation from employment or death, any unused vacation days not used by August 31 each year which exceed the allowed carryover shall be forfeited and shall have no cash value.

(b) Accumulated Vacation Leave: SUSINO shall be permitted to carry from one year to another one year's worth of vacation days.

(c) Upon retirement, resignation or death, SUSINO, or his estate shall be paid for the balance of earned vacation to be paid at the prevailing per diem salary rate using a denominator of 260 days.

8. PERSONAL AND SICK LEAVE: SUSINO shall receive fifteen (15) days sick leave for the term of this AGREEMENT. All unused sick leave days shall be cumulative from year to year. SUSINO shall receive four (4) personal leave days for the term of this AGREEMENT. Such personal leave days cannot be accumulated and shall be forfeited if not used during the year in which they are available.

a. Upon retirement, SUSINO shall be paid for his accumulated sick leave days based upon the following formula:

The greater of: i) accumulated sick days multiplied by the per diem salary rate using a denominator of 260 days payable to a maximum of \$15,000; or ii) the amount of accrued supplemental compensation based upon unused sick leave accumulated as of June 8, 2007 (effective date of P.L. 2007, c. 92) using a per diem rate denominator of 260 days.

b. SUSINO has 29 unused sick days remaining from those he accrued on or before June 8, 2007. Prior to June 8, 2007, SUSINO was entitled to payment for one half (1/2) of his unused sick leave upon retirement up to a maximum of \$25,000 by virtue of his district employment as an Assistant to the Superintendent. (Copies of applicable contract(s) and/or Board policies are attached.)

9. **HOLIDAYS:** Holidays shall be in accordance with the annual BOE approved holiday schedules for 12-month Administrators and Central Office personnel. For the 2022-2023 school year, the holidays shall be: Independence Day, Labor Day, Rosh Hashanah, Yom Kippur, NJEA Convention (2 days), Thanksgiving (2 days), Floating Holidays (3: Nov. 1 (Election Day), Nov. 11 (Veterans Day), Feb. 12 (Lincoln's Birthday)), Board of Education Days (4: Dec. 27, Dec. 28, Dec. 29, Dec. 30), Christmas Day, New Year's Day, Martin Luther King, Jr's Birthday, Presidents' Day (Washington's Birthday), Good Friday, Columbus Day - Observed (April 10), Memorial Day, Juneteenth.

10. **BEREAVEMENT:** For a death in the immediate family; four (4) consecutive days will be allotted.

Immediate family shall be defined as follows:

- husband or wife
- children
- mother or father
- brothers or sisters
- mother/father-in-law
- grandparents
- other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative – one day (a maximum two (2) days per year.)

11. **USE OF PERSONAL VEHICLE:** SUSINO shall use his personal vehicle to travel to and from all District related matters and the BOARD shall reimburse SUSINO for such mileage in accordance with the Accountability Regulations and OMB circulars pertaining to mileage reimbursement.

12. **CONTINUING EDUCATION:** The BOARD will continue to make available to SUSINO such funds as shall permit him to attend, participate in and/or receive job related seminars, conferences, graduate school in accordance with N.J.A.C 6A.23A-3.1(e)15, in-service training and publications and coursework or training that applies to certification, in an amount not to exceed \$6,000.00 consistent with OMB Circular and Travel Regulations consistent with N.J.S.A 18A:11-12. The BOARD will pay annual membership dues for the following professional organizations: New Jersey Association of School Business Officials, The Bergen County Association of School Business Officials, The Association of School Business Officials International, and The Government Finance Officers Association.

13. **SALARY NOTIFICATION AND FRINGE BENEFIT ENTITLEMENTS:** The BOARD shall provide SUSINO with formal notification with respect to salary notification and fringe benefits not later than April 30 of each year specified under this AGREEMENT. SUSINO's salary as set forth in Paragraph 4 hereunder shall be confirmed by BOARD resolution and transmitted to SUSINO on or before June 30 of the year before such salary is to become effective; this notification date may be extended if mutually agreed to by the parties.

14. **STATUTORY REFERENCE:** This AGREEMENT is entered into by the BOARD with SUSINO pursuant to N.J.S.A 18A:16-l et seq., N.J.S.A 18A:17-15 and N.J.S.A 18A:28-5.

15. **TERMINATION OF EMPLOYMENT** The BOARD and the Employee acknowledge and agree that the Employee is a tenured SCHOOL BUSINESS ADMINISTRATOR/ BOARD SECRETARY in accordance with the provisions of N.J.S.A 18A:28-5 and that he is entitled to all of the rights, protections, duties and obligations to which a tenured SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY is entitled.

In the event that the BOARD desires to terminate the Employee's employment, the BOARD must comply with all of the provisions of N.J.S.A 18A:28-1 et seq., concerning dismissal of a tenured SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY unless the Employee agrees to such termination of employment in writing. In the event that SUSINO desires to terminate his employment as SCHOOL BUSINESS ADMINISTRATOR/ BOARD SECRETARY of the Vocational Schools in the County of Bergen, he shall give at least sixty (60) days prior written notice to the BOARD of his desire to terminate his employment. In the event of termination of employment, all benefits to which SUSINO is entitled pursuant to Paragraphs 7 and 8 above shall remain in effect.

16. **REVOCAION CLAUSE** SUSINO and the BOARD agree that in the event SUSINO'S required New Jersey Department of Education certification is permanently revoked, all provisions of this AGREEMENT shall be null and void as of the date of the revocation; and if SUSINO is lawfully precluded from performing his duties as SCHOOL BUSINESS ADMINISTRATOR/BOARD SECRETARY by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this AGREEMENT shall terminate and SUSINO'S employment shall cease.

17. **SAVINGS/SEVERABILITY**: If, during the term of this AGREEMENT, it is found that a specific clause of this AGREEMENT is contrary to federal or state law, the remainder of the AGREEMENT not affected by such ruling shall remain in full force and effect. The parties hereto represent to each other that they fully understand the terms and conditions of this AGREEMENT, and agree to be bound by same pursuant to the rules and regulations of the Department of Education and the laws of the State of New Jersey.

18. **ENTIRE AGREEMENT/MODIFICATION**: This AGREEMENT constitutes the whole and entire contract between the parties. The terms and conditions of this AGREEMENT shall not be altered, modified or otherwise changed except by the written consent of both parties hereto and review and approval by the Executive County Superintendent. Any amendments to this AGREEMENT shall not create a new agreement or agreement term but shall only constitute an amendment to the existing AGREEMENT.

19. **GOVERNING LAW**: The within AGREEMENT shall be governed by the laws of the State of New Jersey.

20. **EFFECTIVE DATE AND TERM**: This AGREEMENT shall take effect on July 1, 2022, and run through June 30, 2023.

IN WITNESS WHEREOF, the BOARD'S representative and SUSINO have signed this AGREEMENT on the date written above.

BOARD OF EDUCATION OF THE VOCATIONAL
SCHOOLS IN THE COUNTY OF BERGEN

President

Date

SCHOOL BUSINESS ADMINISTRATOR/BOARD
SECRETARY

John Susino

Date

Business Administrator

Detailed Statement of Contract Costs

District: Board of Education of the Vocational Schools in the County of Bergen

Name/Title: John Susino, School Business Administrator

(TOTAL - Apportioned pursuant to the Shared Services Agreement between Bergen County Vocational Technical School Districts and Bergen County Special Services School District)

Date BOE Authorized Submission to County Office		5/31/2022			
District Grade Span:		P-12 (BCSS); 9-12 (BCTS)			
On Roll Students as of Oct. 15		555 (BCSS); 2714 (BCTS)			
Yrs. in District as BA/Ast.Supt 13; Total Years Exp. In Postion 13					
Contract Term:		2021-22	2022-23	Dif.	% dif
Salary					
Salary		\$ 235,695	\$ 243,709	\$ 8,014	3.40%
Longevity		\$ -	\$ -	\$ -	
Shared Service		\$ -	\$ -	\$ -	
	Total Annual Salary	\$ 235,695	\$ 243,709	\$ 8,014	3.40%
Additional Salary					
Quantitative Merit Goals		\$ -	\$ -	\$ -	
Qualitative Merit Goals		\$ -	\$ -	\$ -	
	Total Additional Salary	\$ -	\$ -	\$ -	
	Total Annual Salary plus Additional Salary	\$ 235,695	\$ 243,709	\$ 8,014	3.40%
Board Contribution for Cost of Premiums for:					
Health Insurance&		\$ 35,244	\$ 35,244	\$ -	
Prescription Insurance&		\$ -	\$ -	\$ -	
Dental Insurance		\$ 1,844	\$ 1,844	\$ -	
Vision Insurance		\$ 155	\$ 155	\$ -	
Disability Insurance		\$ 360	\$ 360	\$ -	
Long-term Care Insurance		\$ -	\$ -	\$ -	
Life Insurance		\$ -	\$ -	\$ -	
Other Insurance - Describe:		\$ -	\$ -	\$ -	
Waiver of Benefits		\$ -	\$ -	\$ -	
Section 125 Plan Reimbursements - Describe:		\$ -	\$ -	\$ -	
	Board Contribution for Cost of Premiums	\$ 37,603	\$ 37,603	\$ -	0.00%
	Employee contribution to health benefits as per law	\$ 9,000	\$ 9,000	\$ -	0.00%
	Total Health Benefit Compensation##	\$ 28,603	\$ 28,603	\$ -	0.00%
Other Compensation					
Travel and Expense Reimbursement (Estimated Annual Cost)		**	**		
Professional Development (Capped Amount or Estimated Annual Cost)		\$ 6,000	\$ 6,000		
Tuition Reimbursement		**	**		
Mentoring Expenses - Describe:		\$ -	\$ -		
National/State/County/Local/Other Dues		**	**		
Subscriptions		**	**		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone		\$ -	\$ -		
Computer for Home use, including supplies, maintenance, internet		\$ 2,400	\$ 2,500	\$ 100	4.17%
Other - Describe:		\$ -	\$ -		
	Total Other Compensation	\$ 8,400	\$ 8,500	\$ 100	1.19%
Sick and Vacation Compensation					
Max Paid for Unused Sick Leave Upon Retirement^^		\$ 15,000	\$ 15,000	\$ -	
Max Paid for Unused Vacation Leave - Retirement or Separation ^^^		\$ 81,587	\$ 84,361	\$ 2,774	
	Total Sick and Vacation Compensation	\$ 96,587	\$ 99,361	\$ 2,774	
	TOTAL CONTRACT COSTS	\$ 369,284	\$ 380,172	\$ 10,888	2.95%

Total Vac. Days 27 (plus 27 days carry over) Holidays 23 Personal 4 Total 54

&One cost for both Health and Prescription due to plan choice

**For SY 2021-2022 and SY 2022-2023, Total of all items not to exceed \$6,000 for each school year

^^=205 unused sick days as of 7/1/21; payment for all to max of \$15,000; using current methodology (denominator of 260)

^^^ Total Vacation Days: 30 per year; plus possible add'l 60 carryover at separation

##Insurance premiums are adjusted annually

**Business Administrator
Detailed Statement of Contract Costs**

District: Board of Education of the Vocational Schools in the County of Bergen

Name/Title: John Susino, School Business Administrator

Date BOE Authorized Submission to County Office	5/31/2022			
District Grade Span:	9-12 (BCTS)			
On Roll Students as of Oct. 15	2714 (BCTS)			
Yrs. in District as BA/Ast.Supt 13; Total Years Exp. In Postion 13				
Contract Term:	2021-22	2022-23	Dif.	% dif
BCTS				
Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Longevity	\$ -	\$ -	\$ -	
Shared Service	\$ -	\$ -	\$ -	
Total Annual Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Additional Salary				
Quantitative Merit Goals	\$ -	\$ -	\$ -	
Qualitative Merit Goals	\$ -	\$ -	\$ -	
Total Additional Salary	\$ -	\$ -	\$ -	
Total Annual Salary plus Additional Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Board Contribution for Cost of Premiums for:				
Health Insurance&	\$ 17,622	\$ 17,622	\$ -	
Prescription Insurance&	\$ -	\$ -	\$ -	
Dental Insurance	\$ 922	\$ 922	\$ -	
Vision Insurance	\$ 77	\$ 77	\$ -	
Disability Insurance	\$ 180	\$ 180	\$ -	
Long-term Care Insurance	\$ -	\$ -	\$ -	
Life Insurance	\$ -	\$ -	\$ -	
Other Insurance - Describe:	\$ -	\$ -	\$ -	
Waiver of Benefits	\$ -	\$ -	\$ -	
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -	\$ -	
Board Contribution for Cost of Premiums	\$ 18,801	\$ 18,801	\$ -	0.00%
Employee contribution to health benefits as per law	\$ 4,500	\$ 4,500	\$ -	0.00%
Total Health Benefit Compensation##	\$ 14,301	\$ 14,301	\$ -	0.00%
Other Compensation				
Travel and Expense Reimbursement (Estimated Annual Cost)	**	**		
Professional Development (Capped Amount or Estimated Annual Cost)	\$ 6,000	\$ 6,000		
Tuition Reimbursement	**	**		
Mentoring Expenses - Describe:	\$ -	\$ -		
National/State/County/Local/Other Dues	**	**		
Subscriptions	**	**		
Board Paid Cell Phone or Reimbursement for Personal Cell Phone	\$ -	\$ -		
Computer for Home use, including supplies, maintenance, internet	\$ 2,400	\$ 2,500	\$ 100	4.17%
Other - Describe:	\$ -	\$ -		
Total Other Compensation	\$ 8,400	\$ 8,500	\$ 100	1.19%
Sick and Vacation Compensation				
Max Paid for Unused Sick Leave Upon Retirement^^	\$ 7,500	\$ 7,500	\$ -	
Max Paid for Unused Vacation Leave - Retirement or Separation ^^^	\$ 40,793	\$ 42,180	\$ 1,387	
Total Sick and Vacation Compensation	\$ 48,293	\$ 49,680	\$ 1,387	
TOTAL CONTRACT COSTS	\$ 188,842	\$ 194,336	\$ 5,494	2.91%

Total Vac. Days 27 (plus 27 days carry over) Holidays 23 Personal 4 Total 54

&One cost for both Health and Prescription due to plan choice

**For SY 2021-2022 and SY 2022-2023, Total of all items not to exceed \$6,000 for each school year

^^=205 unused sick days as of 7/1/21; payment for all to max of \$15,000; using current methodology (denominator of 260)

^^^ Total Vacation Days: 30 per year; plus possible add'l 60 carryover at separation

##Insurance premiums are adjusted annually

**Business Administrator
Detailed Statement of Contract Costs**

District: Bergen County Special Services School District

Name/Title: John Susino, School Business Administrator (Apportioned pursuant to Shared Services Agreement with BCSS, except as noted)

Date BOE Authorized Submission to County Office	5/31/2022			
District Grade Span:	P-12			
On Roll Students as of Oct. 15	555			
Yrs. in District as BA/Ast.Supt 13; Total Years Exp. In Postion 13				
Contract Term:	2021-22	2022-23	Dif.	% dif
BCTS				
Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Longevity	\$ -	\$ -	\$ -	
Shared Service	\$ -	\$ -	\$ -	
Total Annual Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Additional Salary				
Quantitative Merit Goals	\$ -	\$ -	\$ -	
Qualitative Merit Goals	\$ -	\$ -	\$ -	
Total Additional Salary	\$ -	\$ -	\$ -	
Total Annual Salary plus Additional Salary	\$ 117,848	\$ 121,855	\$ 4,007	3.40%
Board Contribution for Cost of Premiums for:				
Health Insurance&	\$ 17,622	\$ 17,622	\$ -	
Prescription Insurance&	\$ -	\$ -	\$ -	
Dental Insurance	\$ 922	\$ 922	\$ -	
Vision Insurance	\$ 77	\$ 77	\$ -	
Disability Insurance	\$ 180	\$ 180	\$ -	
Long-term Care Insurance	\$ -	\$ -	\$ -	
Life Insurance	\$ -	\$ -	\$ -	
Other Insurance - Describe:	\$ -	\$ -	\$ -	
Waiver of Benefits	\$ -	\$ -	\$ -	
Section 125 Plan Reimbursements - Describe:	\$ -	\$ -	\$ -	
Board Contribution for Cost of Premiums	\$ 18,801	\$ 18,801	\$ -	0.00%
Employee contribution to health benefits as per law	\$ 4,500	\$ 4,500	\$ -	0.00%
Total Health Benefit Compensation##	\$ 14,301	\$ 14,301	\$ -	0.00%
Other Compensation				
Travel and Expense Reimbursement (Estimated Annual Cost)				
Professional Development (Capped Amount or Estimated Annual Cost)				
Tuition Reimbursement				
Mentoring Expenses - Describe:				
National/State/County/Local/Other Dues				
Subscriptions				
Board Paid Cell Phone or Reimbursement for Personal Cell Phone				
Computer for Home use, including supplies, maintenance, internet				
Other - Describe:	\$ -	\$ -		
Total Other Compensation	\$ -	\$ -	\$ -	
Sick and Vacation Compensation				
Max Paid for Unused Sick Leave Upon Retirement^^	\$ 7,500	\$ 7,500	\$ -	
Max Paid for Unused Vacation Leave - Retirement or Separation^^^	\$ 40,793	\$ 42,180	\$ 1,387	
Total Sick and Vacation Compensation	\$ 48,293	\$ 49,680	\$ 1,387	
TOTAL CONTRACT COSTS	\$ 180,442	\$ 185,836	\$ 5,394	2.99%

Total Vac. Days 30 Holidays 23 Personal 4 Total 57

&One cost for both Health and Prescription due to plan choice

**For SY 2021-2022 and SY 2022-2023, Total of all items not to exceed \$6,000 for each school year

^^=205 unused sick days as of 7/1/21; payment for all to max of \$15,000; using current methodology (denominator of 260)

^^^ Total Vacation Days: 30 per year; plus possible add'l 60 carryover at separation

##Insurance premiums are adjusted annually

FRINGE BENEFITS-12 Month Personnel
(Noncertificated)

ASSISTANT TO THE SUPERINTENDENT

For the period July 1, 2006 - June 30, 2007

VACATION 27 days with 5 days carry-over.
 Request for cash-in option must be made to Superintendent or his/her designee.
 Up to fifteen (15) vacation days may be sold at per diem rate per year.

Note:
 Pro-rated for staff employed for less than twelve (12) months.

SICK LEAVE Twelve (12) days - cumulative

Note:
 Pro-rated for staff employed for less than twelve (12) months.

Request for cash-in option must be made to Superintendent or his/her designee.
 Up to ten (10) sick days – per diem rate.

1/2 accrued number of sick days x per diem salary at time of retirement
 to a maximum of \$25,000.

At retirement, one (1) day's vacation for each year of service to the school district
 shall be awarded.

**ANNUAL
 PHYSICAL** Maximum of \$300 for complete physical and/or optical examination not
 paid by insurance. Payment will be made only upon presentation of medical
 insurance reimbursement form (*Customer's Explanation of Benefits*) and a
 physician's receipt submitted not later than ninety (90) days following the date of
 the examination.

**TUITION
 REIMBURSEMENT** Reimbursement to be approved by Superintendent.

**PERSONAL
 LEAVE** Four (4) days - non-cumulative.
 If none used they will be converted to one (1) additional sick day.

**ATTENDANCE
 INCENTIVE** Staff with seventy (70) or more accumulated sick days, shall be eligible
 to sell back a maximum of five (5) sick days in accord with the following
 schedule:

	<u>Value</u> <u>Per Day</u>	<u>Maximum</u> <u>Payment</u>
1 Day Absent	\$150	\$750
2 Days Absent	\$100	\$500
3 Days absent	\$ 90	\$450

**WORK YEAR/
CALENDAR** Follow schedule of holidays for twelve (12) month personnel.

**HEALTH
BENEFIT** STATE HEALTH BENEFITS PLAN OR ITS EQUIVALENT
DISABILITY
DENTAL INSURANCE
Maximum benefit per individual per policy year - \$1,500 - No deductible.
Co-insurance on preventative services - 100%
Basic Services - 100%
Crowns - 100%
Prosthodontic Services - 80%
Orthodontic Services - 50% (maximum payment amount of \$2,000)
Long Term Care Insurance Program (employee only).

PRESCRIPTION INSURANCE - \$1.00 Co-pay

VISION CARE INSURANCE

**SALARY
ADVANCEMENT** Salary advancement is not automatic but subject to satisfactory annual evaluation and recommendation by the Superintendent of Schools or his/her designee. Service adjustment shall be: after ten years of continuous service \$500 per annum; after fifteen years of continuous service \$700 (additional) per annum; after twenty years of continuous service \$800 (additional) per annum.

**EARLY
RELEASE** Staff member who leave work due to illness or any personal emergency, will not be charged with sick days on the first two (2) occasions. Thereafter, however, staff member will be charged a full sick day regardless of the time he/she leaves work.

**EMERGENCY
LEAVE** Death of relative immediate family - five (5) consecutive days.
Immediate family shall be defined as follows:
-husband or wife -children
-mother or father -brothers or sisters
-mother/father-in-law -grandparents
-other relatives, if living in the same domicile at the time of death.

Death of a friend or other relative - one (1) day.
Maximum two (2) per year.

TRANSPORTATION Use of school vehicle for business purposes and also for personal use within a fifty (50) mile radius of Paramus.

**TERMINATION
NOTICE** Thirty (30) days

Congratulations!

The New Jersey State Board of Examiners has authorized issuance of this certificate that permits you to serve as a professional educator in the public schools of New Jersey.

Pursuant to N.J.S.A. 18A:26-2, any person employed as a teaching staff member by a district board of education or a charter school board of trustees shall hold a valid and appropriate certificate. N.J.A.C. 6A:9-5.2(b) requires a newly employed or reassigned teaching staff member to exhibit an appropriate certificate prior to assuming any duties of the new position. Therefore, it is important that you safeguard this certificate.

Please note that it is a violation of N.J.S.A. 18A:26-2 to accept employment under a certificate that you know was printed or issued erroneously. If there are any errors associated with this certificate, please return the original certificate with a brief cover letter to the New Jersey Department of Education, PO Box 500, Trenton, NJ 08625-0500.

Best wishes to you in your endeavors to enhance the academic achievement of New Jersey's children.

WARNING: THIS DOCUMENT CONTAINS MULTIPLE SECURITY FEATURES INCLUDING A CHAIN-LINK WATERMARK.

XXX-XX-6527
Tr# 604441

The State of New Jersey

Cert# 822414

Department of Education
State Board of Examiners
Standard Certificate

Issued Expires
07/11

This is to certify that
JOHN O SUSINO

County District
00 0000

Has met all of the requirements established by the State Board of Education and is authorized to serve in the public schools of New Jersey as indicated below:

School Business Administrator

Christopher D. Cerf
Acting Commissioner

Robert R. Higgins
Secretary, Board of Examiners

BCTS FINANCE RESOLUTIONS
June 28, 2022 BoE Meeting

22-F-206T APPROVAL—PAYMENT OF BILLS—MAY 26, 2022 TO JUNE 23, 2022

Resolution

WHEREAS, the Secretary has presented certain warrants to the board of education with a recommendation that they be paid; and

WHEREAS, the board of education has determined the warrants presented for payment to be in order;

NOW THEREFORE BE IT RESOLVED, the board of education ratifies the payments as authorized by Policy 6600 and that the following itemized lists of the warrants be filed:

<u>Check Numbers</u>	<u>All Funds</u> <u>Account 955-1020731</u>	<u>Total</u>
010174 - 010388	8,366,244.18	
S42091 - S42143	<u>1,112,418.03</u>	9,478,662.21
<u>Check Numbers</u>	<u>Unemployment Comp Ins Fund</u> <u>Account 955-1020782</u>	<u>Total</u>
	-0-	-0-
<u>Check Numbers</u>	<u>Escrow Account</u> <u>Account 345-50179</u>	<u>Total</u>
	-0-	-0-

JS/PB/kk

22-F-207T MONTHLY CERTIFICATION—APRIL 2022 BOARD SECRETARY / SCHOOL FINANCIAL REPORT

Resolution

WHEREAS pursuant to N.J.A.C. 6:20-2.12(e)*, we, the board of education, confirm that as of April 30, 2022, based on the certification of the monthly financial reports by the Board Secretary/Business Administrator and upon confirmation by the Superintendent of Schools, to the best of our knowledge no account or fund has been over-expended in violation of N.J.A.C. 6:20-2:12(b)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

*Citations are subject to change due to periodic amendments.

BE IT RESOLVED the board of education does hereby approve the attached monthly certifications, and Board Financial Reports.

JS/PB/kk

Source of Funds: per Attached
Attachment: monthly certifications

22-F-208T LINE ITEM TRANSFERS—APRIL 30, 2022**Resolution**

WHEREAS pursuant to N.J.A.C. 6:20-2.12(e)*, we, the board of education, confirm that as of April 30, 2022, based on the certification of the monthly financial reports by the Board Secretary/Business Administrator and upon confirmation by the Superintendent of Schools, to the best of our knowledge no account or fund has been over expended in violation of N.J.A.C. 6:20-2.12(b)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

*Citations are subject to change due to periodic amendments.

BE IT RESOLVED, the board of Education does hereby approve the attached list of line item transfers.

JS/PB/kk

Source of Funds: Per Attached

**22-F-209T APPROVAL—PAYMENT OF BILLS JULY AND AUGUST 2022 BERGEN COUNTY
TECHNICAL SCHOOL DISTRICT****Resolution**

WHEREAS, the Board of Education is obliged to make certain payments to various vendors after the June 28, 2022, Board of Education meeting and during the months of July and August; and

WHEREAS, in the event that there is no regularly scheduled Board Meeting during the months of July and August 2022, it will be necessary for the Business Office to pay all vital obligations;

NOW, THEREFORE BE IT RESOLVED, that Board of Education gives permission to the Business Administrator/Board Secretary, in consultation with the Chairperson of the Finance Committee, to pay all necessary obligations after the June 28, 2022, Board of Education meeting, and during the months of July and August on a supplemental bill list to be ratified at the next regularly scheduled board meeting.

JS/PB/kk

22-F-210T APPROVAL—SALARY AND FRINGE BENEFIT COST PRORATION 2021-2022 SY - FINAL**Resolution**

WHEREAS, a Management Agreement between Bergen County Technical Schools and Bergen County Special Services was approved by both Boards, and

WHEREAS, the Management Agreement specifies the proration of salary and fringe costs of personnel who are employed by one Board but performs services for the other Board.

NOW THEREFORE, BE IT RESOLVED that the Board of Education accept the **attached** proration worksheet, and

BE IT FURTHER RESOLVED that the Business Administrator shall make the necessary payroll and accounting entries to implement the proration plan.

JS/PB/kk

Source of Funds: Various

Attachment— proration worksheet

22-F-211T AUTHORIZE TRANSFER INTO THE MAINTENANCE RESERVE ACCOUNT

Resolution

WHEREAS N.J.A.C. 6A: 23A-14.2 and N.J.A.C. 6A-26A allows a school district to accumulate funds for the required maintenance of school facilities; and

WHEREAS a school district may deposit into a maintenance reserve account any unanticipated revenue or unexpended line item appropriation by Board Resolution;

NOW THEREFORE BE IT RESOLVED, in accordance with N.J.A.C. 6A:23A-14.2 and N.J.A.C. 6A-26A the amount not to exceed \$600,000 is authorized to be transferred into the maintenance reserve account.

JS/PB/kk

22-F-212T AUTHORIZE TRANSFER INTO THE CAPITAL RESERVE ACCOUNT

Resolution

WHEREAS N.J.A.C. 6A: 23A-14.1 and N.J.S.A. 18A: 7F-41 allows a school district to accumulate funds for the future capital projects; and

WHEREAS school district may deposit into a capital reserve account any unanticipated revenue or unexpended line-item appropriation by Board Resolution between June 1 and June 30 of the budget year;

NOW THEREFORE BE IT RESOLVED, in accordance with N.J.A.C.6A: 23A-14-1 and N.J.S.A. 18: 7F-41, the amount not to exceed \$2,000,000 is authorized to be transferred into the capital reserve account general fund.

JS/PB/kk

22-F-213T APPROVAL— FINAL ADOPTION 2022-2023 CAPITAL BUDGET

Resolution

BE IT RESOLVED, the Board of Education does adopt the following 2022-2023 capital budget:

2022-2023 Capital Budget: \$9,925,000 including bonding costs

JS/PB/kk

22-F-214T APPROVAL— FINAL ADOPTION 2022-2023 SCHOOL YEAR BUDGET

Resolution

WHEREAS, the Board of Education is required to adopt a budget for the 2022-2023 school year; and

WHEREAS, the Board of Education approved a tentative budget at its March 29, 2022 meeting; and

WHEREAS, the District must submit the tentative budget to the County Superintendent of Schools per N.J.S.A. 18A:7F-5; and

WHEREAS, the Bergen County Superintendent of Schools, has approved the submitted budget; and

WHEREAS, at a meeting held on June 1, 2022, the Board of School Estimate for the Vocational Schools in the County of Bergen approved and set the Bergen County tax levy for 2022;

NOW THEREFORE BE IT RESOLVED, the Board of Education does hereby adopt a final budget for the 2022–2023 school year as follows:

Total Budget

General Fund	\$76,405,090
Special Revenue Fund	<u>\$ 9,450,000</u>
Total Budget	\$85,855,090

JS/PB/kk

**22–F-215T APPROVAL—SECONDARY AND UPGRADED PROGRAM TUITION RATES
 2022–2023 SCHOOL YEAR**

Resolution

WHEREAS, the Board of Education and administrative staff have reviewed the projected State Aid and County Tax Revenues in relation to the 2022–2023 estimated operating costs; and

WHEREAS, additional revenues will be needed to support the educational programs;

NOW THEREFORE BE IT RESOLVED, the Board of Education approves the following rate structure to be in effect July 1, 2022 through June 30, 2023:

Bergen County Technical Schools (BCTS)

<u>School/Program</u>	<u>Annual Tuition 2022–2023</u>	<u>Out–of–County Fee (extra charge)</u>
<u>FULL–TIME TECHNICAL PROGRAMS:</u>		
Bergen Academies, Hackensack	\$9,954	\$16,550
Technical High School, Teterboro	\$9,954	\$16,550
Applied Technology Technical High School (BCC)	\$9,954	\$16,550
Northern Valley High School	\$9,954	\$16,550
Above programs with Special Education	\$16,740	\$16,550
Bergen Academies with Speech and Language Services	\$13,410	\$16,550
<u>SHARED–TIME TECHNICAL PROGRAMS</u>		
Technical Education Centers, Paramus	\$7,488	\$11,600
Above program with One Academic	\$9,864	\$11,600
Above program with Two Academics	\$11,637	\$11,600
<u>FULL–TIME VOCATIONAL PROGRAM</u>		
Vocational High School, Paramus	\$27,000	\$16,550

JS/PB/kk

Source of Funds: n/a

**22-F-216T APPROVAL—ACCEPTANCE OF CYBER SECURITY CLUB FROM DONATION TO BCA
 FROM TRAIL OF BITS**

Resolution

WHEREAS, Policy 7230 authorizes the Board of Education to accept monetary donations for a specific purpose; and

WHEREAS, the Board of Education shall be notified of such donations;

NOW THEREFORE BE IT RESOLVED, that the Board of Education does hereby accept the following donation and directs the Business Administrator/Board Secretary to accept this donation.

Donor	Item	Purpose
Trail of Bits, Inc. NY, NY	\$1000	BCA Cyber Security Club activities, equipment and supplies

JS/AS/kk

22-F-217T APPROVAL—BERGEN COUNTY TECHNICAL SCHOOLS PARTICIPATION IN COOPERATIVE PRICING SYSTEMS

Resolution

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, Bergen County Services Schools will continue to utilize the purchasing cooperatives of the following agencies, in order to maximize our purchasing potential:

- County of Bergen
- Educational Services Commission of New Jersey
(formerly known as Middlesex Regional Educational Services Commission)
- Hunterdon County Educational Services Commission

BE IT FURTHER RESOLVED that the lead agencies will direct the using agencies on required documentation in order to remain and active member of their cooperative.

Be It Further Resolved, that the Board of Education approves the above list of agencies to utilize purchasing cooperatives during the 2022-2023 school year.

JS/DT/kk

**22-F-218T APPROVAL—PROPOSED PROJECT(S) OR PROGRAM(S) AND APPLICATION FOR FEDERAL, STATE AND/OR PRIVATE FUNDS
Consolidated Adult Basic Skills And Integrated English Literacy And Civics Education Grant**

Resolution

BE IT RESOLVED the Board of Education approves submission of the following application(s) for federal, state and/or private funds to support programs in the district:

Funding Source	Program Title	Amount of Application
NJ Dept. of Labor and Workforce Development FY23 Grant Period: July 1, 2022 – June 30, 2023	Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education Grant	\$1,567,997

BE IT FURTHER RESOLVED the President, Superintendent, and Secretary are authorized to execute and deliver the necessary applications on behalf of the Board of Education of the Bergen County Technical Schools.

JS/MD/wl/kk

22-F-219T APPROVAL—VENDOR LIST PARTICIPATION IN STATE CONTRACT PURCHASING FOR BERGEN COUNTY TECHNICAL SCHOOLS 2021-2022 SCHOOL YEAR: UPDATES FOR JUNE 2022

Resolution

WHEREAS, the District, pursuant to N.J.S.A. 18A:18A-10a and N.J.A.C. 5:34-7.29(c), may by resolution and without advertising for bids, purchase any goods or services under the State of New Jersey Cooperative Purchasing Program for any State contracts entered into on behalf of the State by the Division of Purchase and Property in the Department of the Treasury; and

WHEREAS, the District has the need on a timely basis to purchase goods or services utilizing State contracts; and

WHEREAS, the District intends to enter into contracts with State Contract vendors through this resolution and properly executed contracts, which shall be subject to all the conditions applicable to the current State contracts;

NOW THEREFORE BE IT RESOLVED, the Board of Education authorizes the Purchasing Agent to purchase certain goods or services from those approved New Jersey **State Contract Vendors (see attached)** pursuant to all conditions of the individual State contracts; and

BE FURTHER RESOLVED, that the Business Administrator shall certify to the availability of sufficient funds prior to the expenditure of funds for such goods or services.

JS/DT/hm/kk

Attachment: New Jersey State Contract Vendors

22-F-220T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES—TECHNOLOGY SUPPORT SERVICES BETWEEN OAKLAND AND BCTS FOR LEVEL 1 TECHNICIAN (7/1/2022 TO 6/30/2023)

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of a Level 1 Technician along with technology support services by Bergen County Technical Schools Board of Education to OAKLAND Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk

Attachment—Agreement

22-F-221T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES—TECHNOLOGY SUPPORT SERVICES BETWEEN WYCKOFF AND BCTS FOR LEVEL 1 AND LEVEL 2 TECHNICIANS (7/1/2022 TO 6/30/2023)

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of two (2) Level 1 technicians, two (2) Level 2 technicians, along with technology support services by Bergen County Technical Schools Board of Education to WYCKOFF Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

22-F-222T APPROVAL—REVISED SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES—TECHNOLOGY SUPPORT SERVICES BETWEEN ORADELL AND BCTS FOR LEVEL 2 TECHNICIAN (7/1/2022 TO 6/30/2023)

Resolution

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS Oradell previously requested a Level 1 technician; and

WHEREAS on May 31, 2022, the BOE approved a contract to provide a Level 1 technician in resolution 22-F-183T; and

WHEREAS Oradell has now determined that it requires a Level 2 technician instead of a Level 1 technician;

THEREFORE, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of one Level 2 technician, along with technology support services by Bergen County Technical Schools Board of Education to ORADELL Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

22-F-223T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES—TECHNOLOGY SUPPORT SERVICES BETWEEN PARAMUS AND BCTS FOR LEVELS 1-3 TECHNICIANS (7/1/2022 TO 6/30/2023)

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of Levels 1, 2, and 3 technicians on an as needed basis, along with technology support services by Bergen County Technical Schools Board of Education to PARAMUS Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

**22-F-224T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES
BETWEEN LINCOLN PARK AND BCTS FOR A LEVEL 1 TECHNICIAN
(7/1/2022 TO 6/30/2023)**

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement authorizing the subcontracting of services of one Level 1 technician three days a week by Bergen County Technical Schools Board of Education to LINCOLN PARK Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

**22-F-225T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES
AND TECHNOLOGY SUPPORT SERVICES BETWEEN LINCOLN PARK AND BCTS FOR
A LEVEL 2 TECHNICIAN (7/1/2022 TO 6/30/2023)**

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of a Level 2 Technician on an as needed basis along with technology support services by Bergen County Technical Schools Board of Education to LINCOLN PARK Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

**22-F-226T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES
AND TECHNOLOGY SUPPORT SERVICES BETWEEN LITTLE FERRY AND BCTS FOR A
LEVEL 1 TECHNICIAN (7/1/2022 TO 6/30/2023)**

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of a Level 1 Technician on an as needed basis along with technology support services by Bergen County Technical Schools Board of Education to LITTLE FERRY Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

22-F-227T APPROVAL—SHARED SERVICES AGREEMENT FOR SITE TECHNICIAN SERVICES AND TECHNOLOGY SUPPORT SERVICES BETWEEN DUMONT AND BCTS FOR A LEVEL 1 TECHNICIAN (7/1/2022 TO 6/30/2023)

Resolution

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq. authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, it has been determined by both districts that services of technology support can be more efficiently and economically provided by a joint agreement; and

WHEREAS, both parties are desirous of entering into a shared services agreement, authorizing the subcontracting of services of a Level 1 Technician for forty (40) hours per week along with one (1) day per week of technology support services by Bergen County Technical Schools Board of Education to DUMONT Public Schools Board of Education;

NOW THEREFORE BE IT RESOLVED, Bergen County Technical Schools Board of Education approves the attached shared services agreement to provide the services commencing July 1, 2022, and ending June 30, 2023.

JS/kk
Attachment—Agreement

**22-F-228T AWARD OF CONTRACT TO PROVIDE ON-CALL MAINTENANCE / REPAIRS SERVICES AND UPON REQUEST INSPECTION TO THE BURGLAR ALARM SYSTEMS AT VARIOUS LOCATIONS THROUGHOUT BCTS, COMMENCING JULY 1, 2022, FOR A TWO-YEAR PERIOD, WITH THE OPTION TO RENEW
VENDORS: HAIG'S SERVICE CORPORATION, GREEN BROOK, NJ**

BID #23-PC3
State ID #79-BCTSC

Resolution

WHEREAS, the Board of Education, pursuant to N.J.S.A. 18A-18A-1 et seq. advertised for sealed bids to Provide On-Call Maintenance/Repairs Services and Upon Request Inspection to the Burglar Alarm Systems at Various Locations throughout the BCTSC, Commencing July 1, 2022, or Date of Award, for a Two-Year Period, with the Option to Renew, and

WHEREAS, in accordance with the advertisement, one (1) company submitted a bid and was received, publicly opened and read aloud in the Board of Education office on June 9, 2022,

NOW THEREFORE BE IT RESOLVED, after review by the Purchasing Department, and based on the recommendation of the Director of Facilities, the Board of Education awards the contract to the lowest responsible bidder, Haig's Service Corporation, Green Brook, NJ, as follows:

FIRST TWO-YEAR PERIOD

Straight Time-Rate 7:30 am—5:00 pm	Overtime-Rate 5:01 pm—7:29 am & All Day Saturday	Sundays & Holidays Rate
\$ 110.00 / hour	\$ 165.00 / hour	\$ 220.00 / hour

Bergen County Technical Schools

Locations	Make	Inspection Upon Request
Bergen County Academies	SIMPLEX	\$ 300.00 / school
Paramus Technical Schools	SIMPLEX	\$ 300.00 / school
Paramus Technical Schools	ADEMCO	\$ 300.00 / school
EMS-Paramus	ADEMCO	\$ 300.00 / school
Day Care Center, Hackensack	FARADAY	\$ 300.00 / school
Adult Education-Hackensack	ADEMCO	\$ 300.00 / school

JS/DT/jd/kk

**22-F-229T APPROVAL—RSC ARCHITECTS CONTRACT FOR PROFESSIONAL ARCHITECTURAL SERVICES FACILITIES ASSESSMENT PLAN
 VENDOR: RSC ARCHITECTS - \$12,300**

Resolution

WHEREAS, the need exists to provide an updated Facilities Assessment for the Bergen County Technical Schools District located at 540 Farview Avenue, Paramus, New Jersey, and

WHEREAS, RSC Architects is Board approved for Architectural Services, and

WHEREAS, RSC Architects has submitted the **attached** proposal for Facilities Assessments to support Bergen County Technical Schools to accomplish multiple facility LRF required updates based on the following table:

Project #	Duration	Fee Per Month	Total
49.19.004	12 Months	\$1,186.00	\$14,230

NOW THEREFORE BE IT RESOLVED that the Board of Education approves RSC Architects to provide updated Facilities Assessments for Bergen County Special Services School District located at 540 Farview Avenue Paramus, New Jersey for a total cost of \$12,300.

JS/kk

Attachment – Proposal

**22-F-230T AWARD OF CONTRACT TO PROVIDE MAINTENANCE AND REPAIR SERVICES FOR VICON & AVIGILON VIDEO SURVEILLANCE SECURITY SYSTEMS AT VARIOUS LOCATIONS THROUGHOUT BCTS, COMMENCING JULY 1, 2022, FOR A TWO-YEAR PERIOD, WITH THE OPTION TO RENEW
 VENDORS: ADVANCED VIDEO SURVEILLANCE, INC., TOTOWA, NJ \$30,900.00**

**BID #23-PC2
State ID #79-BCTSC**

Resolution

WHEREAS, the Board of Education, pursuant to N.J.S.A. 18A-18A-1 et seq. advertised for sealed bids to Provide Maintenance and Repair Services for Vicon & Avigilon Video Surveillance Security Systems at Various Locations

throughout the BCTSC, Commencing July 1, 2022, or Date of Award, for a Two-Year Period, with the Option to Renew, and

WHEREAS, in accordance with the advertisement, two (2) companies submitted bids and were received, publicly opened and read aloud in the Board of Education office on June 9, 2022,

NOW THEREFORE BE IT RESOLVED, after review by the Purchasing Department, and based on the recommendation of the Director of Technology, the Board of Education awards the contract, on a total low basis, to Advanced Video Surveillance, Totowa, NJ, as follows:

Bergen County Technical Schools

Location	Price/Year
ATHS Campus, Bergen Community College Ender Hall, 400 Paramus Road, Paramus	\$ 2,000.00
Adult Education Building 190 Hackensack Avenue, Hackensack	\$2,400.00
Hackensack Campus 200 Hackensack Avenue, Hackensack	\$11,500.00
Paramus Campus 275/285 Pascack Road, Hackensack	\$ 5,000.00
Paramus Campus, Landscape Building 275 Pascack Road, Paramus	\$ 1,000.00
Paramus Campus, Small Animal Care Paramus	\$ 400.00
Paramus Campus, Paramus Barn Paramus	\$ 600.00
Paramus Campus EMS Building Pascack Road, Paramus	\$1,500.00
Teterboro Campus 504 Route 46W, Teterboro	\$6,500.00
GRAND TOTAL	\$30,900.00

JS/DT/jd/kk

22-F-231T APPROVAL—WIOA FORMULA INDIVIDUAL TRAINING ACCOUNT LOG—5/24/22-6/20/22

Resolution

BE IT RESOLVED the Board of Education approves the WIOA Formula Individual Training Account Log entered by the Superintendent as described on the Individual Training Account Log, which is **attached** and made part of this resolution.

JS/RK/kk

Source of funds: see attached

**22-F-232T ACCEPTANCE OF SPECIAL FEDERAL, STATE AND PRIVATE FUNDS AND
ESTABLISHMENT OF BUDGET
Online Teaching & Learning Initiative: Adult Basic Skills Supplemental Funds FY22**

Resolution

WHEREAS the Board of Education has approved certain special educational programs and authorized application for special federal, state and private funds to support them, and

WHEREAS formal, written notification has been received that certain of these grants have been approved,

NOW THEREFORE BE IT RESOLVED that the Board of Education accepts the following special federal, state and private grant funds:

Funding Source	Program Title	Amount of Grant
FY '22 NJ Department of Labor and Workforce Development – Office of Adult Literacy (OAL) Project Period: 7/1/22-9/1/22	Online Teaching & Learning Initiative: Adult Basic Skills Supplemental Funds FY22	\$133,085

BE IT FURTHER RESOLVED this grant shall be administered and monitored in accordance with the appropriate state and federal regulations; and

BE IT FURTHER RESOLVED wherever the program supported with these funds involves the procurement of goods or services from vendors or consultants, written contracts between LEA and such vendors or consultants, and the award for such contracts, shall be in accordance with the provisions of N.J.S.A. 18A-1, et-seq.

JS/wl/kk

**22-F-233T AWARD OF CONSTRUCTION CONTRACT TO MURRAY PAVING AND CONCRETE, LLC.
 FOR VARIOUS CONSTRUCTION PROJECTS THROUGHOUT BCTS – PROJECT TOTAL
 \$1,274,285.12**

Resolution

WHEREAS, the District has determined that various facility and building upgrades located throughout the Bergen County Technical School District (hereinafter referred to as “BCTS”) is needed to meet current educational and instructional requirements; and

WHEREAS, the State of New Jersey allows school districts and other public agencies to purchase goods and services via a cooperative or state contract, including construction services; and

WHEREAS, the Division of Local Government Services’ of the State of New Jersey, Department of Community Affairs, has determined that job ordering contracting can be utilized for public works contracts; and

WHEREAS, the Division of Local Government Services has defined public works to be the “building, altering, repairing, improving or demolishing any public structure or facility constructed or acquired by a contracting unit to house local government or school district functions;” and

WHEREAS, BCTS is a participant in the Educational Services Commission of New Jersey, a State of New Jersey approved cooperative purchasing entity; and

AND WHEREAS, Murray Paving and Concrete, LLC. has been awarded the job ordering contract for Educational Services Commission of New Jersey, ESCNJ #20/21-03;

NOW THEREFORE BE IT RESOLVED that the Board of Education contract with Murray Paving and Concrete, LLC. for the renovation and construction of various district facilities, as identified below, located throughout the Bergen County Technical Schools’ system in an amount not to exceed \$1,274,285.12; and

BE IT FURTHER RESOLVED, that the Board of Education authorizes the School Business Administrator to issue purchase orders for said projects listed below.

Project Name	Project Location	Project Cost
ATHS Security Vestibule	ATHS Paramus	\$35,000.00
BCA Gym HVAC Change Order 1	BCA	\$55,000.82
Adult Ed HVCA Classroom Renovation Phase 1	Hackensack	\$854,852.52

PAL HVAC Installation	Hackensack	\$160,000.00
Teterboro Cafeteria Renovation	Teterboro	\$169,431.78

JS/eh

22-F-234T NEGOTIATE A CONTRACT TO FURNISH AND DELIVER EDUCATIONAL SUPPLIES FOR THE 2022-2023 SCHOOL YEAR AS FOLLOWS: LANDSCAPING, SCIENCE AND SMALL ANIMAL CARE
VENDOR: VARIOUS

BID #23-02RR-CONTRACT**Resolution**

WHEREAS, the Board of Education, pursuant to N.J.S.A. 18A-18A-1 et seq. advertised two times to Furnish and Deliver Educational Supplies for the 2022-2023 School Year as follows: Auto, and

WHEREAS, on the first occasion, no bids were received, and

WHEREAS, on the second occasion, again no bids were received, and

WHEREAS, 18A:18A-5c allows for Board of Education after bidding twice to negotiate a contract;

NOW THEREFORE BE IT RESOLVED, after negotiating with the vendors, the Board of Education awards a contract to the lowest responsible bidders, as follows:

LANDSCAPING		
A.M. LEONARD, PIQUA, OH	Page 3: 10-16	\$1,784.39

SCIENCE		
VWR, ROCHESTER, NY	Page 3: 1, 2, 4, 5, 7, 15, 29; Page 4: 14, 15, 24; Page 6: 13-15, 23	\$19,051.71
THOMAS SCIENTIFIC LLC, SWEDESBORO, NJ	Page 4: 11, 20, 21; Page 6: 4-10, 20-22	\$2,899.55
ORIGENE TECHNOLOGIES, INC., ROCKVILLE, MD	Page 2: 1-5, 7-8, 14, 15	\$9,525.50
AMERICAN TYPE CULTURE COLLECTION, MANASSAS, VA	Page 3: 3, 6, 14; Page 6: 12, 16, 17	\$6,069.80
FISHER SCIENCE EDUCATION, HANOVER PARK, IL	Page 3: 11, 13, 16, 19, 22, 25-27; Page 4: 12, 2, 24, 25, 27, 29; Page 5: 1, 811, 13, 15; Page 6: 2, 3, 11, 18, 19	\$25,594.39

SMALL ANIMAL CARE		
RYAN'S PET SUPPLIES, PHOENIX, AZ	Page 3: 5-5-18, 20-23, 25; Page 4: 28, 30, 31, 33-36, 39-41, 43-49, 51, 52, 54-57, 61-65	\$5,378.22

GRAND TOTAL AWARDED:	\$70,303.56
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BE IT FURTHER RESOLVED that the Board of Education authorizes the Purchasing Department to negotiate for those items not bid on pursuant to N.J.S.A. 18A-18A-5 (c).

Source of Funds: Various

JS/DT/hm/eh

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
S42091	06/23/22		A800	AECOM TECHNICAL SERVICES, INC		54,559.34
S42092	06/23/22		4906	AMERICAN TECHNICAL PUBLISHERS, INC.		1,389.64
S42093	06/23/22		N419	Apple Inc		49.00
S42094	06/23/22		1750	APPLE INC		8,921.90
S42095	06/23/22		6931	ATLANTIC,TOMORROWS OFFICE		8,000.39
S42096	06/23/22		5318	BERGEN BLENDED ACADEMY		6,155.22
S42097	06/23/22		1071	BERGEN COMMUNITY COLLEGE		66,199.00
S42098	06/23/22		5600	BERGEN COMMUNITY COLLEGE		9,010.87
S42099	06/23/22		1072	BERGEN COUNTY SPECIAL SERVICES		368,600.00
S42100	06/23/22		1089	BERGEN COUNTY TECHNICAL SCHOOL		879.70
S42101	06/23/22		1128	BIO SHINE INC		21,096.27
S42102	06/23/22		6990	CAPITAL SUPPLY CO.		1,702.80
S42103	06/23/22		1313	CENGAGE LEARNING		86.63
S42104	06/23/22		1190	CHARTWELLS		158,083.64
S42105	06/23/22		5711	CONLON; KEN		775.00
S42106	06/23/22		Z461	CONSTELLATION NEW ENERGY		21,794.35
S42107	06/23/22		1838	DELL MARKETING; L.P.		5,140.92
S42108	06/23/22		C996	DIGITAL THEATRE + 2ND FLOOR		2,080.12
S42109	06/23/22		7204	EICHENLAUB; RICHARD		3,500.00
S42110	06/23/22		3735	FEI COMPANY		58,437.00
S42111	06/23/22		5198	FILLEBROWAN; CATHERINE		51.62
S42112	06/23/22		Y354	FIREFIGHTER ONE, LLC		5,071.60
S42113	06/23/22		1684	GRAINGER		5,169.11
S42114	06/23/22		1329	JEWEL ELECTRICAL SUPPLY		6,920.62
S42115	06/23/22		F230	JOHNSON CONTROLS		31,495.04
S42116	06/23/22		5864	KAPLAN; KEITH		815.00
S42117	06/23/22		5458	LEARN WELL		1,030.75
S42118	06/23/22		4982	MAST CONSTRUCTION SERVICES, INC.		18,300.00
S42119	06/23/22		1400	METUCHEN CENTER INC		897.60
S42120	06/23/22		G131	MOOGAN; THOMAS		2,357.05
S42121	06/23/22		3518	MPS		1,521.94
S42122	06/23/22		7383	MURRAY CONTRACTING LLC		166,375.34
S42123	06/23/22		1444	NATIONAL OCCUPAT COMPETENCY TEST INST		276.00
S42124	06/23/22		1915	NORTHERN VALLEY REGIONAL H.S. DISTRICT		115.00
S42125	06/23/22		1462	NOWELL,P.A.		12,144.00
S42126	06/23/22		2108	PANTANO; JOSEPH		36.69
S42127	06/23/22		3360	PENA; CARLOS		2,332.05
S42128	06/23/22		1775	RIDGEWOOD PRESS		250.00
S42129	06/23/22		2002	SCHOOL SPECIALTY		4,335.71

Starting date 5/26/2022

Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
S42130	06/23/22		R477	SIGNUPGENIUS		1,299.00
S42131	06/23/22		X834	SPECIALIZED FIRE & SECURITY, INC		5,940.00
S42132	06/23/22		7275	SPINELLI; LOUIS		29.40
S42133	06/23/22		6829	STAPLES CONTRACT & COMMERCIAL INC		16,525.95
S42134	06/23/22		1606	STUDENT ACTIVITY FUND-BCTHS		60.00
S42135	06/23/22		2186	TOSI; THOMAS A.		272.84
S42136	06/23/22		2112	TRONICKE; MARK		2,500.00
S42137	06/23/22		4071	TSUJ. CORPORATION		14,105.69
S42138	06/23/22		7724	ULTRAPRO PEST PROTECTION		286.00
S42139	06/23/22		Z081	UNI TEMP		10,652.55
S42140	06/23/22		2771	W.B. MASON COMPANY, INC.		1,005.60
S42141	06/23/22		7199	WARDS SCIENCE/VWR INTERNATIONAL LLC		1,887.33
S42142	06/23/22		5362	WEX HEALTH INC		227.90
S42143	06/23/22		1714	YANKEE LINEN INC		1,668.86

Starting date 5/26/2022

Ending date 6/23/2022

Fund Totals

10	General Fund	\$1,100.00
11	General Current Expense	\$639,044.66
12	Capital Outlay	\$5,140.92
13	Special Schools	\$19,262.42
20	Special Revenue Funds	\$86,681.29
30	Capital Projects Funds	\$227,588.79
60	CAFETERIA	\$133,436.28
61	ENTERPRISE FUND	\$163.67
	Total for all checks listed	\$1,112,418.03

Prepared and submitted by: _____

Board Secretary

Date

**BERGEN COUNTY TECHNICAL SCHOOLS
APPROVAL OF PAYMENT OF BILLS**

Month: May 2022 - June 2022

<u>Dates</u>	<u>Check #</u>	<u>All Funds Account 955-1020731</u>	<u>Total</u>
5/26/2022 - 6/23/2022	010174 - 010388	8,366,244.18	
5/26/2022 - 6/23/2022	S42091 - S42143	<u>1,112,418.03</u>	9,478,662.21

<u>Date</u>	<u>Check #</u>	<u>Unemployment Comp Ins Fund Acct 955-1020782</u>	
		<u>0.00</u>	0.00

<u>Date</u>	<u>Check #</u>	<u>Escrow Direct Account Acct 345-50179</u>	
		<u>0.00</u>	0.00

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
009962	04/25/22	06/13/22	M910	LYCEUM AGENCY		(3,750.00)
010152	05/25/22	06/21/22	X834	SPECIALIZED FIRE & SECURITY, INC		(5,940.00)
010174	05/26/22		3049	TREASURER, STATE OF NEW JERSEY		182.00
010175	06/01/22		S243	STORM KING ART CENTER		1,600.00
010176	06/16/22		V491	BERGEN COUNTY SOIL CONSERVATION DISTRICT		1,675.00
010177	06/23/22		2617	4 WALL ENTERTAINMENT		59,866.22
010178	06/23/22		K370	ACT, INC		2,640.00
010179	06/23/22		L574	ADAMS; BRYAN		19.70
010180	06/23/22		6606	AIR MAINTENANCE SOLUTIONS, LLC		8,701.57
010181	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010185 Stub	
010182	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010185 Stub	
010183	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010185 Stub	
010184	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010185 Stub	
010185	06/23/22		5918	AIRGAS USA,LLC		1,882.55
010186	06/23/22		1877	AIRPOWER INTERNATIONAL INC.		1,095.00
010187	06/23/22		P653	AMERICAN ASSOCIATION OF PHYSICS TEACHERS		450.00
010188	06/23/22		3203	AMERICAN INSTITUTE		3,181.38
010189	06/23/22		2351	AMERICAN TYPE CULTURE COLLECTION		643.40
010190	06/23/22		P737	ARUSTAMYAN; ARMINE		7.60
010191	06/23/22		2201	AVTECH TECHNOLOGY, INC.		3,777.78
010192	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010193 Stub	
010193	06/23/22		1059	B & H PHOTO-VIDEO INC		7,484.24
010194	06/23/22		D838	BARILA; PAULINE		300.00
010195	06/23/22		O523	BAVER;MS. ANNA		1,368.00
010196	06/23/22		G596	BEGUN; VLADMIR		36.15
010197	06/23/22		5176	BERGEN COMMUNITY COLLEGE		210,587.86
010198	06/23/22		I254	BERGEN COMMUNITY COLLEGE		650.00
010199	06/23/22		3686	BERGEN COUNTY EMS TRAINING CTR		136.00
010200	06/23/22		2318	BERGEN COUNTY SHERIFF'S OFFICE B		1,650.00
010201	06/23/22		N971	BIAMONTE; APRIL		25.25
010202	06/23/22		M924	BIYANOV; ANDREY		28.00
010203	06/23/22		A621	BLD GROUP LLC		225.00
010204	06/23/22		1093	BOARD OF VOCATIONAL EDUCATION		3,407.64
010205	06/23/22		P590	BOBKOV; DMITRIY		39.25
010206	06/23/22		1100	BOROUGH OF TETERBORO		256.00
010207	06/23/22		N089	BOTROS, MAX		47.50
010208	06/23/22		1108	BSN CORPORATION		1,079.98
010209	06/23/22		1486	BSN SPORTS,LLC		774.99
010210	06/23/22		1114	BURMAX COMPANY INC		97.20

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
010211	06/23/22		4161	CABLEVISION EDUCATION		136.92
010212	06/23/22		6918	CABLEVISION LIGHTPATH		30,305.78
010213	06/23/22		L593	CAFE; THERESA		30.00
010214	06/23/22		1145	CAROLINA BIOLOGICAL SUPPLY CO		320.17
010215	06/23/22		B047	CENTER FOR CHILDRENS BEHAVIORAL HEALTH		6,840.00
010216	06/23/22		6263	CHA CONSULTING, INC		9,027.00
010217	06/23/22		W590	CHRISTIANA; AMY		30.00
010218	06/23/22		U908	CHUNG; CHOONSUN		208.10
010219	06/23/22		V846	CHUNG; EUN		69.75
010220	06/23/22		S776	CLARK; VINCENT		24.55
010221	06/23/22		2195	COLDSTAT REFRIGERATION		90.00
010222	06/23/22		3712	COMPREHENSIVE BEHAVIORAL HEALTHCARE IN		1,960.00
010223	06/23/22		7233	CONTINENTAL TRADING AND HARDWARE, INC		3,463.32
010224	06/23/22		1993	COUNCIL ON OCCUPATIONAL EDUCATIONAL, INC		525.00
010225	06/23/22		5505	COUNTY OF BERGEN		548,880.00
010226	06/23/22		V993	DAVID ZUIDEMA INC. SEPTIC		930.00
010227	06/23/22		R303	DELRAY;KARYN		500.00
010228	06/23/22		S361	DHULIPALA; NANCY		72.75
010229	06/23/22		1214	DICK BLICK ART MATERIALS		2,861.83
010230	06/23/22		P879	DICRISCI; MARY		109.00
010231	06/23/22		5909	DIGICERT, INC.		4,103.20
010232	06/23/22		6457	DIRECT ENERGY BUSINESS		8,638.99
010233	06/23/22		5195	DIRECTV. INC.		142.99
010234	06/23/22		6688	ELEVATOR MAINTENANCE CORP		640.00
010235	06/23/22		B450	ELIAS;YAEL		20.75
010236	06/23/22		2830	EMS TRAINING CENTER		250.00
010237	06/23/22		1786	ESCO INSTITUTE, LTD.		625.00
010238	06/23/22		A511	ETS HISET VOUCHERS		10,525.00
010239	06/23/22		T135	F.W. WEBB COMPANY		189.50
010240	06/23/22		W957	FAN; WEN		38.50
010241	06/23/22		B269	FANG; WEI		151.00
010242	06/23/22		2492	FEA - FOUNDATION FOR EDUCALTIONAL ADMIN.		320.00
010243	06/23/22		2153	FEDEX		113.46
010244	06/23/22		P127	FEIJOO; CHERYL		41.00
010245	06/23/22		D021	FENG; MING		724.00
010246	06/23/22		E943	FLORUSS, TAMARA		24.00
010247	06/23/22		I563	FM GENERATOR INC		1,613.62
010248	06/23/22		3074	FOUR WINDS HOSPITALS		600.00
010249	06/23/22		Z597	FRANCISCO; PAULA		15.60

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
010250	06/23/22		6645	FULL COMPASS SYSTEMS		210.00
010251	06/23/22		F933	GILMORE; SEAN		30.75
010252	06/23/22		D415	GOGINENI; RAJENDRA		53.50
010253	06/23/22		R352	GORDON; JASON		42.30
010254	06/23/22		K752	GOULD;REBEKAH		1,500.00
010255	06/23/22		1063	GREATER BERGEN COMMUNITY ACTION, INC.		45,660.00
010256	06/23/22		4328	HAIG SERVICE CORPORATION		135.00
010257	06/23/22		Q881	HAMMOND;KELLY		500.00
010258	06/23/22		7508	HAPPY CHEF UNIFORMS		3,121.65
010259	06/23/22		E465	HAREL-PELEG; YIFAT		55.50
010260	06/23/22		2453	HENRY SCHEIN INC.		1,279.34
010261	06/23/22		1289	HOME DEPOT CREDIT SERVICES		263.60
010262	06/23/22		Y988	HOME DEPOT PRO		654.25
010263	06/23/22		Q947	HSU; JOSEPH		24.75
010264	06/23/22		6181	HUDSON COMMUNITY ENTERPRISES		100.00
010265	06/23/22		Q057	HUTH-GARGIULO; TAMARA		17.95
010266	06/23/22		U197	JERSEY TRACTOR TRAILER TRAINING, INC		36,000.00
010267	06/23/22		6303	JOHNSTON COMMUNICATIONS VOICE & DATA		107,492.00
010268	06/23/22		F217	KALISH; STEPHEN		22.00
010269	06/23/22		P351	KALUZA; MALGORZATA		53.85
010270	06/23/22		O744	KAMAT; JATIN		22.00
010271	06/23/22		K282	KANG; MATTHEW		107.00
010272	06/23/22		1342	KEEHN POWER PRODUCTS		1,096.44
010273	06/23/22		G224	KIM; BOGYUN		91.00
010274	06/23/22		L545	KIM; CHULHOON		79.70
010275	06/23/22		J323	KIM; HEEKYUNG		52.00
010276	06/23/22		7486	LAKEWAY TILAPIA		134.79
010277	06/23/22		I074	LAM; KEI		101.75
010278	06/23/22		R872	LANGUAGE TESTING INTERNATIONAL, INC		960.00
010279	06/23/22		C273	LAS COMP INSTITUTE OF IT		33,044.45
010280	06/23/22		5204	LAUMAR ROOFING		1,836.00
010281	06/23/22		K741	LEE; JOANNE		24.00
010282	06/23/22		Y485	LEE; SANG		129.00
010283	06/23/22		1361	LEVITT'S PLANT FOOD SUPPLY		6,356.00
010284	06/23/22		2972	LIFESAVERS INC.		555.20
010285	06/23/22		6921	LIGHTPATH		6,542.00
010286	06/23/22		3047	LINA		760.74
010287	06/23/22		7402	LINKEDIN		6,666.67
010288	06/23/22		F420	LIO; TRANG		48.00

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
010289	06/23/22		M910	LYCEUM AGENCY		3,750.00
010290	06/23/22		T550	MANTENA; DILEEP		6.00
010291	06/23/22		A195	MARIN; JASON		60.40
010292	06/23/22		4447	MARY POMERANTZ ADVERTISING		67.64
010293	06/23/22		6342	MCCARTER & ENGLISH, LLP		94.00
010294	06/23/22		P026	MEJIA; XIOMARA		15.50
010295	06/23/22		P288	METROPOLIS CORP.		2,575.00
010296	06/23/22		X406	MICROSOFT CORPORATION		6,426.53
010297	06/23/22		M216	MILLER; INBAL ISRAELI		85.75
010298	06/23/22		M768	MODLINGER; ALAN		57.85
010299	06/23/22		X897	MONTOYA; LILIANA		119.00
010300	06/23/22		B572	MU ALPHA THETA		122.00
010301	06/23/22		6428	NAFME		497.99
010302	06/23/22		E646	NATARAJ; MOHANRAJ		72.50
010303	06/23/22		Z229	NATIONAL COUNCIL FOR MENTAL WELLBEING		25,699.30
010304	06/23/22		W834	NEW JERSEY LANDSCAPE CONTRACTORS ASSO		235.00
010305	06/23/22		A785	NEW JERSEY STATE BAR ASSOCIATION		180.00
010306	06/23/22		I995	NGUYEN; ANN		22.00
010307	06/23/22		Z946	NORTH JERSEY LAND CARE SERVICES, LLC		7,878.00
010308	06/23/22		7277	O.C.A. BENEFIT SERVICES, LLC		522.75
010309	06/23/22		N332	OBISO; KAREN		10.00
010310	06/23/22		E615	OHAGAN; KERRIE		53.50
010311	06/23/22		R918	PAPADIMOS; JOHN		3,500.00
010312	06/23/22		1473	PARISIAN BEAUTY ACADEMY		3,870.02
010313	06/23/22		H175	PARK; SUNGHO		91.80
010314	06/23/22		V226	PATEL; ANIL		31.75
010315	06/23/22		N070	PETERS; TAMIRA		125.00
010316	06/23/22		O540	PETROVIC; GORDANA		76.00
010317	06/23/22		X430	PIZZO; GAIL		17.50
010318	06/23/22		U557	PLACER; ROGER		31.55
010319	06/23/22		1513	PLAQUES & SUCH		285.00
010320	06/23/22		C767	POWERCO, INC.		6,403.10
010321	06/23/22		Q674	POWLEY; ROBERT		71.50
010322	06/23/22		E443	PRECIOUS STONES COACHING		250.00
010323	06/23/22		D337	PRINT SOLUTIONS		7,200.00
010324	06/23/22		1511	PSE&G		71,095.96
010325	06/23/22		Z437	PULLUM; SHERRI		6,500.00
010326	06/23/22		E834	QUINCY COMPRESSOR LLC		8,046.62
010327	06/23/22		A682	REHMAN; BUSHRA		400.00

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
010328	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010330 Stub	
010329	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010330 Stub	
010330	06/23/22		1828	RICOH AMERICAS CORPORATION		6,976.00
010331	06/23/22		D219	RIVERA, CARLA		11.75
010332	06/23/22		W350	ROBERTO; DANIELLE		14.00
010333	06/23/22		J411	ROSTOLDER; SHAMIR ALDINE		17.55
010334	06/23/22		R692	ROZOV; MICHAEL		100.25
010335	06/23/22		7586	S&S WORLDWIDE		316.41
010336	06/23/22		F696	SACHAR; INDERPREET		40.25
010337	06/23/22		3515	SAM TELL & SON, INC.		84.00
010338	06/23/22		1855	SARGENT WELCH		683.28
010339	06/23/22		D546	SCARAVILLI; ROE		26.25
010340	06/23/22		F502	SCOTT ROTH EVENTS LLC		800.00
010341	06/23/22		D721	SEO; SUSAN		86.50
010342	06/23/22		K636	SHERWIN-WILLIAMS		26.28
010343	06/23/22		4975	SHI INTERNATIONAL CORP.		18,381.96
010344	06/23/22		A684	SHIM; STEVEN		39.75
010345	06/23/22		K163	SHUMAN; CHRISTIANE		119.00
010346	06/23/22		M287	SINGH; H. P.		26.60
010347	06/23/22		O434	SMART STITCH EMBROIDERY		1,087.00
010348	06/23/22		J879	SMOLIN LUPIN AND COMPANY, PA		2,103.75
010349	06/23/22		6030	SNAP ON INDUSTRIAL		254.00
010350	06/23/22		Y468	SOHN; LINCOLN		148.80
010351	06/23/22		M511	SOLERA IDENTIFIX		1,068.00
010352	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010354 Stub	
010353	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010354 Stub	
010354	06/23/22		1614	STATE OF NEW JERSEY		229,385.93
010355	06/23/22		1609	STAUBLE; GEORGE		1,020.60
010356	06/23/22		1661	SUEZ WATER NEW JERSEY		6,772.96
010357	06/23/22		L332	TECHNO CNC SYSTEMS		48,350.00
010358	06/23/22		Y866	TEXTHELP INC.		2,700.00
010359	06/23/22		7052	THOMAS SCIENTIFIC		2,907.74
010360	06/23/22		P199	TUFANO; WENDY		47.00
010361	06/23/22		D184	TYREX RESOURCES LLC		80.50
010362	06/23/22		7587	UNITED SUPPLY CORP		117.09
010363	06/23/22		Z361	UNITED SUPPLY CORP		148.20
010364	06/23/22		Q125	UNIVERSITY HOSPITAL		289.00
010365	06/23/22	06/23/22		00.0 \$ Multi Stub Void	#010366 Stub	
010366	06/23/22		1679	V.E. RALPH & SON INC		7,974.01

Starting date 5/26/2022 Ending date 6/23/2022

Chk#	Date	Rec date	Code	Vendor name	Check Comment	Check amount
010367	06/23/22		S083	VALLEY TRANSPORTATION		24,104.89
010368	06/23/22		A259	VASQUEZ; CYNTHIA		5.25
010369	06/23/22		E570	VASQUEZ; VERNA		100.00
010370	06/23/22		J118	VAWDREY; ALICIA		36.50
010371	06/23/22		O464	VAZQUEZ; ROFERFILLO		125.00
010372	06/23/22		W952	VEGA; RHONA		42.50
010373	06/23/22		2034	VERIZON WIRELESS		2,730.11
010374	06/23/22		E554	VERVOORDT; SILLERO GLADYS		41.50
010375	06/23/22		U120	VILLANO;VALERIE		199.00
010376	06/23/22		A482	VINOGRADOVA; SVETLANA		7.25
010377	06/23/22		4343	VISTA TRAVEL INC.		8,583.00
010378	06/23/22		6622	WALLINGTON PLUMBING SUPPLIES		13,881.65
010379	06/23/22		F975	WANG; HUALU		188.50
010380	06/23/22		V697	WANG; ZHIHONG		65.25
010381	06/23/22		6076	WILLIAM J. GUARINI, INC.		689.94
010382	06/23/22		Y804	WILLIAM MARCIANO PIANO TUNER/TECHNICIAN		150.00
010383	06/23/22		3950	WILLIAM PATERSON UNIVERSITY		2,137.69
010384	06/23/22		U394	WISE; ELENA		46.00
010385	06/23/22		1695	WOMEN'S RIGHTS INFORMATION CENTER		36,600.00
010386	06/23/22		1713	XEROX CORPORATION		2,169.63
010387	06/23/22		B353	YUN; BO		150.80
010388	06/23/22		H781	ZHANG; WEIJIA		113.75
220504	H 05/27/22		1097	BOARD OF VOCATIONAL EDUCATION	TPAF FICA 5/27/2022	105,687.04
220505	H 05/27/22		4864	DCRP BOARD SHARE		137.09
220506	H 05/27/22		1616	STATE OF NJ-HEALTH BENEFITS FD		785,505.97
220507	H 05/27/22		1616	STATE OF NJ-HEALTH BENEFITS FD		818.68
220508	H 05/27/22		PAY	PAYROLL VENDOR		5,019,863.81
220509	H 05/31/22		1096	BOARD OF VOCATIONAL EDUCATION		157,107.86
220601	H 06/15/22		1097	BOARD OF VOCATIONAL EDUCATION	TPAF FICA 6/15/2022	104,995.47
220602	H 06/15/22		4864	DCRP BOARD SHARE		1,030.83
220603	H 06/23/22		1097	BOARD OF VOCATIONAL EDUCATION	TPAF FICA 6/23/2022	105,304.12
220604	H 06/23/22		4864	DCRP BOARD SHARE		158.50
220605	H 06/22/22		7292	MAXOR PLUS		309,506.46

Starting date 5/26/2022

Ending date 6/23/2022

Fund Totals

10	General Fund	\$317,066.61
11	General Current Expense	\$6,268,872.71
12	Capital Outlay	\$59,866.22
13	Special Schools	\$263,488.96
20	Special Revenue Funds	\$895,515.71
30	Capital Projects Funds	\$118,194.00
60	CAFETERIA	\$5,056.35
61	ENTERPRISE FUND	\$265,079.66
62	INTERNAL SERVICE FUND	\$173,103.96
	Total for all checks listed	\$8,366,244.18

Prepared and submitted by: _____

Board Secretary

Date

DISTRICT OF VOCATIONAL SCHOOLS

All Funds

For Month Ending: April 30, 2022

CASH REPORT				
FUNDS	Beginning Cash Balance	Cash Receipts This Month	Cash Disbursements This Month	Ending Cash Balances (1)+(2)-(3)
GOVERNMENTAL FUNDS				
1 General Fund - 10	15,692,034.57	6,253,572.53	6,365,354.53	15,580,252.57
2 Special Revenue Fund - Fund 20	(1,455,826.68)	436,107.36	745,659.84	(1,765,379.16)
3 Capital Projects Fund - Fund 30	(174,393.54)	0.00	211,273.38	(385,666.92)
4 Enterprise Funds - Fund 61, Fund 62	800,193.27	107,652.85	385,008.89	522,837.23
5 Enterprise Fund (Fund 5X) Cafeteria	41,638.52	198,397.44	208,045.32	31,990.64
6 Total Governmental Funds (Lines 1 Thru 5)	14,903,646.14	6,995,730.18	7,915,341.96	13,984,034.36
TRUST AND AGENCY FUNDS (FUND 6X)				
7 Payroll	7,000.00	2,837,012.62	2,837,012.62	7,000.00
8 Payroll Agency	180,362.32	2,328,772.01	2,396,856.39	112,277.94
9 Other (attach list) - Unemploy Insur	502,296.42	43,171.16	0.00	545,467.58
10 Total Trust & Agency Funds (lines 7 thru 9)	689,658.74	5,208,955.79	5,233,869.01	664,745.52
11	0.00	0.00	0.00	0.00
12	0.00	0.00	0.00	0.00
13 Total Scholarship/Trust Funds (lines 11+12)	0.00	0.00	0.00	0.00
14	0.00	0.00	0.00	0.00
15	0.00	0.00	0.00	0.00
16	0.00	0.00	0.00	0.00
17 Escrow Direct	126,554.89	5.38	0.00	126,560.27
18 Total All Funds (lines 6,10,13,14,15,16, &17)	15,719,859.77	12,204,691.35	13,149,210.97	14,775,340.15

Prepared and Submitted By:




Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Assets and Resources

Assets:				
101	Cash in bank			\$8,495,266.60
102 - 106	Cash Equivalents			\$7,086,785.97
111	Investments			\$0.00
116	Capital Reserve Account			\$0.00
117	Maintenance Reserve Account			\$0.00
118	Emergency Reserve Account			\$0.00
121	Tax levy Receivable			\$3,281,207.00
Accounts Receivable:				
132	Interfund	\$7,000.00		
141	Intergovernmental - State	\$1,234,350.31		
142	Intergovernmental - Federal	\$0.00		
143	Intergovernmental - Other	\$7,110,116.32		
153, 154	Other (net of estimated uncollectable of \$_____)	\$3,500.00		\$8,354,966.63
Loans Receivable:				
131	Interfund	\$0.00		
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00		\$0.00
Other Current Assets				\$0.00
Resources:				
301	Estimated revenues	\$74,090,120.07		
302	Less revenues	(\$66,305,975.90)		\$7,784,144.17
Total assets and resources				<u>\$35,002,370.37</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$160,413.54
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		\$3,047,713.50
	Total liabilities		\$3,208,127.04

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$20,704,358.08
761	Capital reserve account - July	\$7,082,400.39	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$7,082,400.39
764	Maintenance reserve account - July	\$537,647.71	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$537,647.71
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$1,371.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$78,817,798.07	
602	Less: Expenditures	(\$57,196,314.31)	
	Less: Encumbrances	(\$15,976,680.08)	(\$73,172,994.39)
	Total appropriated		\$33,970,580.86

Unappropriated:

770	Fund balance, July 1		\$2,551,340.47
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$4,727,678.00)
	Total fund balance		\$31,794,243.33
	Total liabilities and fund equity		<u>\$35,002,370.37</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$78,817,798.07	\$73,172,994.39	\$5,644,803.68
Revenues	(\$74,090,120.07)	(\$66,305,975.90)	(\$7,784,144.17)
Subtotal	<u>\$4,727,678.00</u>	<u>\$6,867,018.49</u>	<u>(\$2,139,340.49)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	(\$7,082,400.39)	\$7,082,400.39
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$4,727,678.00</u>	<u>(\$215,381.90)</u>	<u>\$4,943,059.90</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	(\$537,647.71)	\$537,647.71
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$4,727,678.00</u>	<u>(\$753,029.61)</u>	<u>\$5,480,707.61</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$4,727,678.00</u>	<u>(\$753,029.61)</u>	<u>\$5,480,707.61</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$4,727,678.00</u>	<u>(\$215,381.90)</u>	<u>\$4,943,059.90</u>

Prepared and submitted by :


 Board Secretary

 Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00370	SUBTOTAL – Revenues from Local Sources	67,430,233	92,478	67,522,711	60,607,478	Under	6,915,233
00400	Total Revenues from Intermediate Sources	850,000	0	850,000	0	Under	850,000
00520	SUBTOTAL – Revenues from State Sources	5,695,547	0	5,695,547	5,695,547		0
00570	SUBTOTAL – Revenues from Federal Sources	21,862	0	21,862	2,951	Under	18,911
	Total	73,997,642	92,478	74,090,120	66,305,976		7,784,144
Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
03200	TOTAL REGULAR PROGRAMS - INSTRUCTION	11,480,866	292,314	11,773,180	8,884,700	2,252,028	636,451
11160	Total Basic Skills/Remedial – Instruct.	96,412	0	96,412	77,618	18,794	0
12160	Total Bilingual Education – Instruction	104,495	0	104,495	84,699	19,796	0
15180	TOTAL VOCATIONAL PROGRAMS	15,963,342	132,416	16,095,758	11,346,381	3,360,177	1,389,200
17100	Total School-Sponsored Co/Extra Curricul	844,700	5,800	850,500	713,003	117,605	19,892
17600	Total School-Sponsored Athletics – Instr	1,001,192	3,940	1,005,132	678,885	238,774	87,473
25100	Total Other Instructional Programs - Ins	420,000	50,000	470,000	403,351	64,825	1,824
29680	Total Undistributed Expenditures – Atten	128,214	0	128,214	108,257	19,957	0
30620	Total Undistributed Expenditures – Healt	563,178	3,148	566,326	469,349	80,593	16,384
40580	Total Undistributed Expend – Speech, OT,	284,487	0	284,487	238,320	46,167	0
41660	Total Undist. Expend. – Guidance	2,431,167	0	2,431,167	1,971,819	455,468	3,880
42200	Total Undist. Expend. – Child Study Team	1,008,785	39,340	1,048,125	764,987	267,041	16,098
43200	Total Undist. Expend. – Improvement of I	1,492,302	298	1,492,600	1,209,644	188,676	94,281
43620	Total Undist. Expend. – Edu. Media Serv.	139,740	0	139,740	110,212	22,826	6,701
44180	Total Undist. Expend. – Instructional St	102,500	0	102,500	5,408	11,799	85,293
45300	Support Serv. - General Admin	1,775,857	491,033	2,266,890	1,525,831	679,877	61,183
46160	Support Serv. - School Admin	2,628,796	30,081	2,658,877	2,211,822	418,236	28,819
47200	Total Undist. Expend. – Central Services	1,639,121	2,767	1,641,888	1,217,237	346,992	77,658
47620	Total Undist. Expend. – Admin. Info. Tec	4,978,627	59,536	5,038,163	4,003,072	1,002,194	32,897
51120	Total Undist. Expend. – Oper. & Maint. O	8,481,951	197,160	8,679,111	5,940,701	1,956,646	781,764
52480	Total Undist. Expend. – Student Transpor	761,019	1,760	762,779	406,194	335,136	21,449
71260	TOTAL PERSONNEL SERVICES –EMPLOYEE	14,064,600	(100,900)	13,963,700	9,205,353	2,792,265	1,966,083
75880	TOTAL EQUIPMENT	0	1,156,155	1,156,155	861,962	274,425	19,768
76260	Total Facilities Acquisition and Constr	57,894	2,362,165	2,420,059	2,255,724	154,176	10,158
77140	Total Post-Secondary Programs - Instruct	505,557	54,849	560,406	398,611	140,943	20,852
77280	Total Post-Secondary Programs – Support	115,000	0	115,000	99,559	15,430	11
78180	Total Other Special Schools - Instructio	971,646	45,542	1,017,188	618,136	205,901	193,150
78320	Total Other Special Schools – Support Se	474,993	(2,169)	472,824	350,722	92,280	29,822
81180	Total Vocational Evening-Local Instructi	454,471	258	454,729	238,222	211,797	4,710
81320	Total Vocational Evening-Local-Support S	897,345	(5,335)	892,010	727,891	145,858	18,262
83060	Total GED Testing Centers	129,385	0	129,385	68,643	40,001	20,741
	Total	73,997,642	4,820,156	78,817,798	57,196,314	15,976,680	5,644,804

Report of the Secretary to the Board of Education
 Bergen County Vo-Tech Schools

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Revenues:			Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00110	10-1210	County Tax Levy	33,562,698	0	33,562,698	33,562,697	Under	1
00150	10-1320	Tuition from LEAs Within State	31,561,650	0	31,561,650	25,528,895	Under	6,032,755
00220	10-13[2-4]0	Other Tuition	1,550,000	0	1,550,000	1,199,724	Under	350,276
00300	10-1__	Unrestricted Miscellaneous Revenues	526,500	0	526,500	295,472	Under	231,028
00310	10-1991	GED Testing Center Fees	129,385	0	129,385	20,690	Under	108,695
00330	10-1__	Interest Earned on Maintenance Reserve	100,000	92,478	192,478	0	Under	192,478
00390	10-2000	Unrestricted	850,000	0	850,000	0	Under	850,000
00440	10-3132	Categorical Special Education Aid	1,618,948	0	1,618,948	1,618,948		0
00470	10-3177	Categorical Security Aid	213,795	0	213,795	213,795		0
00480	10-3178	Adjustment Aid	3,452,071	(1,306,385)	2,145,686	2,145,686		0
00495	10-3199	DOE Loan Against State Aid	410,733	1,306,385	1,717,118	1,717,118		0
00540	10-4200	Medicaid Reimbursement	21,862	0	21,862	2,951	Under	18,911
Total			73,997,642	92,478	74,090,120	66,305,976		7,784,144

Expenditures:			Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
02140	11-140-___-101	Grades 9-12 – Salaries of Teachers	10,021,626	0	10,021,626	7,983,537	2,038,089	0
02180	11-140-100-106	Other Salaries for Instruction	223,240	0	223,240	157,244	65,996	0
02200	11-140-100-320	Purchased Professional – Educational Ser	100,000	0	100,000	28,600	0	71,400
02240	11-140-100-[4-5]	Other Purchased Services (400-500 series	35,000	0	35,000	19,932	4,682	10,387
02260	11-140-100-610	General Supplies	838,000	285,898	1,123,898	608,342	135,704	379,852
02280	11-140-100-640	Textbooks	175,000	1,916	176,916	6,819	1,648	168,448
02300	11-140-100-800	Other Objects	3,000	4,500	7,500	5,839	986	675
02500	11-150-100-101	Salaries of Teachers	65,000	0	65,000	61,277	3,723	0
02540	11-150-100-320	Purchased Professional – Educational Ser	20,000	0	20,000	13,111	1,200	5,689
11000	11-230-100-101	Salaries of Teachers	96,412	0	96,412	77,618	18,794	0
12000	11-240-100-101	Salaries of Teachers	104,495	0	104,495	84,699	19,796	0
14000	11-310-100-101	Salaries of Teachers	7,280,368	(50,000)	7,230,368	5,612,016	1,540,436	77,916
14040	11-310-100-320	Purchased Professional-Educational Servi	934,000	0	934,000	227,465	11,100	695,435
14080	11-310-100-[4-5]	Other Purchased Services (400-500 series	54,000	0	54,000	29,310	6,775	17,915
14100	11-310-100-610	General Supplies	916,850	74,651	991,501	422,746	141,413	427,342
14120	11-310-100-640	Textbooks	125,000	(591)	124,409	65,977	11,455	46,977
14140	11-310-100-8__	Other Objects	18,000	2,024	20,024	11,589	770	7,665
15000	11-320-100-101	Salaries of Teachers	5,789,124	0	5,789,124	4,469,184	1,319,940	0
15040	11-320-100-320	Purchased Professional-Educational Servi	600,000	0	600,000	290,000	290,000	20,000
15080	11-320-100-[4-5]	Other Purchased Services (400-500 series	4,000	0	4,000	210	3,790	0
15100	11-320-100-610	General Supplies	197,000	104,332	301,332	182,734	32,792	85,806
15120	11-320-100-640	Textbooks	35,000	0	35,000	27,932	1,572	5,495
15140	11-320-100-8__	Other Objects	10,000	2,000	12,000	7,217	134	4,650
17000	11-401-100-1__	Salaries	810,000	0	810,000	703,071	106,642	288
17020	11-401-100-[3-5]	Purchased Services (300-500 series)	1,700	0	1,700	608	840	252
17060	11-401-100-8__	Other Objects	33,000	5,800	38,800	9,324	10,123	19,353
17500	11-402-100-1__	Salaries	727,192	0	727,192	500,200	226,992	0

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
17520 11-402-100-[3-5] Purchased Services (300-500 series)	104,000	0	104,000	70,653	2,648	30,698
17540 11-402-100-6__ Supplies and Materials	130,000	1,692	131,692	101,794	7,450	22,448
17560 11-402-100-8__ Other Objects	40,000	2,248	42,248	6,238	1,683	34,327
25000 11-4__-100-1__ Salaries	420,000	50,000	470,000	403,351	64,825	1,824
29500 11-000-211-1__ Salaries	128,214	0	128,214	108,257	19,957	0
30500 11-000-213-1__ Salaries	499,178	0	499,178	425,411	73,767	0
30540 11-000-213-3__ Purchased Professional and Technical Ser	38,000	(1,241)	36,759	28,357	2,500	5,902
30580 11-000-213-6__ Supplies and Materials	8,500	2,148	10,648	1,904	3,434	5,309
30600 11-000-213-8__ Other Objects	17,500	2,241	19,741	13,677	891	5,173
40500 11-000-216-1__ Salaries	284,487	0	284,487	238,320	46,167	0
41500 11-000-218-104 Salaries of Other Professional Staff	2,103,985	0	2,103,985	1,719,761	384,224	0
41520 11-000-218-105 Salaries of Secretarial and Clerical Ass	242,182	0	242,182	194,450	47,732	0
41560 11-000-218-320 Purchased Professional – Educational Ser	85,000	0	85,000	57,608	23,512	3,880
42000 11-000-219-104 Salaries of Other Professional Staff	756,868	(20,000)	736,868	515,682	218,676	2,510
42020 11-000-219-105 Salaries of Secretarial and Clerical Ass	177,417	0	177,417	145,487	31,930	0
42060 11-000-219-320 Purchased Professional – Educational Ser	22,500	43,000	65,500	48,169	13,626	3,705
42140 11-000-219-592 Misc. Purch. Svc. (400-500 series O/than	6,000	0	6,000	2,704	163	3,133
42160 11-000-219-6__ Supplies and Materials	40,000	16,340	56,340	49,110	2,506	4,724
42180 11-000-219-8__ Other Objects	6,000	0	6,000	3,834	140	2,026
43020 11-000-221-104 Salaries of Other Professional Staff	1,021,039	0	1,021,039	891,451	129,588	0
43040 11-000-221-105 Salaries of Secretarial & Clerical Assis	215,763	0	215,763	180,040	35,723	0
43100 11-000-221-320 Purchased Prof. – Educational Services	45,000	(3,000)	42,000	21,871	2,500	17,629
43140 11-000-221-[4-5] Other Purch. Services (400-500 series)	80,500	3,000	83,500	58,300	6,533	18,667
43160 11-000-221-6__ Supplies and Materials	40,000	298	40,298	11,838	839	27,621
43180 11-000-221-8__ Other Objects	90,000	0	90,000	46,145	13,492	30,363
43500 11-000-222-1__ Salaries	62,240	0	62,240	42,054	20,186	0
43560 11-000-222-[4-5] Other Purchased Services (400-500 series	75,000	0	75,000	68,159	2,640	4,201
43580 11-000-222-6__ Supplies and Materials	2,500	0	2,500	0	0	2,500
44120 11-000-223-[4-5] Other Purch. Services (400-500 series)	62,500	0	62,500	2,958	11,799	47,743
44160 11-000-223-8__ Other Objects	40,000	0	40,000	2,450	0	37,550
45000 11-000-230-1__ Salaries	669,157	(34,000)	635,157	495,588	139,569	0
45040 11-000-230-331 Legal Services	275,000	(70,000)	205,000	128,546	71,455	5,000
45060 11-000-230-332 Audit Fees	66,000	0	66,000	66,000	0	0
45070 11-000-230-333 Expenditure & Internal Control Audit Fee	10,000	0	10,000	4,647	5,353	0
45080 11-000-230-334 Architectural/Engineering Services	100,000	548,130	648,130	342,112	305,990	28
45100 11-000-230-339 Other Purchased Professional Services	172,500	(42,150)	130,350	61,184	50,000	19,166
45140 11-000-230-530 Communications/Telephone	250,000	70,000	320,000	262,753	52,152	5,095
45160 11-000-230-585 BOE Other Purchased Services	1,000	0	1,000	0	0	1,000
45180 11-000-230-590 Misc Purch Services (400-500 series, O/T	165,200	19,054	184,254	105,577	54,067	24,610
45200 11-000-230-610 General Supplies	10,000	0	10,000	6,644	391	2,965
45260 11-000-230-890 Miscellaneous Expenditures	56,000	0	56,000	52,781	900	2,319

Report of the Secretary to the Board of Education
 Bergen County Vo-Tech Schools

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Expenditures:			Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
45280	11-000-230-895	BOE Membership Dues and Fees	1,000	0	1,000	0	0	1,000
46000	11-000-240-103	Salaries of Principals/Assistant Princip	1,916,957	0	1,916,957	1,620,426	296,531	0
46040	11-000-240-105	Salaries of Secretarial and Clerical Ass	634,239	0	634,239	537,162	97,077	0
46100	11-000-240-[4-5]	Other Purchased Services (400-500 series	12,600	1,060	13,660	1,222	6,677	5,762
46120	11-000-240-6__	Supplies and Materials	39,000	25,855	64,855	34,551	11,718	18,585
46140	11-000-240-8__	Other Objects	26,000	3,166	29,166	18,461	6,233	4,472
47000	11-000-251-1__	Salaries	1,403,721	0	1,403,721	1,071,294	332,427	0
47040	11-000-251-340	Purchased Technical Services	175,200	0	175,200	122,074	9,519	43,607
47060	11-000-251-592	Misc. Purch. Services (400-500 Series, O	17,000	0	17,000	7,468	2,301	7,231
47100	11-000-251-6__	Supplies and Materials	32,000	2,767	34,767	8,275	2,080	24,412
47180	11-000-251-890	Other Objects	11,200	0	11,200	8,126	665	2,409
47500	11-000-252-1__	Salaries	3,358,627	25,000	3,383,627	2,879,071	504,556	0
47520	11-000-252-330	Purchased Professional Services	100,000	0	100,000	50,000	50,000	0
47560	11-000-252-[4-5]	Other Purchased Services (400-500 series	1,215,000	28,816	1,243,816	815,830	419,936	8,050
47580	11-000-252-6__	Supplies and Materials	300,000	4,220	304,220	255,135	26,404	22,681
47600	11-000-252-8__	Other Objects	5,000	1,500	6,500	3,035	1,299	2,166
48500	11-000-261-1__	Salaries	627,639	(40,000)	587,639	429,122	158,517	0
48520	11-000-261-420	Cleaning, Repair, and Maintenance Servic	545,000	145,900	690,900	589,287	89,380	12,233
48540	11-000-261-610	General Supplies	175,000	69,021	244,021	191,021	14,411	38,589
49000	11-000-262-1__	Salaries	3,092,210	0	3,092,210	2,499,408	592,802	0
49040	11-000-262-3__	Purchased Professional and Technical Ser	250,000	(81,500)	168,500	75,000	75,000	18,500
49060	11-000-262-420	Cleaning, Repair, and Maintenance Svc.	547,500	18,673	566,173	270,148	109,117	186,908
49120	11-000-262-490	Other Purchased Property Services	110,000	0	110,000	72,381	23,116	14,503
49140	11-000-262-520	Insurance	500,000	(35,000)	465,000	0	458,580	6,420
49160	11-000-262-590	Miscellaneous Purchased Services	2,500	0	2,500	974	599	927
49180	11-000-262-610	General Supplies	355,000	78,429	433,429	321,016	64,682	47,731
49200	11-000-262-621	Energy (Natural Gas)	400,000	0	400,000	203,733	96,267	100,000
49220	11-000-262-622	Energy (Electricity)	1,300,000	(50,000)	1,250,000	978,534	131,466	140,000
49260	11-000-262-626	Energy (Gasoline)	30,000	0	30,000	11,377	18,623	0
49280	11-000-262-8__	Other Objects	15,000	235	15,235	6,490	0	8,745
50000	11-000-263-1__	Salaries	272,102	40,000	312,102	253,958	33,861	24,282
50040	11-000-263-420	Cleaning, Repair, and Maintenance Svc.	40,000	25,500	65,500	24,835	30,439	10,225
50060	11-000-263-610	General Supplies	5,000	21,701	26,701	4,600	13,343	8,758
51000	11-000-266-1__	Salaries	35,000	0	35,000	7,735	27,265	0
51040	11-000-266-420	Cleaning, Repair, and Maintenance Svc.	175,000	0	175,000	1,080	10,060	163,860
51060	11-000-266-610	General Supplies	5,000	4,200	9,200	0	9,118	82
52060	11-000-270-162	Sal. For Pupil Trans (Other than Bet. Ho	487,019	0	487,019	372,095	114,924	0
52140	11-000-270-420	Cleaning, Repair, & Maint. Services	9,000	0	9,000	1,913	1,941	5,146
52280	11-000-270-512	Contr Serv (Oth. Than Bet Home & Sch) -	170,000	1,760	171,760	31,592	134,200	5,968
52400	11-000-270-593	Misc. Purchased Services - Transportatio	84,000	0	84,000	0	84,000	0
52440	11-000-270-615	Transportation Supplies	8,000	0	8,000	0	0	8,000

Report of the Secretary to the Board of Education
 Bergen County Vo-Tech Schools

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 10 General Fund

Expenditures:			Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
52460	11-000-270-8__	Other objects	3,000	0	3,000	595	70	2,335
71020	11-000-291-220	Social Security Contributions	1,305,000	0	1,305,000	742,715	205,339	356,945
71060	11-000-291-241	Other Retirement Contributions - PERS	2,420,000	(9,350)	2,410,650	1,926,514	0	484,136
71160	11-000-291-260	Workmen's Compensation	635,000	9,350	644,350	0	644,350	0
71180	11-000-291-270	Health Benefits	9,332,600	(100,900)	9,231,700	6,217,947	1,937,568	1,076,185
71200	11-000-291-280	Tuition Reimbursement	120,000	0	120,000	70,889	2,475	46,636
71220	11-000-291-290	Other Employee Benefits	252,000	0	252,000	247,287	2,532	2,181
75500	12-000-100-73__	Undistributed Expenditures - Instruction	0	528,688	528,688	408,637	117,269	2,781
75560	12-000-21_-73__	Undist. Expend. - Supp Serv. - Related &	0	4,000	4,000	0	3,990	19
75680	12-000-252-73__	Undistributed Expenditures - Admin. Info	0	426,943	426,943	406,811	13,300	6,832
75720	12-000-262-73__	Undist. Expend. - Custodial Services	0	163,358	163,358	33,903	119,314	10,141
75740	12-000-263-73__	Undist. Expend. - Care and Upkeep of Gro	0	30,288	30,288	9,733	20,552	3
75860	12-___-__00-73__	Special Schools (All Programs)	0	2,878	2,878	2,878	0	0
76080	12-000-400-450	Construction Services	0	2,362,165	2,362,165	2,207,830	154,176	158
76200	12-000-400-800	Other Objects	10,000	0	10,000	0	0	10,000
76210	12-000-400-896	Assessment for Debt Service on SDA Fundi	47,894	0	47,894	47,894	0	0
77000	13-330-100-101	Salaries of Teachers	404,457	0	404,457	314,040	90,417	0
77060	13-330-100-[4-5]	Other Purchased Services (400-500 series	10,600	(1,362)	9,238	874	6,238	2,126
77080	13-330-100-610	General Supplies	65,000	59,369	124,369	91,681	31,550	1,138
77100	13-330-100-640	Textbooks	18,000	(3,422)	14,578	(13,889)	11,875	16,593
77120	13-330-100-8__	Other Objects	7,500	264	7,764	5,906	863	995
77180	13-330-200-2__	Personnel Services - Employee Benefits	115,000	0	115,000	99,559	15,430	11
78000	13-4__-100-101	Salaries of Teachers	608,646	0	608,646	455,669	152,977	0
78120	13-4__-100-610	General Supplies	363,000	45,542	408,542	162,467	52,924	193,150
78200	13-4__-200-1__	Salaries	240,593	0	240,593	173,833	66,760	0
78220	13-4__-200-2__	Personnel Services - Employee Benefits	170,000	0	170,000	148,576	11,205	10,219
78240	13-4__-200-3__	Purchased Professional and Technical Svc	15,600	0	15,600	5,000	9,074	1,526
78260	13-4__-200-[4-5]	Other Purchased Services (400-500 series	33,000	(2,289)	30,711	15,859	2,711	12,142
78280	13-4__-200-6__	Supplies and Materials	6,800	120	6,920	1,666	1,037	4,217
78300	13-4__-200-8__	Other Objects	9,000	0	9,000	5,789	1,494	1,717
81000	13-629-100-101	Salaries of Teachers	424,971	0	424,971	220,994	203,977	0
81120	13-629-100-610	General Supplies	28,500	258	28,758	17,228	7,820	3,710
81140	13-629-100-640	Textbooks	1,000	0	1,000	0	0	1,000
81200	13-629-200-1__	Salaries	603,544	0	603,544	522,545	80,999	0
81220	13-629-200-2__	Personnel Services - Employee Benefits	210,001	0	210,001	158,190	45,462	6,349
81260	13-629-200-[4-5]	Other Purchased Services (400-500 series	52,800	2,622	55,422	39,147	12,236	4,039
81280	13-629-200-6__	Supplies and Materials	27,000	(7,957)	19,043	7,751	7,118	4,174
81300	13-629-200-8__	Other Objects	4,000	0	4,000	258	42	3,700
83000	13-640-200-1__	Salaries	85,885	0	85,885	55,796	30,089	0
83020	13-640-200-6__	Supplies and Materials	43,500	0	43,500	12,847	9,912	20,741
Total			73,997,642	4,820,156	78,817,798	57,196,314	15,976,680	5,644,804

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 20 Special Revenue Funds

Assets and Resources

Assets:			
101	Cash in bank		(\$1,765,379.16)
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$97,491.00	
142	Intergovernmental - Federal	(\$0.42)	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$ _____)	\$0.00	\$97,490.58
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$ _____)	\$0.00	\$0.00
	Other Current Assets		\$0.00
Resources:			
301	Estimated revenues	\$13,363,637.20	
302	Less revenues	(\$4,382,887.78)	\$8,980,749.42
	Total assets and resources		<u>\$7,312,860.84</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 20 Special Revenue Funds

Liabilities and Fund Equity

Liabilities:			
101	Cash in bank		(\$1,765,379.16)
411	Intergovernmental accounts payable - state		\$12,694.43
421	Accounts payable		\$693.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.24
	Other current liabilities		\$1,366.01
	Total liabilities		\$14,753.68
Fund Balance:			
Appropriated:			
753,754	Reserve for encumbrances		\$4,079,720.93
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$13,824,236.46	
602	Less: Expenditures	(\$6,526,129.30)	
	Less: Encumbrances	(\$3,619,121.67)	(\$10,145,250.97)
	Total appropriated		\$7,758,706.42
Unappropriated:			
770	Fund balance, July 1		\$0.00
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$460,599.26)
	Total fund balance		\$7,298,107.16
	Total liabilities and fund equity		<u>\$7,312,860.84</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 20 Special Revenue Funds

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$13,824,236.46	\$10,145,250.97	\$3,678,985.49
Revenues	(\$13,363,637.20)	(\$4,382,887.78)	(\$8,980,749.42)
Subtotal	<u>\$460,599.26</u>	<u>\$5,762,363.19</u>	<u>(\$5,301,763.93)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$460,599.26</u>	<u>\$5,762,363.19</u>	<u>(\$5,301,763.93)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$460,599.26</u>	<u>\$5,762,363.19</u>	<u>(\$5,301,763.93)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$460,599.26</u>	<u>\$5,762,363.19</u>	<u>(\$5,301,763.93)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$460,599.26</u>	<u>\$5,762,363.19</u>	<u>(\$5,301,763.93)</u>

Prepared and submitted by :


 Board Secretary

Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 20 Special Revenue Funds

Revenues:		Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00745	Total Revenues from Local Sources	0	35,871	35,871	11,871	Under	24,000
00830	Total Revenues from Federal Sources	9,370,000	3,912,766	13,282,766	4,328,169	Under	8,954,597
88740	Total Federal Projects	0	45,000	45,000	42,847	Under	2,153
Total		9,370,000	3,993,637	13,363,637	4,382,888		8,980,749

Expenditures:		Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
84100	Local Projects	0	208,874	208,874	19,889	38,299	150,685
88140	Other	120,000	429,199	549,199	288,207	23,061	237,931
88740	Total Federal Projects	9,250,000	3,816,164	13,066,164	6,218,033	3,557,761	3,290,369
Total		9,370,000	4,454,236	13,824,236	6,526,129	3,619,122	3,678,985

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 20 Special Revenue Funds

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00740 20-1___ Other Revenue from Local Sources	0	35,871	35,871	11,871	Under	24,000
00775 20-441[1-6] Title I	170,000	1,596	171,596	126,088	Under	45,508
00780 20-445[1-5] Title II	35,000	3,108	38,108	38,108		0
00790 20-447[1-4] Title IV	0	13,460	13,460	836	Under	12,624
00804 20-4419 ARP - IDEA Basic	0	104,832	104,832	85,240	Under	19,592
00805 20-442[0-9] I.D.E.A. Part B (Handicapped)	475,000	63,954	538,954	396,050	Under	142,904
00810 20-4430 Vocational Education	870,000	(3,599)	866,401	463,826	Under	402,575
00814 20-4540 ARP - ESSER	0	1,358,431	1,358,431	0	Under	1,358,431
00815 20-4440 Adult Basic Education	1,100,000	146,978	1,246,978	660,971	Under	586,007
00820 20-4700 Private Industry Council (JTPA/WIOA)	6,600,000	1,546,083	8,146,083	2,157,310	Under	5,988,773
00823 20-4534 CRRSA Act - ESSER II	0	379,884	379,884	242,247	Under	137,637
00824 20-4535 CRRSA Act - Learning Acceleration Grant	0	38,789	38,789	19,997	Under	18,792
00825 20-4___ Other	120,000	259,250	379,250	137,496	Under	241,754
88711 20-485-___-___ CRRSA Act - Mental Health Grant	0	45,000	45,000	42,847	Under	2,153
Total	9,370,000	3,993,637	13,363,637	4,382,888		8,980,749

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
84100 20-___-___ Local Projects	0	208,874	208,874	19,889	38,299	150,685
88140 20-___-___ Other	120,000	429,199	549,199	288,207	23,061	237,931
88500 20-___-___ Title I	170,000	1,596	171,596	144,081	18,168	9,346
88520 20-___-___ Title II	35,000	3,108	38,108	38,108	0	0
88560 20-___-___ Title IV	0	13,460	13,460	3,986	0	9,474
88620 20-___-___ I.D.E.A. Part B (Handicapped)	475,000	63,954	538,954	443,212	65,617	30,125
88640 20-___-___ Vocational Education	870,000	(3,599)	866,401	623,484	216,424	26,493
88641 20-223-___-___ ARP-IDEA Basic Grant Program	0	104,832	104,832	85,240	0	19,592
88660 20-___-___ Adult Education	1,100,000	146,978	1,246,978	791,079	437,841	18,058
88680 20-___-___ Private Industry Council (JTPA/WIOA)	6,600,000	1,419,935	8,019,935	2,993,358	2,142,153	2,884,423
88705 20-478-___-___ Bridging the Digital Divide	0	243,796	243,796	197,043	39,704	7,049
88709 20-483-___-___ CRRSA Act - ESSER II Grant Program	0	379,884	379,884	242,247	64,848	72,789
88710 20-484-___-___ CRRSA Act - Learning Acceleration Grant	0	38,789	38,789	19,997	14,019	4,773
88711 20-485-___-___ CRRSA Act - Mental Health Grant	0	45,000	45,000	42,847	0	2,153
88713 20-487-___-___ ARP-ESSER Grant Program	0	1,358,431	1,358,431	593,352	558,987	206,092
Total	9,370,000	4,454,236	13,824,236	6,526,129	3,619,122	3,678,985

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 30 Capital Projects Funds

Assets and Resources

Assets:

101	Cash in bank		(\$385,666.92)
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00

Accounts Receivable:

132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Loans Receivable:

131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00

Other Current Assets

\$3,385,748.00

Resources:

301	Estimated revenues	\$41,151,577.07	
302	Less revenues	(\$3,790,852.57)	\$37,360,724.50

Total assets and resources

\$40,360,805.58

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 30 Capital Projects Funds

Liabilities and Fund Equity

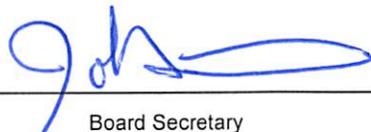
Liabilities:			
101	Cash in bank		(385,666.92)
411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$0.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		\$0.00
	Total liabilities		\$0.00
 Fund Balance:			
Appropriated:			
753,754	Reserve for encumbrances		\$4,557,973.50
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$42,461,094.75	
602	Less: Expenditures	(\$3,421,354.52)	
	Less: Encumbrances	(\$3,248,455.82)	(\$6,669,810.34)
	Total appropriated		\$40,349,257.91
Unappropriated:			
770	Fund balance, July 1		\$1,321,065.35
771	Designated fund balance		\$0.00
303	Budgeted fund balance		(\$1,309,517.68)
	Total fund balance		\$40,360,805.58
	Total liabilities and fund equity		\$40,360,805.58

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 30 Capital Projects Funds

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$42,461,094.75	\$6,669,810.34	\$35,791,284.41
Revenues	(\$41,151,577.07)	(\$3,790,852.57)	(\$37,360,724.50)
Subtotal	<u>\$1,309,517.68</u>	<u>\$2,878,957.77</u>	<u>(\$1,569,440.09)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$1,309,517.68</u>	<u>\$2,878,957.77</u>	<u>(\$1,569,440.09)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$1,309,517.68</u>	<u>\$2,878,957.77</u>	<u>(\$1,569,440.09)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$1,309,517.68</u>	<u>\$2,878,957.77</u>	<u>(\$1,569,440.09)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$1,309,517.68</u>	<u>\$2,878,957.77</u>	<u>(\$1,569,440.09)</u>

Prepared and submitted by :


 Board Secretary

_____ Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 30 Capital Projects Funds

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
00980 30-___ Other Financing Sources	0	41,151,577	41,151,577	3,790,853	Under	37,360,725
Total	0	41,151,577	41,151,577	3,790,853		37,360,725

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
89000 30-___-___-73_ Capital Project Equipment	0	659,994	659,994	111,422	123,187	425,385
89060 30-000-4__-39_ Other Purchased Prof. and Tech Services	0	4,680,643	4,680,643	1,322,816	2,478,725	879,102
89080 30-000-4__-45_ Construction Services	0	35,377,006	35,377,006	1,265,712	479,175	33,632,119
89100 30-000-4__-61_ General Supplies	0	1,220,168	1,220,168	653,113	28,200	538,855
89180 30-000-4__-8__ Other Objects	0	523,285	523,285	68,292	139,169	315,824
Total	0	42,461,095	42,461,095	3,421,355	3,248,456	35,791,284

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 40 Debt Service Funds

Assets and Resources

Assets:			
101	Cash in bank		\$0.00
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$0.00
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00
Other Current Assets			\$0.00
Resources:			
301	Estimated revenues	\$0.00	
302	Less revenues	\$0.00	\$0.00
Total assets and resources			<u>\$0.00</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 40 Debt Service Funds

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state			\$0.00
421	Accounts payable			\$0.00
431	Contracts payable			\$0.00
451	Loans payable			\$0.00
481	Deferred revenues			\$0.00
	Other current liabilities			\$0.00
	Total liabilities			\$0.00

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances			\$0.00
761	Capital reserve account - July	\$0.00		
604	Add: Increase in capital reserve	\$0.00		
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00		
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00	
764	Maintenance reserve account - July	\$0.00		
606	Add: Increase in maintenance reserve	\$0.00		
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00	
766	Reserve for Cur. Exp. Emergencies - July	\$0.00		
607	Add: Increase in cur. exp. emer. reserve	\$0.00		
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00	
762	Reserve for Adult Education			\$0.00
750-752,76x	Other reserves			\$0.00
601	Appropriations	\$0.00		
602	Less: Expenditures	\$0.00		
	Less: Encumbrances	\$0.00	\$0.00	\$0.00
	Total appropriated			\$0.00
	Unappropriated:			
770	Fund balance, July 1			\$0.00
771	Designated fund balance			\$0.00
303	Budgeted fund balance			\$0.00
	Total fund balance			\$0.00
	Total liabilities and fund equity			<u>\$0.00</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 40 Debt Service Funds

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$0.00	\$0.00	\$0.00
Revenues	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>

Prepared and submitted by : _____ Date _____
Board SecretaryDate

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 40 Debt Service Funds

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Starting date 7/1/2021 Ending date 4/30/2022 Fund: 60 CAFETERIA

Assets and Resources

Assets:			
101	Cash in bank		\$31,990.64
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$0.00	
153, 154	Other (net of estimated uncollectable of \$ _____)	\$0.00	\$0.00
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$ _____)	\$0.00	\$0.00
Other Current Assets			\$131,163.00
Resources:			
301	Estimated revenues	\$1,315,000.00	
302	Less revenues	(\$943,811.14)	\$371,188.86
Total assets and resources			<u>\$534,342.50</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 60 CAFETERIA

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$0.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$2,967.00
	Other current liabilities		\$104,058.86
	Total liabilities		\$107,025.86

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$227,388.68
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$1,315,000.00	
602	Less: Expenditures	(\$887,683.36)	
	Less: Encumbrances	(\$227,388.68)	(\$1,115,072.04)
	Total appropriated		\$427,316.64

Unappropriated:

770	Fund balance, July 1		\$0.00
771	Designated fund balance		\$0.00
303	Budgeted fund balance		\$0.00
	Total fund balance		\$427,316.64
	Total liabilities and fund equity		<u>\$534,342.50</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 60 CAFETERIA

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$1,315,000.00	\$1,115,072.04	\$199,927.96
Revenues	(\$1,315,000.00)	(\$943,811.14)	(\$371,188.86)
Subtotal	<u>\$0.00</u>	<u>\$171,260.90</u>	<u>(\$171,260.90)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$171,260.90</u>	<u>(\$171,260.90)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$171,260.90</u>	<u>(\$171,260.90)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$171,260.90</u>	<u>(\$171,260.90)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$171,260.90</u>	<u>(\$171,260.90)</u>

Prepared and submitted by :


 Board Secretary

Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 60 CAFETERIA

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
(Total of Accounts W/O a Grid# Assigned)	635,000	680,000	1,315,000	943,811	Under	371,189
Total	635,000	680,000	1,315,000	943,811		371,189

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)	635,000	680,000	1,315,000	887,683	227,389	199,928
Total	635,000	680,000	1,315,000	887,683	227,389	199,928

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Starting date 7/1/2021 Ending date 4/30/2022 Fund: 61 ENTERPRISE FUND

Assets and Resources

Assets:			
101	Cash in bank		\$539,390.46
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$355,640.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$355,640.00
Loans Receivable:			
131	Interfund	\$0.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$0.00
Other Current Assets			\$79,739.00
Resources:			
301	Estimated revenues	\$3,502,200.00	
302	Less revenues	(\$2,569,483.05)	\$932,716.95
Total assets and resources			<u>\$1,907,486.41</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 61 ENTERPRISE FUND

Liabilities and Fund Equity

Liabilities:

411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$0.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$21,700.00
	Other current liabilities		\$1,008,324.28
	Total liabilities		\$1,030,024.28

Fund Balance:

Appropriated:

753,754	Reserve for encumbrances		\$746,208.98
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$3,502,200.00	
602	Less: Expenditures	(\$2,624,737.87)	
	Less: Encumbrances	(\$746,208.98)	(\$3,370,946.85)
	Total appropriated		\$877,462.13

Unappropriated:

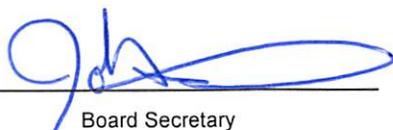
770	Fund balance, July 1		\$0.00
771	Designated fund balance		\$0.00
303	Budgeted fund balance		\$0.00
	Total fund balance		\$877,462.13
	Total liabilities and fund equity		<u>\$1,907,486.41</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 61 ENTERPRISE FUND

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$3,502,200.00	\$3,370,946.85	\$131,253.15
Revenues	(\$3,502,200.00)	(\$2,569,483.05)	(\$932,716.95)
Subtotal	<u>\$0.00</u>	<u>\$801,463.80</u>	<u>(\$801,463.80)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$801,463.80</u>	<u>(\$801,463.80)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$801,463.80</u>	<u>(\$801,463.80)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$801,463.80</u>	<u>(\$801,463.80)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$801,463.80</u>	<u>(\$801,463.80)</u>

Prepared and submitted by :


 Board Secretary

Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 61 ENTERPRISE FUND

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
(Total of Accounts W/O a Grid# Assigned)	3,158,700	343,500	3,502,200	2,569,483	Under	932,717
Total	3,158,700	343,500	3,502,200	2,569,483		932,717

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
(Total of Accounts W/O a Grid# Assigned)	3,158,700	343,500	3,502,200	2,624,738	746,209	131,253
Total	3,158,700	343,500	3,502,200	2,624,738	746,209	131,253

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Starting date 7/1/2021 Ending date 4/30/2022 Fund: 61 ENTERPRISE FUND

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
	3,158,700	343,500	3,502,200	2,569,483	Under	932,717
Total	3,158,700	343,500	3,502,200	2,569,483		932,717

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
	3,158,700	343,500	3,502,200	2,624,738	746,209	131,253
Total	3,158,700	343,500	3,502,200	2,624,738	746,209	131,253

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 62 INTERNAL SERVICE FUND

Assets and Resources

Assets:			
101	Cash in bank		(\$16,553.23)
102 - 106	Cash Equivalents		\$0.00
111	Investments		\$0.00
116	Capital Reserve Account		\$0.00
117	Maintenance Reserve Account		\$0.00
118	Emergency Reserve Account		\$0.00
121	Tax levy Receivable		\$0.00
Accounts Receivable:			
132	Interfund	\$0.00	
141	Intergovernmental - State	\$0.00	
142	Intergovernmental - Federal	\$0.00	
143	Intergovernmental - Other	\$37,800.00	
153, 154	Other (net of estimated uncollectable of \$_____)	\$0.00	\$37,800.00
Loans Receivable:			
131	Interfund	\$3,351,064.00	
151, 152	Other (Net of estimated uncollectable of \$_____)	\$0.00	\$3,351,064.00
Other Current Assets			\$63,906.00
Resources:			
301	Estimated revenues	\$2,336,000.00	
302	Less revenues	(\$1,234,400.00)	\$1,101,600.00
Total assets and resources			<u>\$4,537,816.77</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 62 INTERNAL SERVICE FUND

Liabilities and Fund Equity

Liabilities:			
101	Cash in bank		(\$16,553.23)
411	Intergovernmental accounts payable - state		\$0.00
421	Accounts payable		\$0.00
431	Contracts payable		\$0.00
451	Loans payable		\$0.00
481	Deferred revenues		\$0.00
	Other current liabilities		\$3,710,870.47
	Total liabilities		\$3,710,870.47
Fund Balance:			
Appropriated:			
753,754	Reserve for encumbrances		\$448,528.21
761	Capital reserve account - July	\$0.00	
604	Add: Increase in capital reserve	\$0.00	
307	Less: Bud. w/d cap. reserve eligible costs	\$0.00	
309	Less: Bud. w/d cap. reserve excess costs	\$0.00	\$0.00
764	Maintenance reserve account - July	\$0.00	
606	Add: Increase in maintenance reserve	\$0.00	
310	Less: Bud. w/d from maintenance reserve	\$0.00	\$0.00
766	Reserve for Cur. Exp. Emergencies - July	\$0.00	
607	Add: Increase in cur. exp. emer. reserve	\$0.00	
312	Less: Bud. w/d from cur. exp. emer. reserve	\$0.00	\$0.00
762	Reserve for Adult Education		\$0.00
750-752,76x	Other reserves		\$0.00
601	Appropriations	\$2,336,000.00	
602	Less: Expenditures	(\$1,768,738.60)	
	Less: Encumbrances	(\$448,528.21)	(\$2,217,266.81)
	Total appropriated		\$567,261.40
Unappropriated:			
770	Fund balance, July 1		\$259,684.90
771	Designated fund balance		\$0.00
303	Budgeted fund balance		\$0.00
	Total fund balance		\$826,946.30
	Total liabilities and fund equity		<u>\$4,537,816.77</u>

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 62 INTERNAL SERVICE FUND

Recapitulation of Budgeted Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	\$2,336,000.00	\$2,217,266.81	\$118,733.19
Revenues	(\$2,336,000.00)	(\$1,234,400.00)	(\$1,101,600.00)
Subtotal	<u>\$0.00</u>	<u>\$982,866.81</u>	<u>(\$982,866.81)</u>
Change in capital reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$982,866.81</u>	<u>(\$982,866.81)</u>
Change in maintenance reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$982,866.81</u>	<u>(\$982,866.81)</u>
Change in emergency reserve account:			
Plus - Increase in reserve	\$0.00	\$0.00	\$0.00
Less - Withdrawal from reserve	\$0.00	\$0.00	\$0.00
Subtotal	<u>\$0.00</u>	<u>\$982,866.81</u>	<u>(\$982,866.81)</u>
Less: Adjustment for prior year	\$0.00	\$0.00	\$0.00
Budgeted fund balance	<u>\$0.00</u>	<u>\$982,866.81</u>	<u>(\$982,866.81)</u>

Prepared and submitted by :



Board Secretary

Date

Starting date 7/1/2021 Ending date 4/30/2022 Fund: 62 INTERNAL SERVICE FUND

Revenues:	Org Budget	Transfers	Budget Est	Actual	Over/Under	Unrealized
	2,206,000	130,000	2,336,000	1,234,400	Under	1,101,600
Total	2,206,000	130,000	2,336,000	1,234,400		1,101,600

Expenditures:	Org Budget	Transfers	Adj Budget	Expended	Encumber	Available
	2,206,000	130,000	2,336,000	1,768,739	448,528	118,733
Total	2,206,000	130,000	2,336,000	1,768,739	448,528	118,733

Transfers by Transfer Number

Bergen County Vo-Tech Schools

22-F-208T

Start date 4/1/2022

End date 4/30/2022

06/20/22 08:34

TR#	Transfer Description	Amount	To Account		From Account	
10397	04/05/22 :Equipment- Academy	38,305.00	12-000-100-730-AC	EQUIPMENT	11-140-100-618-AC	SUPPLIES AND
10399	04/07/22 :TETRBORO EQUIPMENT	5,200.00	12-000-100-730-TT	INSTRUCTIONAL EQUIPMENT	11-310-100-610-TT	GENERAL SUPPLIES
10400	04/07/22 :MAINTENANCE SERVICES	50,000.00	11-000-261-420-DO	CLEANING	11-000-262-622-DO	ENERGY-ELECTRICITY
10401	04/08/22 :Academy- Repairs	1,432.00	11-000-261-420-DO	CLEANING	11-000-262-420-DO	CLEANING
10402	04/12/22 :Acad After Hours- Equip	885.00	61-940-400-731-EN	EQUIPMENT	61-940-100-610-EN	GENERAL SUPPLIES
10408	04/18/22 :SPECIAL SERVICES EVALUATIONS	3,000.00	11-000-219-320-DD	PURCHASED PROF ED	11-000-219-610-DD	SUPPLIES & MATERIALS
10409	04/18/22 :ATHS CONSTRUCTION	35,000.00	12-000-400-450-DO	CONSTRUCTION SERVICES	11-000-291-272-DB	HEALTH
10410	04/18/22 :BCA CONSTRUCTION	65,900.00	12-000-400-450-DO	CONSTRUCTION SERVICES	11-000-291-272-DB	HEALTH
10413	04/21/22 :CST PROFESSIONAL SERVICES	20,000.00	11-000-219-320-DD	PURCHASED PROF ED	11-000-219-104-PT	SALARIES OF OTHER PROF
10414	04/22/22 :Equipment- Academy	3,274.00	12-000-100-730-AC	EQUIPMENT	11-000-262-610-DO	GENERAL SUPPLIES
10417	04/28/22 :CYBER SECURITY INSURANCE	19,000.00	11-000-230-590-DS	OTHER PURCHASED SERVICES	11-000-230-339-DS	OTHER PURCHASED PROF
10421	04/28/22 :BCA MISC EXPENSES	1,000.00	11-140-100-890-AC	OTHER OBJECTS	11-140-100-610-AC	GENERAL SUPPLIES
10423	04/29/22 :CURRICULUM TRAVEL EXPS	3,000.00	11-000-221-580-DI	TRAVEL	11-000-221-320-DI	PURCHASED PROF ED
10424	04/29/22 :OPERATIONS SUPPLIES	35,000.00	11-000-262-610-DO	GENERAL SUPPLIES	11-000-262-520-DO	INSURANCE
10438	04/30/22 :ENGINEERING SERVICES	34,000.00	11-000-230-334-DS	ARCHITECT/ENGINEERING FEES	11-000-230-100-DS	SALARIES
10439	04/30/22 :WORKER COMP INSURANCE	9,350.00	11-000-291-260-DB	WORKMEN'S COMPENSATION	11-000-291-241-DB	OTHER RETIREMT
		324,346.00	Report Total			

BCTS-BCSS SALARY PRORATION WORKSHEET
7/1/21-6/30/22

	Name	Job Title	Employee's District	21-22 Proration Base	21-22 Contracted Salary	21-22 Benefits	BCTS %	Salary	Fringe	Notes	
							BCSS %				
1	Anglesea, M	Behavior Specialist	BCSS	\$43,113	\$78,232	6,299	40%	17,245	2,520	From 9/1/21-2/15/22	
							60%	25,868	3,779		
							10%	21,497	2,395		
2	Badiner, M.	Director of Instruction	BCSS	\$214,969	\$214,969	23,950	90%	193,472	21,555		
3	Bartone,B.	Maintenance	BCTS	\$81,261	\$81,261	29,541	50%	40,631	14,770		
4	Batchelor, C.	Maintenance	BCSS	\$71,872	\$71,872	20,596	50%	35,936	10,298		
5	Beaven, E.	Teacher	BCSS	\$101,240	\$101,240	18,234	20%	20,248	3,647		
							80%	80,992	14,587		
6	Bellani, P.	Accounting Manager	BCTS	\$192,422	\$192,422	27,294	50%	96,211	13,647		
							50%	96,211	13,647		
7	Bohan,T.	Director of Instruction	BCSS	\$213,544	\$213,544	9,279	20%	42,709	1,856		
							80%	170,835	7,423		
8	Caminiti, I.	Aminstrative Sys Spec	BCTS	\$58,301	\$85,000	17,053	75%	43,726	12,789	10/25/21-6/30/22	
							25%	14,575	4,263		
9	Castillo, E.	Secretary	BCTS	\$55,942	\$55,942	21,421	0%	-	-		
							100%	55,942	21,421		
10	Cimelli,P.	Maintenance	BCSS	\$70,477	\$70,477	21,394	50%	35,239	10,697		
							50%	35,239	10,697		
11	Conklin, N.	Personnel Manager	BCTS	\$73,154	\$120,000	14,592	50%	36,577	7,296	11/22/21-6/30/22	
							50%	36,577	7,296		
12	Coppola,P.	Personnel Manager	BCTS	\$115,227	\$115,227	9,192	50%	57,614	4,596		
							50%	57,614	4,596		
13	Daniele, J.	Confidential Secretary	BCTS	\$76,436	\$76,436	29,711	0%	-	-		
							100%	76,436	29,711		
14	DeMartino,M.	Teacher-SAP	BCSS	\$91,682	\$91,682	19,627	50%	45,841	9,814		
							50%	45,841	9,814		
15	Digia,C.	Secretary	BCTS	\$48,107	\$48,107	21,544	50%	24,054	10,772		
							50%	24,054	10,772		
16	Dunne, P.	Secretary	BCSS	\$69,772	\$69,772	9,963	20%	13,954	1,993		
							80%	55,818	7,970		
17	Dvorozniak,M.	Assistant Project Coord.	BCTS	\$92,700	\$92,700	27,510	75%	69,525	20,632		
							25%	23,175	6,877		
18	Espinosa,G	Supervisor	BCSS	\$133,217	\$133,217	23,950	5%	6,661	1,198		
							95%	126,556	22,753		
19	Ford,J.	Secretary	BCSS	\$67,316	\$67,316	10,036	50%	33,658	5,018		
							50%	33,658	5,018		
20	Groh,K.	Job Coach	BCSS	\$50,123	\$50,123	11,110	30%	15,037	3,333		
							70%	35,086	7,777		
21	Guarino, C.	Secretary	BCTS	\$48,107	\$48,107	34,285	50%	24,054	17,142		
							50%	24,054	17,142		
22	Hall, G	Coordinator of Human Resources	BCTS	\$198,778	\$198,778	18,609	50%	99,389	9,304		
							50%	99,389	9,304		
23	Hartwick,D.	Personnel Manager	BCTS	\$122,479	\$122,479	14,591	50%	61,240	7,296		
							50%	61,240	7,296		
24	Hasch, E	Executive Secretary	BCSS	\$20,500	\$82,000	4,751	50%	10,250	2,376	From 4/1/22-6/30/22	
							50%	10,250	2,376		
25	Heisler,J.	Secretary	BCSS	\$66,470	\$66,470	10,036	50%	33,235	5,018		
							50%	33,235	5,018		
26	Hendrickson, M.	Maintenance	BCSS	\$57,957	\$57,957	915	50%	28,979	457		
							50%	28,979	457		
27	Hynes, L.	School Nurse	BCTS	\$120,390	\$120,390	14,015	95%	114,371	13,314		
							5%	6,020	701		
28	Jodice,T	Coordinator of Facilites	BCTS	\$133,049	\$133,049	25,704	50%	66,525	12,852		
							50%	66,525	12,852		
29	Kubler, K.	Confidential Secretary	BCSS	\$65,000	\$65,000	27,119	50%	32,500	13,560		
							50%	32,500	13,560		
30	Kuhn, T.	Accountant	BCSS	\$111,430	\$111,430	18,190	50%	55,715	9,095		
							50%	55,715	9,095		
31	LaPorta, R	Secretary	BCTS	\$62,210	\$62,210	22,730	50%	31,105	11,365		
							50%	31,105	11,365		
32	Lerner,H	Superintendent	BCTS	\$296,619	\$296,619	19,286	50%	148,310	9,643		
							50%	148,310	9,643		
33	Liulakis,N.	Guidance Counselor	BCSS	\$95,246	\$95,246	6,756	10%	9,525	676		
							90%	85,721	6,080		
34	Lopiccolo,L.	Payroll Supervisor	BCTS	\$98,133	\$98,133	19,956	50%	49,067	9,978		
							50%	49,067	9,978		
35	Mastricova,M	Maintenance	BCSS	\$75,716	\$75,716	28,372	50%	37,858	14,186		
							50%	37,858	14,186		

BCTS-BCSS SALARY PRORATION WORKSHEET
7/1/21-6/30/22

	Name	Job Title	Employee's District	21-22 Proration Base	21-22 Contracted Salary	21-22 Benefits	BCTS %	Salary	Fringe	Notes
							BCSS %			
36	Miller,A	Asst Board Secretary	BCTS	\$103,968	\$103,968	10,897	50%	51,984	5,448	7/1/21-3/31/21
							50%	51,984	5,448	
37	Matos, H.	Purchasing	BCSS	\$56,257	\$56,257	22,990	50%	28,129	11,495	
							50%	28,129	11,495	
38	Nalbone, S.	CIE	BCSS	\$104,907	\$104,907	13,168	35%	36,717	4,609	
							65%	68,190	8,559	
39	Ogden, G.	Cooperative Education Coordinator	BCTS	\$47,937	\$119,842	521	0%	-	-	7/1/21-12/31/21
							100%	47,937	521	
40	Pais-Crosson, L.	Secretary	BCTS	\$52,808	\$52,808	10,904	50%	26,404	5,452	
							50%	26,404	5,452	
41	Panicucci,R	Asst Superintendent of Curriculum	BCTS	\$213,301	\$213,301	26,117	85%	181,306	22,199	
							15%	31,995	3,918	
42	Piccioni, J.	Transportation	BCTS	\$56,138	\$56,138	10,616	50%	28,069	5,308	
							50%	28,069	5,308	
43	Prihoda, S.	Transportation Manager	BCTS	\$84,997	\$84,997	9,483	50%	42,499	4,742	
							50%	42,499	4,742	
44	Quinones, R	Maintenance	BCSS	\$70,711	\$70,711	915	40%	28,284	366	
							60%	42,427	549	
45	Rudolph, D.	Job Coach	BCSS	\$11,212	\$44,848	5,602	15%	1,682	840	7/1/21-9/30/21
							85%	9,530	4,761	
46	Smith, S.	Confidential Secretary	BCTS	\$92,037	\$92,037	28,257	50%	46,019	14,129	
							50%	46,019	14,129	
47	Smyth, M.	Maintenance	BCSS	\$74,861	\$74,861	22,429	50%	37,431	11,215	
							50%	37,431	11,215	
48	Susino,J.	Business Administrator/ Board Secretary	BCTS	\$235,695	\$235,695	26,573	50%	117,848	13,287	
							50%	117,848	13,287	
49	Theos,L.	Personnel Manager	BCTS	\$21,777	\$130,664	839	50%	10,889	419	7/1/21-8/31/21
							50%	10,889	419	
50	Tikijian, D.	Purchasing Manager	BCTS	\$132,864	\$132,864	16,507	50%	66,432	8,253	
							50%	66,432	8,253	
51	Tripodi,G.	Transportation	BCTS	\$64,139	\$64,139	23,171	75%	48,104	17,378	
							25%	16,035	5,793	
52	Vaccaro, A.	Transition Coordinator	BCSS	\$97,660	\$97,660	9,327	10%	9,766	933	
							90%	87,894	8,394	
53	Zaberto, M.	Grants Director	BCTS	\$34,684	\$138,735	1,048	75%	26,013	786	7/1/21-9/30/21
							25%	8,671	262	

Grand Total								5,048,912	876,973	5,925,885
Services Within Home District								3,005,117	490,216	3,495,333
Total services provided by BCSS for BCTS								638,094	127,591	765,685
Total services provided by BCTS for BCSS								1,405,701	259,166	1,664,867
Total Management Services								2,043,795	386,757	2,430,552
Grand Total								5,048,912	876,973	5,925,885

Vendors	Category	Contract #	Expires	Phone #
1075 Emergency Lighting	Law Enforcement Firearms Equipment and Supplies	17-FLEET-00743	05/14/23	973-556-5729
22nd Century Technologies, Inc.	Temporary Staff Services	18-GNSV2-00348	01/31/23	888-998-7284
AB Sciex, LLC	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01051	12/31/23	877-740-2129
A Lembo Car & Truck Collision	OEM & NON-OEM Maintenance & Repair Services for Light/Medium Duty Vehicles	40825	03/17/23	973-484-5737
A Technology & Security Solutions, Inc.	Surveillance and Access Control Security Systems	17-TELE-00231	07/31/22	631-989-2600
Agilent Technologies, Inc.	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01042	12/31/23	800-227-9770
Air Brake & Equipment	Maintenance & Repair/Heavy Duty Vehicles Over 15,000 lbs.	89279	11/20/22	973-926-0166
Air Brake & Equipment	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42086	08/09/22	973-926-0166
Air Brake & Equipment	OEM & Non-OEM Maintenance & Repair for Light/Medium Duty Vehicles	40830	03/17/23	973-926-0166
Affordable Interior Systems, Inc.	Furniture: Office, Lounge	19-FOOD-00876	04/30/23	
Alliance Bus Group	Maintenance & Repair/Heavy Duty Vehicles 15,000 lbs.	89259	11/20/22	201-507-8500
American Mobile Glass	Automotive Glass Parts and Windshield Repair/Replacement	21-GNSV1-01496	07/31/24	973-697-0808
AT&T Mobility	Wireless Voice, Data & Accessories	22-TELE-05861	08/11/24	fg520n@att.com
Atlantic Plumbing Supply Corp	Plumbing & Heating Supplies/Equipment	89798	10/30/22	732-929-0400
Automotive Brake Company	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	86000	02/25/23	201-342-0636
Auto Plus Auto Parts	Automotive Lubricants	20-FLEET-01344	11/19/23	856-778-1400
AVAYA, Inc.	Telecommunications Equipment and Services	80802	01/31/23	908-696-5587
Beyer Brothers	OEM Automotive Parts & Accessories for Light Duty Vehicles Class 4 or Lower	19-FLEET-00922	08/04/22	973-644-3200
Beyer Ford, LLC	Maintenance & Repair/Heavy Duty Vehicles 15,000 lbs.	89263	11/20/22	201-943-3100
Beyer Brothers	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42069	08/09/22	201-943-3100
Beyer of Morristown, LLC	OEM Automotive Parts & Accessories for Light Duty Vehicles Class 4 or Lower	19-FLEET-00914	08/04/22	973-644-3200
Beyer of Morristown, LLC	Vehicles, Vans/Minivans, 7-Passenger, Gasoline and Hybrid	18-FLEET-00445	08/28/22	973-644-3200
Brantley Brothers	Moving Svcs for DPMC & Cooperative Purchasing Participants	40144	10/31/22	973-824-9500
Bridgestone Americas, Inc.	Tires, Tubes and Services (M-8000 NJ START)	19-FLEET-00708	03/31/24	615-937-3343
Broadway Moving and Storage	Moving Svcs for DPMC & Cooperative Purchasing Participants	40142	10/31/22	609-396-4561
Bus Parts Warehouse, Dencompany, LLC	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42088	08/09/22	800-635-5537
Business Furniture Inc.(BFI)	Office & Lounge Furniture-Herman Miller	81620	04/30/23	973-795-6463
Business Furniture Inc.(BFI)	Office & Lounge Furniture-National Office	81721	04/30/23	973-795-6463
Campbell Freightliner	Maintenance & Repair/Heavy Duty Vehicles 15,000 lbs.	89264	11/20/22	732-287-1500
Campbell Freightliner	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42074	08/09/22	732-287-1500
Canon USA	Copiers, Multi-Function Devices, Maint., Supplies and Print Svcs.	40462	10/11/22	201-225-7794
Caymen Chemical Company	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01055	12/31/23	000-000-0000
CDW Government LLC	Data Communications Equipment	87718	10/01/24	866-776-7415
CDW Government LLC	Software Reseller Services	20-TELE-01511	05/24/26	866-776-7415
CDW Government LLC (EMC Corp)	Computer Equipment, Peripherals & Related Services	89968	07/31/22	866-776-7415
CDW Government LLC (Microsoft)	Computer Equipment, Peripherals & Related Services	40166	07/31/22	866-776-7415
CDW Government LLC	Computer Equipment, Peripherals & Related Services	89974	07/31/22	866-773-7348
Chas S. Winner Inc (Winner Ford)	Vehicles, Trucks, Class 2, Utility/Dump, with Snow Plow Option	88726	04/25/23	856-427-2796
Chas S. Winner Inc.	Vehicles, Trucks, Pickup, Class 1	17-FLEET-00212	11/27/22	856-214-0758
Cherry Valley Tractor Sales	Parts & Repairs for Lawn & Grounds Equipment	43022	02/16/23	856-983-0111
Circle Brake of Passaic County	Maintenance & Repair/Light/Medium Duty Vehicles	40861	03/17/23	973-772-3924
Cisco Systems Inc.	Data Communications Equipment	87720	10/01/24	732-346-2193
Cisco Systems Inc.	Computer Equipment, Peripherals & Related Services	89966	07/31/22	215-620-2074
Clarus Glassboards, LLC	Library & School Supplies	17-FOOD-00269	08/22/22	888-813-7414
Cliffside Body Corp	Snow Plow Parts, and Grader and Loader Blades	88268	01/19/23	201-945-3970
Cliffside Body Corp	Maintenance & Repair/Light/Medium Duty Vehicles	40822	03/17/23	201-945-3970
Command Radio	Radio Communication Equipment and Accessories	83927	04/30/23	201-666-0131
Command Radio (JVC Kenwood)	Radio Communication Equipment and Accessories	83927	04/30/23	201-666-0131
Commercial Interiors Direct Inc.	Carpet/Flooring Supply & Install - Mfg: Tandus	81755	06/30/22	973-839-8394
Commercial Interiors Direct Inc.	Carpet/Flooring/Supply & Install - Mfg: Milliken	81752	06/30/22	973-839-8394
Commercial Interiors Direct Inc.	Carpet/Flooring/Supply & Install - Mfg: Mannington	81751	06/30/22	973-839-8394
Computer Design & Integration, LLC	Data Communications Equipment	21-TELE-01506	10/01/24	201-931-1420
Concord Products Co Inc	Furniture: Office & Lounge	81614	04/30/23	856-933-3000
Chas. A. Connolly Dist Co	Heating, Ventilation and Air Conditioning Repair Parts (HVAC)	41607	05/31/22	201 998-8080
Consolidated Steel & Alum	Fence, Chain Link, Install & Replacement	88680	10/31/22	908-272-6262
Craftmaster Hardware, LLC	Locking Hardware (Parts Only) T2981	19-FOOD-00846	07/31/22	201-768-0808

Vendors	Category	Contract #	Expires	Phone #
Daco Limited Partnership dba Dauphin	Furniture: Office & Lounge	81616	04/30/23	973-263-1100
David Weber Oil Co.	Automotive Lubricants	20-FLEET-01343	11/19/23	201-438-7333
David Weber	Automotive Lubricants	20-FLEET-01343	11/19/23	201-438-7333
Dell Marketing	Computer Equipment, Peripherals & Related Services	19-TELE-00656	07/31/22	512-513-8701
Dell Marketing	Software Reseller Services	20-TELE-01510	05/24/26	646-573-0885
Dell Marketing	Data Communications Equipment	88796	10/01/24	800-981-3355
DFFLM LLC T/A Ditschman Flemington Road	OEM Automotive Parts & Accessories for Light Duty Vehicles Class 4 or Lower	19-FLEET-00916	08/04/22	908-782-3673
Ditto Sales (dba Versteel)	Furniture: Office & Lounge	81731	04/30/23	800-876-2120
D.M. Radio Service Corp.	Radio Communication Equipment and Accessories	83897	04/30/23	908-879-2525
EB Fence	Fence, Chain Link, Install & Replacement	88679	10/31/22	609-704-8884
EMC	Computer Equipment, Peripherals & Related Services	89968	07/31/22	732-635-2583
EMR Power Systems, LLC	Preventive Maint. & Testing of Emergency Standby Generators	20-GNSV2-01162	05/31/23	609-396-1211
Eplus Technology Inc. (Cisco)	Data Communications Equipment	87720	10/01/24	609-528-8912
Eplus Technology Inc. (Lenovo)	Computer Equipment, Peripherals & Related Services	89968	07/31/22	609-528-8912
Eventide, Inc.	Radio Communication Equipment and Accessories	83891	04/30/23	201-541-1200
Exemplis Corp.	Furniture: Office & Lounge	81711	04/30/23	714-995-4800
Fastenal	Facilities Maintenance & Repair & Operations (MRO) & Industrial Supplies	19-FLEET-00565	06/30/23	609-530-0010
FDR Hitches	Enclosed Trailers, Single Axle/Double Axle, Up to 7,000lbs. GVWR	19-FLEET-00879	06/27/22	908-259-9500
Flinn Scientific, Inc.	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01035	12/31/23	800-452-1261
Firestone Complete Auto Care	Tires, Tubes and Services (M-8000 NJ START)	19-FLEET-00708	03/31/24	615-937-3343
FM Generator, Inc.	Preventive Maint. & Testing of Emergency Standby Generators	19-GNSV1-00443	05/31/23	781-828-0026
Forbo Flooring, Inc.	Carpet/Flooring/Supply & Install	81749	06/30/22	570-450-0222
FP Mailing Solutions (FrancoTYP Postalia Inc)	Mailroom Equipment and Maintenance Various State Agencies	41263	04/14/23	630-827-5837
Frank Mazza	Carpet/Flooring/Supply & Install - Mfg: Mannington	81751	06/30/22	609-561-5300
Franklin Griffith Electric, LLC	Electrical Equipment & Supplies North, Central & South Regions	88957	09/30/22	609-695-6121
Frey Scientific	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01030	12/31/23	888-388-3224
Gen EL Safety & Industrial Products, LLC	Environmental Testing Instruments, Equipment & Supplies for Air and Water Quality	21-FOOD-01682	08/31/24	greg@genelsafety.com
GovConnect	Computer Equipment, Peripherals & Related Services	89974	07/31/22	800-800-0019
Grainger	Industrial Products/MRO Supplies & Equipment (T#M0002)	19-FLEET-00566	06/30/23	877-888-4470
Graybar Electric Company, Inc.	Cabling Products & Services; Data Center Management Solutions	85151	10/09/22	800-791-5454
Goodyear Tire and Rubber Company	Tires, Tubes and Services	20-FLEET-00948	03/31/24	330-796-43252
Hach Company	Environmental Testing Instruments, Equipment & Supplies for Air and Water Quality	21-FOOD-01684	08/31/24	800-227-4224
Hannon Floor Covering	Carpet/Flooring/Supply & Install - Mfg: Mohawk	81753	06/30/22	908-686-6333
Heritage Flooring, Inc.	Carpet/Flooring/Supply & Install - Mfg: Mannington	81751	06/30/22	609-513-1513
Hertrich Fleet Services, Inc.	Vehicles, Trucks, Pickup, Class 1	17-FLEET-00210	07/27/22	800-698-9825
Hertrich Fleet Services	Vehicles, Vans/Minivans, 7-Passenger, Gasoline and Hybrid	18-FLEET-00444	08/28/22	800-698-9825
High Point Furniture Industries HPFI	Furniture: Office & Lounge	81621	04/30/23	336-431-7101
Home Depot	Walk-In Building Supplies	18-FLEET-00234	12/31/26	732-926-2830
Hoover (Robert H. Hoover & Sons)	Maintenance & Repair/Heavy Duty Vehicles Over 15,000 lbs.	89257	11/20/22	973-347-4210
Hoover Truck Center	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42068	08/09/22	973-347-4210
HP Hewlett Packard	Computer Equipment, Peripherals & Related Services	40116	07/31/22	800-277-8988
HP Hewlett Packard	Computer Equipment, Peripherals & Related Services	89974	07/31/22	847-922-2977
Indiana Furniture Industries	Furniture: Office & Lounge	81622	04/30/23	800-422-5727
Insight Public Sector Inc	Software Reseller Services	20-TELE-01512	05/24/26	800-467-4448
Interface Americas, Inc.	Carpet & Padding, Vinyl & Sheet Flooring, Mats & Matting, Supplies & Install	81756	06/30/22	
Impac Fleet	Fuel Credit Card Services - Statewide	19-GNSV1-00606	11/29/22	281-445-1100
Jammer Doors	Overhead/Rolling Doors & Operations, Repair/Replace	21-GNSV1-01460	04/30/24	609-883-0900
Jersey Office Systems, LLC dba Jersey Mail Systems	Mailroom Equipment and Maintenance Various State Agencies	19-GNSV2-00680	04/14/23	908-534-1988
J & J Industries dba J & J Invision	Carpet/Flooring/Supply & Install - Mfg: Mohawk	81753	06/30/22	800-241-4586
J & J Industries dba J & J Invision	Carpet/Flooring/Supply & Install - Mfg: Mannington	81751	06/30/22	800-241-4586
Jewel Electric Supply	Electrical Equipment & Supplies, Statewide	21-FOOD-01749	09/30/24	201-653-1613
Johnson Controls Fire Protection	Testing, Inspection, Monitoring and Maintenance of Fire Suppression Systems	83717	10/23/22	973-295-8835
Johnston G P Inc.	Radio Communication Equipment and Accessories	83925	04/30/23	201-428-2025
Johnston Communication	Cabling Products & Services; Data Center Management Solutions	85152	10/09/22	201-428-2025
Johnston Communication	Communication Wiring Services	88766	03/19/23	201-428-2025
Johnny On The Spot, LLC	Fabricated & Prefabricated Structures: Portable Sanitation Units	20-GNSV1-01315	09/30/23	732-721-3443

Vendors	Category	Contract #	Expires	Phone #
Keehn Power Products	Parts & Repairs for Lawn & Grounds Equipment	43030	02/16/23	201-489-4454
Keer Electrical Supply Co., Inc.	Electrical Equipment & Supplies, Statewide	21-FOOD-01748	09/30/24	973-484-7400
Krueger International	Furniture: Office & Lounge	81720	04/30/23	800-454-7400
Lakeshore Learning Materials	Library & School Supplies	17-FOOD-00250	08/30/22	800-421-5354
Lawmen Supply	Law Enforcement Firearms Equipment and Supplies (Jason Durie, rep)	17-FLEET-00740	04/30/23	201-994-6137
Lawson Products Inc.	Parts & Repairs for Road Maintenance Equipment	85850	11/29/22	800-890-8198
Lawson	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42111	08/09/22	215-741-3960
Lawson Products Inc.	Parts & Repairs for Lawn & Grounds Equipment	43023	02/16/23	215-741-3960
Lifesavers, Inc.	Building MGMT - Life Safety Equipment & AED	84689	08/14/22	973-244-9111
Louis A Jammer Co., Inc.	Overhead/Rolling Doors & Operations, Repair/Replace, DOT & Other Agencies	85294	04/30/24	609-883-0900
Lowes Home Centers	Walk-In Building Supplies NJSTART #M8001	18-FLEET-00235	07/31/22	704-758-3818
M & G Auto Parts, Inc.	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	85998	02/25/23	201-868-6700
Mannington Mills	Carpet/Flooring/Supply & Install	81751	06/30/22	706-602-6517
Merchantville Overhead Door Co.	Overhead/Rolling Doors & Operations, Repair/Replace, DOT & Other Agencies	21-GNSV1-01461	04/30/24	856-338-1314
Microsoft Corporation	Computer Equipment, Peripherals & Related Services	40166	07/31/22	703-673-7871
Mid-Atlantic Truck Center	Automotive Parts for Heavy Duty Vehicles over 15,000 lbs	42075	08/09/22	908-862-8181
Millennium, Inc.	Communication Wiring Services	88740	03/19/23	973-296-4978
Modern Group, Ltd.	Preventive Maintenance & Testing of Generators	20-GNSV2-01164	05/31/23	215-943-9100
Mohawk Group	Carpet/Flooring/Supply & Install	81753	06/30/22	908-565-2292
Motorala Solutions, Inc	Radio Communication Equipment and Accessories	83909	04/30/23	609-324-3653
MRA International	Computer Equipment, Peripherals & Related Services	89974	07/31/22	732-222-0997
Municipibid	Auctioneering Services: Internet Auctions to Sell Surplus Property	19-GNSV1-00696	04/30/23	800-531-6074
National Office Furniture	Furniture: Office & Lounge	81721	04/30/23	800-482-1213
New Jersey D+A152:E152oor Works	Overhead/Rolling Doors & Operators, Repair/Replace, DOT & Other Agencies	21-GNSV1-01462	04/30/24	908-624-1234
On Site Fleet Service Inc	Maintenance & Repair/Heavy Duty Vehicles Over 15,000 lbs.	89273	11/20/22	732-651-1600
P&A Auto Part, Inc.	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	86004	02/25/23	leon@tonsa.com
Pasco Scientific	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01031	12/31/23	856-241-5743
Pemberton Electrical Supply Co., LLC	Electrical Equipment & Supplies, Statewide	21-FOOD-01747	09/30/24	609-518-7877
Performance Tire Co., Inc.	Tires, Tubes and Services (M-8000 NJ START)	19-FLEET-00708	03/31/24	908-479-2226
Pitney Bowes	Mailroom Equipment & Maintenance	41258	04/14/23	804-496-6912
Power Place Inc	Tractor, Agriculture Landscape Utility with Attachments	17-FLEET-00430	08/07/22	sara@powerplaceinc.com
President Container Group, LLC	Boxes, Corrugated DOC & DSS	20-FOOD-01066	01/14/23	201-933-7500
ProComm Systems Inc.	Radio Communication Equipment and Accessories	83931	04/30/23	000-000-0000
Quadient, Inc.	Mailroom Equipment & Maintenance	41267	04/14/23	800-636-7678
R&R Auto Body and Glass	Automotive Glass Parts and Windshield Repair/Replacement	21-GNSV1-01497	07/31/24	609-394-0977
Rachles/Michele's Oil Co.	Gasoline, Automotive	19-FLEET-00973	10/31/24	973-546-1041
R.D. Sales Door & Hardware, LLC	Locking Hardware (Parts Only)	87241	07/31/22	973-248-1222
RFS Commercial Inc.	Carpet/Flooring/Supply & Install	81748	06/30/22	201-796-0006
RFS Commercial Inc.	Carpet/Flooring/Supply & Install - Manninton	81751	06/30/22	201-796-0006
RFS Commercial Inc.	Carpet/Flooring/Supply & Install	81752	06/30/22	201-796-0006
RFS Commercial Inc.	Carpet/Flooring/Supply & Install	81753	06/30/22	201-796-0006
Ricoh USA	Copiers, Multi-Function Devices, Maint., Supplies and Print Servs.	40467	10/11/22	978-621-1276
Romeo Enterprises	Automotive Lubricants	20-FLEET-01345	11/19/23	732-599-3475
Route 23 Auto Mall	Maintenance & Repair/Heavy Duty Vehicles Over 15,000 lbs.	89262	11/20/22	973-838-0820
Rubbercycle LLC	Park and Playground Equipment	16-FLEET-00131	05/30/23	732-363-0600
Safeco	Furniture: Office & Lounge	81729	04/30/23	770-615-1314
Saveon T/A Maco Office Supplies	Furniture: Office & Lounge (HON)	19-FOOD-00927	04/30/23	201-867-3309
Shaw Contract Flooring Service	Carpet/Flooring/Supply & Install	81754	06/30/22	908-884-6324
Simonik Transportation & Warehousing Group, LLC	Moving Svcs for DPMC & Cooperative Purchasing Participants	40140	10/31/22	856-234-1068
Software House International (SHI)	Computer Equipment, Peripherals & Related Services	40116	07/31/22	732-868-5904
Software House International (SHI) (Cisco)	Data Communications Product and Services	21-TELE-01506	09/30/24	732-868-5904
Superior Distributors Co., Inc.	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	85999	02/25/23	201-797-9490

SCHOOL YEAR 2022-2023
 Website: www.njstart.gov

Vendors	Category	Contract #	Expires	Phone #
Tandus Centiva US, LLC	Carpet/Flooring/Supply & Install	81755	06/30/22	800-241-4902
Tarkett, USA, Inc.	Carpet & Padding, Vinyl & Sheet Flooring, Mats & Matting, Supplies & Install	20-FOOD-01063	06/30/22	706-259-2635
Taylor Oil Company	Automotive Lubricants	20-FLEET-01342	11/19/23	908-725-7737
Tele Measurements, Inc.	Video Teleconferencing Equipment & Services	81123	01/31/23	973-473-8822
Thomas Scientific	Scientific Equipment Accessories Supplies and Maintenance Statewide	1-FLEET-01033	12/31/23	856 472-8694
Tonsa Automotive Corp	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	86004	02/25/23	800-437-0700
Troxell Communications, Inc.	Library & School Supplies	17-FOOD-00244	08/30/22	800-578-8858
Turnout Fire & Safety	Law Enforcement Firearms Equipment and Supplies	17-FLEET-00752	06/14/22	201-863-9312
Turnout Uniforms	Law Enforcement Firearms Equipment and Supplies	17-FLEET-00751	05/14/23	973-812-1568
United Motor Parts, Inc.	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	85998	02/25/23	201-376-6166
United Supply Corp.	Library & School Supplies (T0114)	17-FOOD-00262	08/30/22	718-439-9387
Van Dines Four Wheel Drive Center, Inc.	Snow Plow Parts and Grader and Loader Blades	88270	01/19/23	201-487-1466
Valk Manufacturing	Snow Plows, D.O.T and Authorities	77724	10/31/22	717-766-0711
Verizon Business Network Services, LLC	Data Communication Network Services	85943	02/10/23	908-239-7090
Verizon Wireless	Wireless Voice, Data & Accessories	22-TELE-05441	08/11/24	richard.mullin@verizonwireless.com
Versteel (dba Ditto Sales)	Furniture: Office & Lounge	81731	04/30/23	800-876-2120
VWR International, LLC	Scientific Equipment, Accessories, Supplies and Maintenance Statewide	17-FLEET-01037	12/31/23	856-241-5743
Warshauer Generator, LLC	Maintenance/Repair and Replacement Portable Commercial Mobile Generators	21-GNSV1-01587	09/30/24	732-741-6400
Warshauer Generator, LLC	Mobile Light Towers	19-FLEET-00839	05/02/23	732-741-6400
Warshauer Generator, LLC	Trailer Mounted Generators Statewide	18-FOOD-00378	05/24/23	732-741-6400
Waste Management of New Jersey, Inc.	Solid Waste Collection, Statewide	40379	01/10/23	609-434-5671
Wayne Auto Parts	Non-OEM Automotive Parts & Accessories/Light Duty Vehicles	85998	02/25/23	wayneautosupply@optonline.net
W B Mason	Furniture: Office & Lounge (HON)	19-FOOD-00927	04/30/23	888-926-2766
Xerox	Copiers, Maint., and Supplies	40469	10/11/22	732-750-7514
York Telecom Corporation	Software Reseller Services	20-TELE-01509	05/24/26	njstart@yorktel.com

SHARED SERVICES AGREEMENT
SITE TECHNICIAN SERVICES - TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and Twenty two, by and between Oakland Board of Education (hereinafter referred to as "Oakland"), having offices located at 315 Ramapo Valley Road Oakland, NJ 07436 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "Bergen"), having offices located at 540 Farview Avenue, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Oakland are authorized to provide the services of a site technician services for their respective entities; and

WHEREAS, Bergen and Oakland are of the opinion that the services of a site technician services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into an interlocal services agreement which would authorize the subcontracting of the services of a site technician services by Bergen to provide site technician services to Oakland;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of a Level 1 technician to Oakland.

2. Standards and Scope of Performance

a. The Level 1 technician shall provide the following services to Oakland for forty (40) hours per week for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all problems with Oakland's hardware and software systems and components;
2. The set-up, installation, breakdown and configuration of Oakland's computer hardware and software systems and components;
3. General network administration services.

3. Costs

a. Level 1 Technician Oakland shall pay Bergen seventy nine thousand dollars (\$79,000), which is the cost of a site technician salary inclusive of benefits, for the services of a site technician to be performed

under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.

b. Oakland may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Oakland (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

5. Payment Procedures

Bergen shall submit to Oakland a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a

monthly basis. Oakland shall reimburse Bergen before the first day of the following month.

6. Indemnification and Insurance

a. Oakland assumes all liability for, and agrees to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Oakland, its agents, servants or employees related to the performance of Oakland's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Oakland and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. All parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout

the term of this Agreement and cause the other parties to be designated on its policy as an additional insured.

7. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

8. Modification

This Agreement may only be modified by an instrument in writing signed by all parties to the Agreement.

9. Waiver

No waiver by any party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. No party may waive any of its rights or any obligations of the other parties or any provision of this Agreement except by an instrument in writing signed by that party.

10. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

11. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Avenue
Paramus, New Jersey 07652

For Oakland:

Ms. Annette Wells
Business Administrator/Board Secretary
Oakland Board of Education
315 Ramapo Valley Road
Oakland, NJ 07436

12. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such

jurisdiction in any action or proceeding commenced by the other in such court.

13. Assignment

No party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the others, and any such transfer or assignment or attempt thereat shall be null and void.

14. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

15. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

16. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

16. Limitation of Employment

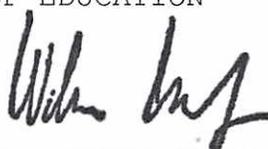
Oakland agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Oakland shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Oakland violates this provision, Oakland shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Oakland's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

By: 
Annette Wells
Business Administrator/
Board Secretary

OAKLAND BOARD OF ED
By:  5/3/22
Board President

By: _____
John Susino
Business Administrator/
Board Secretary

BERGEN COUNTY
TECHNICAL SCHOOLS
BOARD OF EDUCATION
By: 
William Connelly
Board President

SHARED SERVICES AGREEMENT
TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand Twenty two, by and between **Wyckoff Board of Education** (hereinafter referred to as "**Wyckoff**"), having offices located at 241 Morse Avenue, Wyckoff, New Jersey 07481 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "**Bergen**"), having offices located at 540 Farview Ave, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Wyckoff are both authorized to provide the services of two level 1 technicians, two level 2 technician, and Technology Support Services for their respective entities; and

WHEREAS, Bergen and Wyckoff are of the opinion that the services of two level 1 technicians, two level 2 technician, and Technology Support Services can be more efficiently and economically provided to each party through a joint agreement for

the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into a shared services agreement which would authorize the subcontracting of the services of two level 1 technicians, two level 2 technician, and Technology Support Services by Bergen to Wyckoff;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of two level 1 technicians, two level 2 technician, and Technology Support Services to Wyckoff.

2. Standards and Scope of Performance

a. The level 1 technicians shall provide the following services to Wyckoff for forty (40) hours per week for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all desktop hardware and software systems and components;
2. The set-up, installation, breakdown and configuration of Wyckoff's computer hardware and software systems and components;
3. Any other technology services as requested by the district.

b. The Level II Technicians shall provide the following services to Wyckoff for forty (40) hours per week for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all problems with Wyckoff's hardware and software systems and components including desktop, network, server and wireless systems;
2. Assist in the planning and development of all technology improvements and purchases;
3. The set-up, installation, breakdown and configuration of Wyckoff's computer hardware and software systems and components;
4. General network administration services.

c. Bergen further agrees to provide on an average of one (1) day per week for the duration of this Agreement, technology support services to Wyckoff utilizing experienced professional Information Technology Technicians in conjunction with an Online Helpdesk. Areas of service shall include:

1. Server administration;
2. Server setup and reconfiguration;
3. Network management;
4. Security assessment;
5. Website support;
6. Hardware and software support;
7. Printer maintenance;
8. E-Mail administration;
9. Technology inventory;
10. Scheduled staff training;

3. Costs

a. (Two) Level One Technicians Wyckoff shall pay Bergen One hundred fifty three thousand four hundred dollars (\$153,400.00), which is the cost of two level one technicians salaries including benefits, for the services of the level one technicians to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. (Two) Level II -Technicians - Wyckoff shall pay Bergen Tech One hundred eighty eight thousand dollars (\$188,000.00), which is the cost of 2 full time level II technicians salaries inclusive of benefits, for the services of the level 2 technicians to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

5. Technology Support Services - Wyckoff shall pay Bergen twenty nine thousand seven hundred fifty dollars (\$29,750) for the services of the technology support services to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

6. Overtime rate - The overtime rate to be charged at \$48.57 per hour for the duration of this contract for any hours above and beyond the contracted hours.

7. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective. The actual billing start date of said agreement will begin upon delivery of said services.

b. Wyckoff may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Wyckoff (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

8. Payment Procedures

Bergen shall submit to Wyckoff a voucher for payment of the costs set forth in Paragraph 3 of this Agreement. Wyckoff shall reimburse Bergen in full within one month of receipt of final invoice.

9. Indemnification and Insurance

a. Wyckoff assumes all liability for, and agrees to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Wyckoff, its agents, servants or employees related to the performance of Wyckoff's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Wyckoff and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. Both parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other party to be designated on its policy as an additional insured.

10. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

11. Modification

This Agreement may only be modified by an instrument in writing signed by both parties to the Agreement.

12. Waiver

No waiver by either party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. Neither party may waive any of its rights or any obligations of the other party or any provision of this Agreement except by an instrument in writing signed by that party.

13. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

14. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Ave,
Paramus, New Jersey 07652

For Wyckoff:

Patricia Salvati
School Business Administrator/Board Secretary
Wyckoff Public Schools
241 Morse Avenue
Wyckoff, NJ 07481

15. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter

arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

16. Assignment

Neither party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the other, and any such transfer or assignment or attempt thereat shall be null and void.

17. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

18. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

19. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

20. Limitation of Employment

Wyckoff agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Wyckoff shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Wyckoff violates this provision, Wyckoff shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Wyckoff's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

ATTEST:

WYCKOFF BOARD OF EDUCATION

By: Pat Salvati
Patricia Salvati
School Business Administrator/
Board Secretary

By: Robert Francin
Robert Francin
Board President

BERGEN COUNTY TECHNICAL
SCHOOLS BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President

SHARED SERVICES AGREEMENT
SITE TECHNICIAN SERVICES - TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and Twenty two, by and between Oradell Board of Education (hereinafter referred to as "Oradell"), having offices located at 350 Prospect Avenue, Oradell, New Jersey 07649 and the Bergen County Technical Schools Board of Education (hereinafter referred to as "Bergen"), having offices located at 540 Farview Ave, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Oradell are authorized to provide the services of a site technician services for their respective entities; and

WHEREAS, Bergen and Oradell are of the opinion that the services of a site technician services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into an interlocal services agreement which would authorize the subcontracting of the services of a site technician services by Bergen to provide site technician services to Oradell;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of 1 Level 2 site technician to Oradell.

a. The Level 2 site technician shall provide the following services to Oradell on a full time basis for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any basic or rudimentary computer related issues;
2. The set-up, installation, breakdown and configuration of Oradell's computer hardware and software systems and components;
3. Assist in day to day duties of the site administrator.
4. General network and server administration services.

b. Bergen further agrees to provide Technology Support Services for the duration of this Agreement, technology support services to Oradell utilizing experienced professional Information Technology

Technicians in conjunction with an Online Helpdesk.
Areas of service shall include:

1. Server administration;
2. Server setup and reconfiguration;
3. Network management;
4. Security assessment;
5. Website management;
6. Hardware and software support;
7. Printer maintenance;
8. E-Mail administration;
9. Technology inventory;
10. Scheduled staff training;

2. Costs

a. Level 2 Technician. Oradell shall pay Bergen ninety four thousand dollars (\$94,000), which is the cost of the Level 2 technician's salary inclusive of benefits, to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023

b. Technology Support Services. Oradell shall each pay Bergen fifteen thousand dollars (\$15,000) for the services of the technology support services to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

3. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.

b. Oradell may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Oradell (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

4. Payment Procedures

Bergen shall submit to Oradell a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a monthly basis. Oradell shall reimburse Bergen before the first day of the following month.

5. Indemnification and Insurance

a. Oradell assumes all liability for, and agrees to indemnify and hold Bergen and its agents, servants, employees,

students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Oradell, its agents, servants or employees related to the performance of Oradell's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Oradell and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. All parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other parties to be designated on its policy as an additional insured.

6. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the

parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

7. Modification

This Agreement may only be modified by an instrument in writing signed by all parties to the Agreement.

8. Waiver

No waiver by any party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. No party may waive any of its rights or any obligations of the other parties or any provision of this Agreement except by an instrument in writing signed by that party.

9. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

10. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Ave,
Paramus, New Jersey 07652

For Oradell:

Mr. John Marmora
Business Administrator
Oradell Board of Education
350 Prospect Avenue
Oradell, New Jersey 07649

11. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

12. Assignment

No party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the others, and any such transfer or assignment or attempt thereat shall be null and void.

13. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

14. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

15. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

16. Limitation of Employment

Oradell agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Oradell shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed

by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Oradell violates this provision, Oradell shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Oradell's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

ORADELL BOARD OF EDUCATION

By: John M. Marmora
John Marmora
Business Administrator/
Board Secretary

By: Dorothy Watson-Nichols
Dorothy Watson-Nichols
Board President

BERGEN COUNTY
TECHNICAL SCHOOLS
BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President

SHARED SERVICES AGREEMENT
TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and twenty two, by and between **Paramus School District** (hereinafter referred to as "**Paramus**"), having offices located at 145 Spring Valley Road, Paramus, NJ 07652 and the Bergen County Technical School District Board of Education (hereinafter referred to as "**Bergen Tech**"), having offices located at 540 Farview Ave, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction, including services incidental to the primary purpose of any of the participating entities; and

WHEREAS, Bergen Tech and **Paramus** are both authorized to provide the services of technology support services for their respective entities; and

WHEREAS, Bergen Tech and **Paramus** are of the opinion that the services of technology support services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into a shared service agreement which would authorize the subcontracting of the services of technology support services by Bergen Tech to provide technical support services to **Paramus**;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen Tech agrees to provide the services of general technology Support services to **Paramus** on an as needed basis for the purpose of project based computer deployment and basic training.

2. Standards and Scope of Performance

- a. Level I - Support Technician - Bergen Tech agrees to provide the Paramus School District with Level I support which includes desktop level support services.
- b. Level II - Server Administration - Bergen Tech agrees to provide the Paramus School District with Level II support which includes all support listed above as well as server administration and trouble-shooting support services.
- c. Level III - Network Administration - Bergen Tech agrees to provide the Paramus School District with Level III support which includes all support listed above as well as Network administration and trouble-shooting support services.

3. Costs

- a. Level I - Support Technician - **Paramus** shall pay Bergen Tech an hourly rate of \$80.00 for support technician services during normal business hours (8:00 am to 6:00 pm Monday through Friday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

Paramus shall pay Bergen Tech an hourly rate of \$120.00 for support technician services during after business hours (6:01 pm to 7:59 am Monday through Friday and 12:00am to 11:59pm Saturday and Sunday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

- b. Level II - Server Administration - **Paramus** shall pay Bergen Tech an hourly rate of \$95.00 for server administration services during normal business hours (8:00 am to 6:00 pm Monday through Friday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

Paramus shall pay Bergen Tech an hourly rate of \$142.50 for support server administration services during after business hours (6:01 pm to 7:59 am Monday through Friday and 12:00am to 11:59pm Saturday and Sunday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

c. Level III - Network Administration - **Paramus** shall pay Bergen Tech an hourly rate of \$110.00 for network administration services during normal business hours (8:00 am to 6:00 pm Monday through Friday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

Paramus shall pay Bergen Tech an hourly rate of \$165.00 for network administration services during after business hours (6:01 pm to 7:59 pm Monday through Friday and 12:00am to 11:59pm Saturday and Sunday) on an **as needed basis** to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

In the event of a dispute between the parties over the amount due under the terms of this Agreement, the challenged amount shall be paid by **Paramus** without prejudice to its right to file a lawsuit to determine the amount actually owed Bergen Tech. An adjustment to the amount due should be made consistent with any decision of the court.

4. Duration

- a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.
- b. **Paramus** may terminate this Agreement if Bergen Tech (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.
- c. Bergen Tech may terminate this Agreement if **Paramus** (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

5. Payment Procedures

Bergen Tech shall submit to **Paramus** a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a

monthly basis. **Paramus** shall reimburse Bergen Tech before the first day of the following month.

6. Indemnification and Insurance

- a. **Paramus** assumes all liability for, and agrees to indemnify and hold Bergen Tech and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by **Paramus**, its agents, servants or employees related to the performance of **Paramus's** obligations under the terms of this Agreement.
- b. Bergen Tech assumes all liability for, and agrees to indemnify and hold **Paramus** and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen Tech, its agents, servants or employees related to the performance of Bergen Tech's obligations under the terms of this Agreement.
- c. Both parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other party to be designated on its policy as an additional insured.

7. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

8. Modification

This Agreement may only be modified by an instrument in writing signed by both parties to the Agreement.

9. Waiver

No waiver by either party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. Neither party may waive any of its rights or any obligations of the other party or any provision of this Agreement except by an instrument in writing signed by that party.

10. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

11. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen Tech:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical School District
540 Farview Ave.
Paramus, New Jersey 07652

For Paramus:

Brooke Bartley
Business Administrator/Board Secretary
Paramus School District
145 Spring Valley Road,
Paramus, NJ 07652,

12. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising therefrom. Each of the

parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

13. Assignment

Neither party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the other, and any such transfer or assignment or attempt thereat shall be null and void.

14. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

15. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

16. Public Inspection

A copy of this document shall be available for public inspection at the offices of both parties immediately after a passage of a resolution to become a party to the Agreement in accordance with N.J.S.A. 40A:65-5(b).

17. Limitation of Employment

Paramus agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Paramus shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Paramus violates this provision, Paramus shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing

remedy, Bergen may also terminate this Agreement without prior notice in the event of Paramus's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

ATTEST:

PARAMUS
SCHOOL DISTRICT

By: 
Brooke Bartley
Business Administrator/
Board Secretary

By: 
Melissa Caminiti
Board President

Dated: 6.3.2022

Dated: 6.3.2022

BERGEN TECH REGIONAL
HIGH SCHOOL DISTRICT
BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President

Dated: _____

Dated: _____

SHARED SERVICES AGREEMENT
SITE TECHNICIAN SERVICES - TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and Twenty two, by and between Lincoln Park Board of Education (hereinafter referred to as "Lincoln Park"), having offices located at 92 Ryerson Road, Lincoln Park, NJ 07035 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "Bergen"), having offices located at 540 Farview Avenue, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Lincoln Park are authorized to provide the services of a site technician services for their respective entities; and

WHEREAS, Bergen and Lincoln Park are of the opinion that the services of a site technician services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into an interlocal services agreement which would authorize the subcontracting of the services of a site technician services by Bergen to provide site technician services to Lincoln Park;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of a Level 1 technician to Lincoln Park.

2. Standards and Scope of Performance

a. The Level 1 technician shall provide the following services to Lincoln Park for three days per week for the duration of this Agreement:

- i. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all problems with Lincoln Park's hardware and software systems and components;
- ii. The set-up, installation, breakdown and configuration of Lincoln Park's computer hardware and software systems and components;
- iii. General network administration services.

3. Costs

- a. Level 1 Technician Lincoln Park shall pay Bergen Forty six thousand dollars (\$46,000) yearly which is the cost of a site technician salary inclusive of benefits, for the services of a site technician to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. Duration

- a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.

- b. Lincoln Park may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

- c. Bergen may terminate this Agreement if Lincoln Park (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

5. Payment Procedures

Bergen shall submit to Lincoln Park a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a monthly basis. Lincoln Park shall reimburse Bergen before the first day of the following month.

6. Indemnification and Insurance

a. Lincoln Park assumes all liability for, and agree to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Lincoln Park, its agents, servants or employees related to the performance of Lincoln Park's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Lincoln Park and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. All parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other parties to be designated on its policy as an additional insured.

7. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

8. Modification

This Agreement may only be modified by an instrument in writing signed by all parties to the Agreement.

9. Waiver

No waiver by any party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. No party may waive any of its rights or any obligations of the other parties or any provision of this Agreement except by an instrument in writing signed by that party.

10. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

11. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Avenue
Paramus, New Jersey 07652

For Lincoln Park:

Nicole C. Schoening
Business Administrator/Board Secretary
Lincoln Park School District
92 Ryerson Road
Lincoln Park, NJ 07035

12. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the

County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

13. Assignment

No party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the others, and any such transfer or assignment or attempt thereat shall be null and void.

14. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

15. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

16. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

16. Limitation of Employment

Lincoln Park agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Lincoln Park shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Lincoln Park violates this provision, Lincoln Park shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Lincoln Park's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

LINCOLN PARK BOARD OF ED

By: 
Nicole C. Schoening
Business Administrator/
Board Secretary

By: 
Todd Henches
Board President

BERGEN COUNTY
TECHNICAL SCHOOLS
BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President

4/20
level 2
& Suppt

SHARED SERVICES AGREEMENT
SITE TECHNICIAN SERVICES - TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and Twenty two, by and between Lincoln Park Board of Education (hereinafter referred to as "Lincoln Park"), having offices located at 92 Ryerson Road, Lincoln Park, NJ 07035 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "Bergen"), having offices located at 540 Farview Avenue, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Lincoln Park are authorized to provide the services of a site technician services for their respective entities; and

WHEREAS, Bergen and Lincoln Park are of the opinion that the services of a site technician services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into an interlocal services agreement which would authorize the subcontracting of the services of a site technician services by Bergen to provide site technician services to Lincoln Park;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of a Level 2 technician to Lincoln Park.

2. Standards and Scope of Performance

a. The Level 2 technician shall provide the following services to Lincoln Park for forty (40) hours per week for the duration of this Agreement:

1. Server administration;
2. Server setup and reconfiguration;
3. Network management;
4. Security assessment;
5. Website management;
6. Hardware and software support;
7. Printer maintenance;
8. E-Mail administration;
9. Technology inventory;
10. Scheduled staff training;

b. Bergen further agrees to provide for the duration of this Agreement, technology support services to Lincoln Park utilizing experienced professional Information

Technology Technicians in conjunction with an Online Helpdesk. Areas of service shall include:

1. Server administration; (Advanced)
2. Server setup and reconfiguration; (Advanced)
3. Network management; (Advanced)
4. Security assessment; (Advanced)
5. Website management; (Advanced)
6. Hardware and software support; (Advanced)
7. Printer maintenance; (Advanced)
8. E-Mail administration; (Advanced)
9. Technology inventory; (Advanced)
10. Scheduled staff training; (Advanced)
11. Phone and Cellular Support;
12. Coordinate ERate program with Consultant
13. Student Information System back-end support

3. Costs

- a. Level 2 Technician Lincoln Park shall pay Bergen ninety four thousand dollars (\$94,000), which is the cost of a site technician salary inclusive of benefits, for the services of a site technician to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.
- b. Technology Support Services Lincoln Park shall pay Bergen Nineteen thousand dollars (\$19,000) for the services of the technology support services to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.

b. Lincoln Park may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Lincoln Park (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

5. Payment Procedures

Bergen shall submit to Lincoln Park a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a monthly basis. Lincoln Park shall reimburse Bergen before the first day of the following month.

6. Indemnification and Insurance

a. Lincoln Park assumes all liability for, and agree to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Lincoln Park, its agents, servants or employees related to the performance of Lincoln Park's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Lincoln Park and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. All parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout

the term of this Agreement and cause the other parties to be designated on its policy as an additional insured.

7. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

8. Modification

This Agreement may only be modified by an instrument in writing signed by all parties to the Agreement.

9. Waiver

No waiver by any party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. No party may waive any of its rights or any obligations of the other parties or any provision of this Agreement except by an instrument in writing signed by that party.

10. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

11. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Avenue
Paramus, New Jersey 07652

For Lincoln Park:

Nicole C. Schoening
Business Administrator/Board Secretary
Lincoln Park School District
92 Ryerson Road
Lincoln Park, NJ 07035

12. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the

County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

13. Assignment

No party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the others, and any such transfer or assignment or attempt thereat shall be null and void.

14. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

15. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

16. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

16. Limitation of Employment

Lincoln Park agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Lincoln Park shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Lincoln Park violates this provision, Lincoln Park shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Lincoln Park's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and

caused their proper corporate seals to be hereunto affixed, the day and year first above written.

LINCOLN PARK BOARD OF ED

By: 

Nicole C. Schoening
Business Administrator/
Board Secretary

By: 

Todd Herches
Board President

BERGEN COUNTY
TECHNICAL SCHOOLS
BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President

BOROUGH OF LITTLE FERRY

DATE: June 14, 2022

RESOLUTION NO. 181

	Motion By	Second By	Aye	Nay	Absent	Abstain	No Vote
Anzalone			X				
Lange			X				
Lanum	X		X				
Muller			X				
Sarlo					X		
Steinhilber		X	X				
Raguseo (Tie Only)							
Vote Total			5	0	1	0	0

BM

RE: SHARED SERVICES AGREEMENT WITH BERGEN COUNTY TECHNICAL SCHOOL BOARD OF EDUCATION

WHEREAS, an agreement providing for shared services between public entities is permitted under *N.J.S.A. 40A:65-1 et seq.*, the "Uniform Shared Services and Consolidation Act"; and

WHEREAS, Bergen County Technical School Board of Education, (hereinafter referred to as Bergen) through its Division of Information Technology, currently provides for the administrative and law enforcement information technology needs to itself and other local units; and

WHEREAS, the Borough of Little Ferry (hereinafter referred to as Borough) seeks to utilize the services of Bergen to provide information technology services for the management of the Borough's administrative and law enforcement departments; and

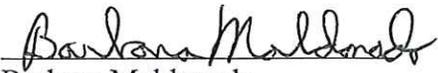
WHEREAS, the Borough and Bergen wish to enter into a shared services agreement ("Agreement") whereby Bergen will provide information technology services to the Borough; and

WHEREAS, the Uniform Shared Services and Consolidation Act (N.J.S.A. 40A:65-1 et seq.) promotes the broad use of shared services as a technique to reduce local expenses funded by property taxpayers; and

WHEREAS, pursuant to N.J.S.A. 40A:65-5, Bergen and the Borough have each adopted resolutions authorizing entry into this Agreement, which is attached hereto,

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Little Ferry, County of Bergen, State of New Jersey that the Mayor or Administrator is hereby authorized and directed to execute a shared services agreement between the Borough and Bergen for Information Technology Services.

ATTEST:


Barbara Maldonado,
Borough Clerk


Mauro Raguseo, Mayor

I hereby certify the foregoing to be a true copy of a resolution adopted by the Mayor and Council at a meeting held on June 14, 2022.


Barbara Maldonado
Borough Clerk

SHARED SERVICES AGREEMENT
TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand Twenty two, by and between **the Borough of Little Ferry** (hereinafter referred to as "**Borough**"), having offices located at 217 Liberty Street, Little Ferry, New Jersey 07643 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "**Bergen**"), having offices located at 540 Farview Avenue, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Little Ferry Borough are both authorized to provide the services of a network technician and technology support services for their respective entities; and

WHEREAS, Bergen and Little Ferry Borough are of the opinion that the services of a level 1 technician and technology support services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into a shared services agreement which would authorize the subcontracting of the services of a network technician and technology support services by Bergen to provide a level 1 technician and technology support services to Little Ferry Borough;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of a level 1 technician and technology support services to Little Ferry Borough.

2. Standards and Scope of Performance

a. The level 1 technician shall provide the following services to Little Ferry Borough for eight (8) hours per week for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all problems with Little Ferry Borough's hardware and software systems and components;
2. The set-up, installation, breakdown and configuration of Little Ferry Borough's computer hardware and software systems and components;
3. General network administration services.

b. Bergen further agrees to provide Technology Support Services for the duration of this Agreement, technology support services to Little Ferry Borough Administrative and Law Enforcement Offices; utilizing experienced professional Information Technology Technicians in conjunction with an Online Helpdesk. It is understood by Bergen that the Borough's Law Enforcement Offices operate twenty (24) hours per day, seven (7) per week and support shall be provided in accordance with said hours and per Local, State and Federal Law Enforcement rules and regulations. This includes but is not limited to Bergen employees assigned to Law Enforcement support to be CJIS (Criminal Justice Information Services) Certified.

Areas of service shall include:

1. Server administration;
2. Server setup and reconfiguration;
3. Network management;
4. Security assessment;
5. Website management;
6. Hardware and software support;
7. Printer maintenance;
8. E-Mail administration;
9. Technology inventory;
10. Scheduled staff training;
11. Data Backup management in accordance with best practices
12. Dual authenticated remote access for Administrator.

3. Costs

a. Level One Technician Little Ferry Borough shall pay Bergen fourteen thousand three hundred dollars (\$14,300.00), which is the cost of the level one technician salary inclusive of benefits, for the services of the level one technician to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

b. Technology Support Services Little Ferry Borough shall pay Bergen Seventeen thousand hundred dollars (\$17,000.00) for the services of the technology support services to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. Little Ferry Athletic Fields

In addition to the computer technology support services provided as set forth in this Agreement, Little Ferry Borough shall permit Bergen to utilize and access Bassano Field at Indian Lake Drive for the use of Bergen's Baseball and Softball program. Bergen shall not be required to pay any fee or obtain a daily permit for its use of the Bassano Field and, in consideration for being permitted to use of Bassano Field on those terms, Bergen is providing the technology services set forth herein at an

appropriately discounted cost and/or rate as set forth in Paragraph 3 herein.

Bergen shall be permitted access to Bassano Field from 3:00 p.m. to 6:30 p.m., Monday through Friday from March 1, 2023 through April 9, 2023, and on Saturdays from 8:00 a.m. to 12:00 p.m. (the "Permit Period"). Bergen is permitted to utilize the synthetic turf fields as well as the two (2) adjacent batting tunnels for practices and scrimmages. At the end of each permitted session, Bergen must ensure that the fields, dugout area(s), and batting tunnels are clean and free of debris, and Bergen must also secure the field and the bathrooms.

Bergen is permitted to mobilize and leave at Bassano Field during the permitted use periods batting screens, nets, bases, portable mounts, and any other training appurtenances required, provided that such equipment is properly stored and secured at the end of each practice session. Neither party takes any responsibility for damage or theft of the others property or equipment left at Bassano Field during off-hours.

Bergen may also schedule a total of three (3) night baseball games at Bassano Field during the months of April and May, provided that the start time of the games is not later than 6:30 p.m., and also, with the agreement and consent of Little Ferry Borough, which shall not be unreasonably withheld.

Under no circumstances are food, gum, sunflower seeds, glass, or metal spikes permitted on any turf field in the Borough of Little Ferry. Should a player be seen on turf field(s) with metal cleats, they will be asked to leave by authorized Borough personnel.

During the Permit Period, the point of contact for Bergen shall be its Athletic Director, and for Little Ferry Borough will be the Borough Administrator.

5. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective. The actual billing start date of said agreement will begin upon delivery of said services.

b. Little Ferry Borough may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Little Ferry Borough (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

6. Payment Procedures

Bergen shall submit to Little Ferry Borough a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a quarterly basis (prorated to the actual start of service). Little Ferry Borough shall reimburse Bergen in full within one month of receipt of final invoice.

7. Indemnification and Insurance

a. Little Ferry Borough assumes all liability for, and agrees to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or

omissions by Little Ferry Borough, its agents, servants or employees related to the performance of Little Ferry Borough's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Little Ferry Borough and its agents, servants, employees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. Both parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other party to be designated on its policy as an additional insured.

8. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

9. Modification

This Agreement may only be modified by an instrument in writing signed by both parties to the Agreement.

10. Waiver

No waiver by either party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent breach, whether of the same or a different provision of this Agreement. Neither party may waive any of its rights or any obligations of the other party or any provision of this Agreement except by an instrument in writing signed by that party.

11. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

12. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools

540 Farview Avenue
Paramus, New Jersey 07652

For Little Ferry Borough:

Lisette M. Duffy
Township Administrator
Little Ferry Borough
217 Liberty Street
Little Ferry, New Jersey 07643

13. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

14. Assignment

Neither party may transfer or assign any of its rights or obligations under this Agreement without the prior written

consent of the other, and any such transfer or assignment or attempt thereat shall be null and void.

15. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

16. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

17. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

18. Limitation of Employment

Little Ferry Borough agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Little Ferry Borough shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for

services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Little Ferry Borough violates this provision, Little Ferry Borough shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Little Ferry Borough's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

ATTEST:

Township of Little Ferry
Borough

By: 

Lisette M. Duffy
Township Administrator

By: 

Mauro D. Raguseo
Mayor

BERGEN COUNTY TECHNICAL
SCHOOLS BOARD OF EDUCATION

By: _____

John Susino
Business Administrator/
Board Secretary

By: _____

William Connelly
Board President

SHARED SERVICES AGREEMENT
SITE TECHNICIAN SERVICES - TECHNOLOGY SUPPORT SERVICES

THIS AGREEMENT made this 1st day of July, in the year Two Thousand and Twenty one, by and between Dumont Board of Education (hereinafter referred to as "Dumont"), having offices located at 25 Depew Street, Dumont, New Jersey 07628 and the Bergen County Technical Schools Board of Education (hereinafter referred to as the "Bergen"), having offices located at 540 Farview Avenue, Paramus, New Jersey 07652;

WHEREAS, the Uniform Shared Services and Consolidation Act, N.J.S.A. 40A:65-1 et seq., authorizes public entities to enter into a contract with each other to subcontract any service which one of the parties to the agreement is empowered to render within its own jurisdiction including services incidental to the primary purposes of any of the participating entities; and

WHEREAS, Bergen and Dumont are authorized to provide the services of a site technician services for their respective entities; and

WHEREAS, Bergen and Dumont are of the opinion that the services of a site technician services can be more efficiently and economically provided to each party through a joint agreement for the subcontracting of such services (hereinafter referred to as "the Agreement"); and

WHEREAS, the parties are desirous of entering into an interlocal services agreement which would authorize the subcontracting of the services of a site technician services by Bergen to provide site technician services to Dumont;

NOW THEREFORE, it is hereby agreed by and between the parties as follows:

1. Services to be Performed

Bergen agrees to provide the services of a Level 1 technician to Dumont.

2. Standards and Scope of Performance

a. The Level 1 technician shall provide the following services to Dumont for forty (40) hours per week for the duration of this Agreement:

1. Overall technical support services, including the troubleshooting, diagnosis and correction of any and all problems with Dumont's hardware and software systems and components;
2. The set-up, installation, breakdown and configuration of Dumont's computer hardware and software systems and components;
3. General network administration services.

b. The Bergen further agrees to provide on an average of one (1) day per week for the duration of this Agreement, technology support services to Dumont utilizing experienced professional Information Technology Technicians in conjunction with an Online Helpdesk. Areas of service shall include:

1. Server administration;
2. Server setup and reconfiguration;
3. Network management;
4. Security assessment;
5. Website management;
6. Hardware and software support;
7. Printer maintenance;
8. E-Mail administration;
9. Technology inventory;
10. Scheduled staff training;

3. Costs

- a. Level 1 Technician Dumont shall pay Bergen seventy six thousand seven hundred dollars (\$76,700), which is the cost of a site technician salary inclusive of benefits, for the services of a site technician to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.
- b. Technology Support Services Dumont shall pay Bergen thirty five thousand dollars (\$35,000) for the services of the technology support services to be performed under this Agreement for the period beginning July 1, 2022 and ending June 30, 2023.

4. Duration

a. This Agreement shall commence on July 1, 2022 and shall end on June 30, 2023. This Agreement may be renewed by agreement of the parties for one (1) additional year on a yearly basis. Said renewal shall be in writing and approved by each party by formal resolution before becoming effective.

b. Dumont may terminate this Agreement if Bergen (1) persistently or repeatedly refuses or fails to perform the services required under this Agreement; (2) disregards laws, ordinances, rules, regulations or orders of a public authority

having jurisdiction; or (3) otherwise commits a breach of this Agreement.

c. Bergen may terminate this Agreement if Dumont (1) persistently or repeatedly fails to make payment in accordance with this Agreement; or (2) otherwise commits a breach of this Agreement.

5. Payment Procedures

Bergen shall submit to Dumont a voucher for payment of the costs set forth in Paragraph 3 of this Agreement on a monthly basis. Dumont shall reimburse Bergen before the first day of the following month.

6. Indemnification and Insurance

a. Dumont assumes all liability for, and agree to indemnify and hold Bergen and its agents, servants, employees, students, guests, licensees and invitees, harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Dumont, its agents, servants or employees related to the performance of Dumont's obligations under the terms of this Agreement.

b. Bergen assumes all liability for, and agrees to indemnify and hold Dumont and its agents, servants, employees,

harmless from and against any and all claims, losses, damages, injuries and expenses, including reasonable attorney's fees, arising out of, resulting from, or incurred in connection with, any acts or omissions by Bergen, its agents, servants or employees related to the performance of Bergen's obligations under the terms of this Agreement.

c. All parties shall maintain full and complete liability insurance, in limits not less than the maximum amounts of liability coverage now maintained by each party, throughout the term of this Agreement and cause the other parties to be designated on its policy as an additional insured.

7. Merger

This Agreement merges and supersedes all prior negotiations, representations and/or agreements between the parties relating to the subject matter of this Agreement and constitutes the entire contract between the parties.

8. Modification

This Agreement may only be modified by an instrument in writing signed by all parties to the Agreement.

9. Waiver

No waiver by any party of any term or condition of this Agreement shall be deemed or construed to constitute a waiver of any other term or condition or of any subsequent

breach, whether of the same or a different provision of this Agreement. No party may waive any of its rights or any obligations of the other parties or any provision of this Agreement except by an instrument in writing signed by that party.

10. Severability

If any of the provisions contained in this Agreement are held illegal, invalid or unenforceable, the remaining provisions shall remain in full force and effect.

11. Notice

All notices pertaining to the Agreement shall be in writing, and delivered in person or sent certified mail to the parties at the following address:

For Bergen:

Mr. John Susino
Business Administrator/Board Secretary
Bergen County Technical Schools
540 Farview Avenue
Paramus, New Jersey 07652

For Dumont:

Mr. Kevin Carotto
Business Administrator/Board Secretary
Dumont Board of Education
25 Depew Street
Dumont, New Jersey 07628

12. Governing Law

This Agreement shall be governed, construed and interpreted in accordance with the law of the State of New Jersey as it applies to contracts made and performed in New Jersey. The Superior Court of the State of New Jersey, in the County of Bergen, shall have jurisdiction to hear and determine any claim or disputes pertaining directly or indirectly to the Agreement or to any matter arising there from. Each of the parties hereby expressly submits and consents in advance to such jurisdiction in any action or proceeding commenced by the other in such court.

13. Assignment

No party may transfer or assign any of its rights or obligations under this Agreement without the prior written consent of the others, and any such transfer or assignment or attempt thereat shall be null and void.

14. Section Headings

Section headings are for reference purposes only and shall not in any way affect the meaning or interpretation of any provision of this Agreement.

15. Counterparts

This Agreement may be executed in any number of counterparts, which, taken together, shall constitute but one instrument. It is not necessary that all parties sign all or any one of the counterparts, but each party must sign at least one counterpart for the Agreement to be effective.

16. Public Inspection

Each party shall maintain a copy of this Agreement on file at their offices, which shall be open to the public for inspection.

16. Limitation of Employment

Dumont agrees that during the term of this Agreement, and for an additional period of one (1) year following the termination or expiration of this Agreement, Dumont shall not directly or indirectly offer employment to, employ, seek the counsel of, or contract for services with any Bergen employees providing services under this Agreement during the term, or any renewal term, of this Agreement. This provision shall be construed by the parties as a covenant independent of any other term or condition contained in this Agreement. In the event that Dumont violates this provision, Dumont shall pay Bergen, for each violation, a monetary amount equal to one (1) year's contract cost of the Bergen employee in question, including but

not limited to salary and benefits. It is understood and agreed that, in addition to the foregoing remedy, Bergen may also terminate this Agreement without prior notice in the event of Dumont's violation of this provision.

IN WITNESS WHEREOF, the parties have hereunto caused these presents to be signed by their proper corporate officers and caused their proper corporate seals to be hereunto affixed, the day and year first above written.

DUMONT BOARD OF ED

By: 
Kevin Cartotto
Business Administrator/
Board Secretary

By: 
Theresa Riva
Board President

BERGEN COUNTY
TECHNICAL SCHOOLS
BOARD OF EDUCATION

By: _____
John Susino
Business Administrator/
Board Secretary

By: _____
William Connelly
Board President



June 13, 2022

Mr. John Susino, Business Administrator
Bergen County Special Services/Technical Schools
540 Farview Ave. Room 2300
Paramus, NJ 07652

**Re: Professional Architectural Services
Facilities Assessment Plan – Update
Bergen County Technical Schools
RSC Project # 49.19.004**

Dear Mr. Susino:

RSC is pleased to submit our Proposal for Architectural services for the preparation of an updated Facilities Assessment Plan for the BCSS District. RSC has prepared LRFP which required updates.

Scope of Services:

RSC will review the existing LRFP and assess the required updates that are needed. We will meet with District personnel to obtain information and supporting documentation, as needed, in completing the various LRFP reports. We will review the District's proposed capital projects and assist in identifying any new projects to be included. We will also discuss the District's plans for any future additions or expansion of facilities.

All documentation will be prepared and submitted through the web-based NJDOE software and hardcopies shall be forwarded to the district. RSC will also transmit a hardcopy to the local planning board per DOE requirements.

Fees:

RSC will perform these services for a lump sum fee of \$14,230.00

Out of Scope Services:

While we believe the intent of the Scope of Basic Services is clear and limited, from time to time a reading of these services may infer a broader scope than was intended. In order to help clarify the scope of basic services, we point out that the above listed basic services do not include the following services, which may be anticipated on this project. If you would like RSC Architects to furnish these, or any other Out-of-Scope Services we would be pleased to discuss a mutually agreeable Scope of Services and fee arrangements. RSC Architects will not provide Out-of-Scope Services without your written approval.

Payments:

RSC Architects shall invoice monthly for fees and expenses incurred with payment due upon receipt of invoice. We request that you review each invoice upon receipt and inform us as to any discrepancies or other problems within fifteen (15) days of receipt. If no comment is received within

this period, the invoice will be considered correct, approved and payable. All outstanding balances beyond thirty (30) days of the invoice shall be subject to a late fee of 1 ½% per month.

Our intent is to meet the same conditions as our client and if the Scope described in this Proposal differs from your needs, please notify this office and we will reconcile the Proposal.

We look forward to working with you on this project when we receive your authorization to proceed. Should you have any questions or require additional information, please feel free to contact this office.

Very truly yours,

RSC ARCHITECTS



Ralph Walker
Sr. Project Manager

Cc: John Capazzi, RSC Architects

**BCTS/BCJC
ITA CONTRACT LOG
Board Resolution June 28, 2022**

22-F-231T

<u>Account#</u>	<u>Vendor Name</u>	<u>Vendor #</u>	<u>PO#</u>	<u>Client Name</u>	<u>Period</u>	<u>Obigation</u>	<u>Counselor</u>	<u>Hours</u>
20.831.130.324 V1	BTII	4623	217018	LITTREAN, Patricia	6/20/22 - 9/19/22	4,000.00	LT	200
20.831.130.324 V1	LasComp Institute of IT	C273	217007	ATKINSON, Julie	6/6/22 - 10/21/22	4,000.00	DF	400
20.831.130.324 V1	LasComp Institute of IT	C273	217007	RIZZO, Angela J.	6/13/22 - 9/30/22	4,000.00	LT	320
20.831.130.324 V1	Merit Training Institute	S118	217044	LEON DEMERA, Amparo	6/13/22 - 8/20/22	4,000.00	LT	200
20.831.130.324 V1	Parisian	1473	217008	HUDLEY, Ashley D	6/27/22 - 4/6/23	4,000.00	LT	1200
20.831.130.324 V1	Rutgers CCPD	7378	217011	INNISS, Charlene	6/20/22 - 1/15/23	3,495.00	DF	600
20.825.130.324 V1	Camden Dream Center	S424	217038	FERRELL, Nicholas	6/8/22 - 9/13/22	4,000.00	SR	210
20.825.130.324 V1	Camden Dream Center	S424	217038	MARINZULICH, Anthony	6/8/22 - 9/13/22	4,000.00	SR	210
20.825.130.324 V1	Williams Patterson University	3950	217031	MARGUCCIO, Michael	6/1/22 - 10/1/22	3,125.00	SR	140
20.831.130.326 V1	Print Solutions	D337	217022	SANTANA, Jose	6/13/22 - 10/2/22	5,400.00	KT	600