

GLEN ROCK BOARD OF EDUCATION
Glen Rock, New Jersey 07452
HIGH SCHOOL/MIDDLE SCHOOL CAFETERIA

April 29, 2024

- PUBLIC BUDGET HEARING / REGULAR SESSION AGENDA -

ROLL CALL: 7:00 PM

	Present	Absent
Ms. Calvez		
Ms. Carosella		
Ms. Carr		
Mr. Corey		
Mr. Hayward		
Ms. Scarpelli		
Ms. Stephenson		
Ms. Rundell		
Dr. Robinson		

FLAG SALUTE

ADEQUATE NOTICE OF MEETING

In accordance with P.L. 1975 Chapter 231, notice of tonight's meeting was mailed to The Record and The Ridgewood News on January 9, 2024. Notice of this meeting was also mailed to the Borough Clerk and was posted on the bulletin board of the Board of Education Office in the Administration Building on the same date.

MISSION STATEMENT

The Glen Rock School District founded on principles of education, in partnership with a supportive community, provides an exceptional education to all students to cultivate resilient, responsible and engaged global citizens.

STATEMENT TO THE PUBLIC

Often times it may appear to members of our audience that the Board of Education takes action with very little comment and in many cases by unanimous vote. Before a matter is placed on the agenda at a public meeting, the administration has thoroughly reviewed the matter with the Superintendent of Schools. If the Superintendent of Schools is satisfied and Board of Education President concurs that the matter is ready to be presented to the Board of Education, it is then placed on the agenda at the next Board of Education meeting. The members of the Board work with the administration and the Superintendent of Schools to assure that they fully understand the matter. After the Committee of the Whole approves the matter, it is placed on the agenda for action at a public meeting. In rare instances, matters are presented to the Board of Education for discussion at the same meeting that final action may be taken.

STUDENT COUNCIL REPRESENTATIVE’S REPORT

- Shriya Kantharia – Student Council Representative

2024-25 PUBLIC BUDGET HEARING

Motion to open the Public Hearing.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

- Presenters: Dr. Brett Charleston, Superintendent
Mr. James Canellas, Business Administrator/Board Secretary

PUBLIC COMMENTS - PUBLIC BUDGET HEARING ONLY

Meeting opened to public comments at _____ PM.

Meeting closed to public comments at _____ PM.

Motion to close the Public Hearing.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

BUDGET RESOLUTIONS

Motion to approve Resolutions B1 through B2 as listed below.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

B1. Whereas, the Glen Rock Board of Education adopted a tentative budget on March 18, 2024, and submitted it to the Executive County Superintendent of Schools for approval; and

Whereas, the tentative budget was approved by the Executive County Superintendent of Schools on March 28, 2024; and

Whereas, the tentative budget was advertised in the legal section of The Record and Herald News on April 14, 2024; and

Whereas, the final budget was presented to the public during a public hearing held in the Glen Rock High School/Middle School Cafeteria, 400 Hamilton Avenue, Glen Rock, NJ, on April 29, 2024.

Glen Rock Board of Education

		General Fund	Special Revenue	Debt Service	TOTAL
2024-2025 Total Expenditures		\$59,103,231	\$798,734	\$4,310,063	\$64,212,028
Less: Anticipated Revenues		\$6,169,890	\$798,734	\$1,652,433	\$8,621,057
Taxes to be Raised		\$52,933,341	\$0	\$2,657,630	\$55,590,971

Be it resolved that the Board of Education includes in the final budget an appropriation of surplus in the amount of \$1,521,184.00.

Be it resolved that the Glen Rock Board of Education includes in the proposed budget the adjustment for banked cap in accordance with N.J.A.C. 6A:23A-10.1(b). The district has fully exhausted all eligible statutory spending authority and must increase the base budget in the amount of \$453,500.00 for the purpose of funding operations. The district intends to complete said purposes by June 2025.

Be it resolved that the Glen Rock Board of Education includes in the final budget the adjustment for increased costs of health benefits in the amount of \$264,600.00. The additional funds will be used to pay for the additional increases in health benefit premiums.

Be it resolved that included in the general fund appropriations is \$373,720.00 for deposit into the Board of Education’s approved Capital Reserve Account for future funding of capital projects and represents expenditures for construction elements or projects that are in addition to the facilities efficiency standards necessary to achieve the New Jersey Student Learning Standards.

Be it resolved that included in the general fund appropriations is \$100,000.00 for deposit into the Board of Education’s approved Maintenance Reserve Account for future funding of maintenance activities for a school facility as reported in the Comprehensive maintenance plan (CMP).

- B2.** Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

Be it resolved that the Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$152,750.00 for SY2024-2025. The maximum travel expenditure amount for SY2023-2024 is \$164,050.00, of which, \$39,520.00 has been spent and \$18,453.00 is encumbered as of February 1, 2024.

Be it resolved, The Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and,

N.J.A.C. 6A:23A Subchapter 7 requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

A board of education may establish, for regular district business travel only, an annual school year threshold of \$150.00 per staff member or district board of education member where prior Board approval shall not be required unless this annual threshold for a staff member is exceeded in a given school year (July 1 through June 30); and

Travel and related expenses not in compliance with N.J.A.C. 6A:23A Subchapter 7 but deemed by the board of education to be necessary and unavoidable as noted on the approved Board of Education Request for Attendance at Conference / Meeting / Workshop Form;

Now therefore be it resolved, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23A Subchapter 7 as being necessary and unavoidable as noted on the approved Board of Education Request for Attendance at Conference / Meeting / Workshop Form; and

Be it further resolved, the Board of Education includes in the tentative budget travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A Subchapter 7, to a maximum expenditure of \$152,750.00 for all staff and board members for SY2024-2025.

The School Business Administrator/Board Secretary shall track and record these costs to ensure that the maximum amount is not exceeded.

CHIEF SCHOOL ADMINISTRATOR'S REPORT

PUBLIC COMMENTS AGENDA ITEMS ONLY

The rules for public input at board meetings are contained in Glen Rock Policy 0167 - copies are available at each meeting.

Meeting opened to public comments at _____ PM.

Meeting closed to public comments at _____ PM.

GENERAL RESOLUTIONS

Motion to approve Resolutions G1 through G12 as listed below.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

- G1.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary, approves the Minutes from the Regular and Closed Board meeting of March 18, 2024 and the Minutes from the Committee of the Whole and Closed Board meeting of April 8, 2024.
- G2.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the revised 2023-2024 school year calendar. (Attached as Appendix A)
- G3.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following new AP Precalculus, Precalculus and training resources for the 2024/2025 school year to be charged to the 2024/2025 year budget account number 11.190.100.640.000.220.235.000.

Title	Publisher	Cost Per Item	# of Copies
Precalculus 7e SE+=MyMathLab	Blitzer	\$238.47	50
Precalculus 7e Learning Guide	Blitzer	\$12.97	5
PRECALCULUS	Blitzer	\$148.47	5
My Math Lab for School Digital Delivery	Pearson	\$127.47	65
Precalculus:Graphical,Numerical, Algebraic, Student Edition	Demana	\$238.47	50
AP Precalculus Test Prep Workbook For Precalculus:Graphical, Numerical, Algebraic	Demana	\$14.97	50
Precalculus: Graphical, Numerical, Algebraic, Annotated Teacher Edition	Demana	\$148.47	3

- G4.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves Speech and Hearing Associates to provide speech and hearing evaluation services during the 2023-2024 school year, on an as needed basis, at a rate of \$700.00 per evaluation as requested by the Director of Special Services.
- G5.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves up to \$15,000.00 to be charged to account number 11.000.216.320.30.16.431 for the occupational therapy services provided by Vivian Pittman. *Previously approved on 6/26/23
- G6.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves an additional \$34,500.00 to be charged to account number 11.000.216.320.30.16.432 for the speech services provided by Solomon Therapeutics. *Previously approved on 6/26/23
- G7.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the request from the parents of student ID #215273 to enroll, as a non-resident tuition student in the Glen Rock High School from May 2023 through June 20, 2024, in accordance with all of the terms and provisions of GRBOE Policy and Regulation 5111 Eligibility of Resident/Nonresident Students, totaling \$24,367.40.

- G8.** Whereas, Dr. Rachel Gwertzman of Scotch Plains, New Jersey has the expertise and experience to provide professional services to the Glen Rock Board of Education;

Be it resolved that the Board, upon recommendation of the Chief School Administrator, appoints Dr. Rachel Gwertzman of Scotch Plains, New Jersey as the School Physician for the School District at a fee of \$10,000.00 for the period of July 1, 2024 to June 30, 2025. (Attached as Appendix B)

- G9.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, abolishes the following positions effective June 30, 2024:

- Art Teacher - Part time
- District/BOE Webmaster
- BOE Communication/Social Media Specialist
- Supervisor of STEM/STEEM (K-12)

- G10.** Be it resolved that the Board, upon recommendation of the Chief School Administrator approves the acceptance of the following donations:

Item/Purpose	To	From	Cash Value
Book donation in memory of Patricia Beggs	Coleman Library	Dawn Cappadona	\$250.00
Fund The Students for Service Leadership Conference	Fund Student	MS/HS HSA	\$1,000.00
Batting Cage	HS Baseball	Glen Rock Little League	\$13,000.00

- G11.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following field trips for students which will occur at no district expense, except for the cost of substitute teachers and overnight stipends, if any for the chaperones accompanying the students:

Club/Class/Grade	School	Teacher(s)	Location
Grade 5	Coleman	S. Gavin, C. Mercer, V. Iseman	Veolia Water Treatment Plan Haworth, NJ
Class of 2024	High School	R. Forstot, M. Davitt	The Legacy Castle for Senior Prom Pompton Plains, NJ
Class of 2025	High School	A. Getch, R. Stadlin	Maritime Park for Senior Prom Jersey City, NJ
Business Classes	High School	D. Hida, U. Kearns	RGP PR Firm New York, NY
Grades 9-12	High School	K. Holmgren*, M. Della Fortuna	Beijing Academy Beijing, China

AP Environmental Class & AP Human Geography Class	High School	K. Walter*, H. McDermott*	Veolia Water Treatment Plan Haworth, NJ
No Place for Hate Steering Committee	High School/ Middle School	R. Forstot*, M. Siegel*, C. Vulcano, E. Morelli, M. Giurlando	NYU Skirball Center New York, NY
Girl Up Club	High School	K. Schamber*	Music Box Theatre New York, NY
DECA Club	High School	S. Rowan*	Disneyland, Disney California Adventure and Angel Stadium** Anaheim, CA
Asian Club	High School/ Middle School	M. Rausch*, J. Qiao-McComas, J. Frances, C. Lu, S. Alswang	Snug Harbor Cultural Center and Botanical Garden Staten Island, NY
Grade 6	Middle School	L. Slattery, A. Mennella, A. Felten, M. Lemieux, J. Rolfe, K. Heinemann, L. Callegari, M. Rausch, M. McGarry, D. Egan, A. Shandra, L. Seitz, C. Gibney, K. Higgins, F. Klump, A. Carullo, A. Dray, J. Nunez	Paterson Great Falls Park and NJ Jackals Baseball Game Paterson, NJ

*** Substitute Required**

****Retroactively Approve**

G12. Be it resolved that the Board, upon recommendation of the Chief School Administrator, memorializes the completion of school bus emergency evacuation drills for the 2023-2024 school year.

School Name	Location	Date	Time	Supervised by
High School/Middle School	400 Hamilton Avenue	04/10/2024 04/21/2024	All day	Robert McCorry
Byrd School	640 Doremus Avenue	04/09/2024	2:00 PM	Robert McCorry
Central School	600 S. Maple Avenue	04/09/2024	12:45 PM	Robert McCorry
Coleman School	100 Pinelynn Road	04/09/2024	10:15 AM	Robert McCorry
Hamilton School	380 Harristown Road	04/09/2024	9:00 AM	Robert McCorry

BUSINESS RESOLUTIONS

Motion to approve Resolutions B3 through B12 as listed below.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

- B3.** Be it resolved that the Board, upon recommendation of the School Business Administrator/ Board Secretary, approves the adoption of the monthly certification(s) of Major Budgetary Account and Fund status as follows:

Whereas, the Board of Education has accepted and reviewed financial reports for the period ending March 31, 2024, including the Report of the Secretary;

Whereas, the Board has received and reviewed financial reports issued by the School Business Administrator/Board Secretary; (Attached as Appendix C)

Whereas, the Board has had consultations with the appropriate school administrators;

Resolved that members of the Board of Education do hereby certify that to the best of our knowledge, no major accounts appears to be overextended in violations of N.J.A.C 6A:23-2.11(c) 4 and that sufficient funds are available to meet the district board of education’s financial obligations for the remainder of the year.

- B4.** Be it resolved that the Board upon recommendation of the School Business Administrator/Board Secretary retroactively approves the transfer of funds/budget adjustments for the month ending March 2024 in the amount of \$11,115,600.58. (Attached as Appendix D)

- B5.** Be it resolved that the Board, upon recommendation of the School Business Administrator/Board Secretary retroactively approves the bills list dated March 2024 as follows:

Fund 10- General Fund	\$ 2,273,205.15
Fund 20 – Special Revenue	\$ 58,961.48
Fund 30 – Capital Projects	\$ 378,403.93
Fund 40 – Debt Service	\$ 571,675.00

Fund 60 - Cafeteria Account	\$ 48,888.18
Fund 65 – Community School Account	\$ 20,602.58
Unemployment Trust Account	\$ 0
March 2024, Payroll	\$ 3,169,693.74

- B6.** 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, the Monmouth-Ocean Educational Services Commission (MOESC), hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services;

Whereas, on April 29, 2024 the governing body of the Glen Rock Board of Education, County of Bergen, State of New Jersey, pursuant to N.J.A.C 5:34-7.6 (a), duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services;

Now, therefore be it resolved as follows:

This resolution shall be known and may be cited as the Cooperative Pricing Resolution of the Monmouth-Ocean Educational Services Commission (MOESC),

Pursuant to the provisions of N.J.S.A. 40A:11-11(5) and N.J.A.C 5:34-7.6 (a), the School Business Administrator is hereby authorized to enter into a Cooperative Pricing Agreement with Monmouth-Ocean Educational Services Commission (MOESC), the Lead Agency.

The Lead Agency shall comply with the Public School Contracts Law (N.J.S.A. 18A:18A-1 et seq.) and all other provisions of the revised statutes of the State of New Jersey.

This resolution shall take effect immediately upon passage.

- B7.** Be it resolved by the Glen Rock Board of Education that the Board, upon recommendation of the School Business Administrator, authorizes the procurement of goods and services through the Hunterdon County Educational Services Commission;

Whereas, Title 18A:18A-10 provides that the Glen Rock Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

Whereas, the Glen Rock School District has the need, on a timely basis, to procure goods and services utilizing state contracts, and

Whereas, the Glen Rock Board of Education desires to authorize its purchasing agent to make any and all purchases necessary to meet the needs of the school district throughout the school year.

Now therefore be it resolved, that the Glen Rock Board of Education, does hereby authorize the district purchasing agent to award a contract to JCT Solutions for upgrading Extreme Wireless at the Middle School/High School (#HCESC-Tech-R22-02) in the amount of \$141,912.50.

- B8.** Be it resolved by the Glen Rock Board of Education that the Board, upon recommendation of the School Business Administrator, authorizes the procurement of goods and services through the Hunterdon County Educational Services Commission;

Whereas, Title 18A:18A-10 provides that the Glen Rock Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

Whereas, the Glen Rock School District has the need, on a timely basis, to procure goods and services utilizing state contracts, and

Whereas, the Glen Rock Board of Education desires to authorize its purchasing agent to make any and all purchases necessary to meet the needs of the school district throughout the school year.

Now therefore be it resolved, that the Glen Rock Board of Education, does hereby authorize the district purchasing agent to award a contract to JCT Solutions for upgrading Extreme Switches at the Middle School/High School (#HCESC-Tech-R22-02) in the amount of \$117,046.00.

- B9.** Be it resolved that the Board upon recommendation of the School Business Administrator/Board Secretary, approves the withdrawal from the Capital Reserve to fund the Elementary sink, cabinet and countertop projects in the amount of \$14,669.00 (in addition to previous Capital Reserve withdrawal approved on February 26, 2024, motion B8).
- B10.** Be it resolved by the Glen Rock Board of Education that the Board, upon recommendation of the School Business Administrator, authorizes the procurement of goods and services through Educational Services Commission of New Jersey;

Whereas, Title 18A:18A-10 provides that the Glen Rock Board of Education without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property, and

Whereas, the Glen Rock School District has the need, on a timely basis, to procure goods and services utilizing state contracts, and

Whereas, the Glen Rock Board of Education desires to authorize its purchasing agent to make any and all purchases necessary to meet the needs of the school district throughout the school year.

Now therefore be it resolved, that the Glen Rock Board of Education, does hereby authorize the district purchasing agent to award a contract to Murray Paving and Concrete, LLC for the Elementary Schools sink, cabinet and countertop projects (#ESCNJ 65MCESCCPS) in the total amount of \$209,669.08.

- B11.** Whereas, the Glen Rock Borough Board of Education (the "Board" or "District") desires to award a contract to a vendor to provide Food Service Management Services ("FSMC") for the period beginning at the signing of the relevant contract documents beginning July 1, 2024 through June 30, 2025 with up to four (4) one-year renewal options; and

Whereas, the Board utilized competitive contracting pursuant to N.J.S.A. 18A:18A-4.1 et seq. and received competitive contract proposals for the FSMC on April 2, 2024; and

Whereas, a committee evaluated the proposals pursuant to the criteria set forth in the project specifications and prepared a report in accordance with N.J.S.A. 18A:18A-4.5(d) and N.J.A.C. 5:34-4.5, which was made available to the public at least 48 hours prior to this award; and

Whereas, the committee has concluded that the proposal submitted by The Pomptonian Inc., is most advantageous, price and other factors considered, and is responsive in all material respects, and it is the Board's desire to award the Agreement for the FSMC to The Pomptonian Inc., 155 Passaic Avenue, Fairfield, NJ 07004. Pomptonian has submitted a management fee of \$.0928 per dollar of sales (.74% increase over 2023/24) and a guaranteed \$0 cost of operation for the 2024/25 school year.

Now, therefore, be it resolved the Board Secretary is hereby authorized to execute such agreement and any other documents necessary to effect the terms of this Resolution.
(Attached as Appendix E)

- B12.** Be it resolved that the Board, upon recommendation of the School Business Administrator, approves the Contract renewal of Delta Dental plan for the 2024/25 (3% increase over 2023/24) and 2025/26 (0% increase over 2024/25) school years. The Board further authorizes the Business Administrator/Board Secretary to execute an amendment to the agreement.

PERSONNEL RESOLUTIONS

Motion to approve Resolutions P1 through P25 as listed below.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

For items P5, P8, P9, P12-16 and P19 listed below, compensation based on the current negotiated agreement and subject to adjustment pending completion of GREA negotiations for the 2024/2025 school year.

- P1.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, accepts with regret, the resignation of the following staff member for personal reasons, in accordance with the provisions of the GRBOE/GRAA negotiated agreement:

Name	Position	Effective Date
Christine Iaccheo (Bacolas)	Assistant Principal High School	06/30/2024

- P2.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, accepts with regret, the resignation of the following staff members for retirement reasons, in accordance with the provisions of the GRBOE/GREA negotiated agreement:

Name	Position	Effective Date
Eileen Kellerman	Administrative Assistant Middle School	07/01/2024

Mary Wolos	Administrative Assistant High School	07/01/2024
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- P3.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, accepts with regret, the resignation of the following staff members for personal reasons, in accordance with the provisions of the GRBOE/GREA negotiated agreement:

Name	Position	Effective Date
Fredy Arevalo	Science Teacher Middle School	06/30/2024
Anna Parke	School Nurse Central School	06/30/2024
Jie Qiao-McComas	Mandarin Chinese Teacher Middle/High School	06/30/2024

- P4.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following interim certificated staff member for the dates listed below:

Name	School	Position	Start Date & End Date	Daily Rate	Account Number
Elizabeth Crocker	High School	School Counselor	05/29/2024* - 06/28/2024	\$250.	11.000.218.104.050.218.604.000

***On or about**

- P5.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the initial tenure track appointment of the following certificated staff members for the 2024-2025 school year, pending completion of all required paperwork:

Name	School/ Department	Position	Start Date	Step (Salary)	Account Number
Gabriela Brown	Special Services	School Psychologist	08/28/2024	\$88,719. MA+45/Step 13 +\$1,592. Doctorate	11.000.219.104.000.219.604.000

Jaclynn Geitz	Special Services	Speech Language Specialist	08/28/2024	\$83,644. MA+45/Step 11	11.000.216.101.000.315.637.000
Jason Gerstenfeld	High School	Computer Science/ Mathematics Teacher	08/28/2024	\$69,474. MA/Step 9	11.140.100.101.050.502.604.000

P6. Whereas, the Glen Rock Board of Education (hereinafter referred to as the Board") is desirous of continuing the employment of Gregory Van Nest (hereinafter referred to as "Van Nest") as Assistant Superintendent of Innovations and Operations for the Glen Rock Public School District; and

Whereas, Van Nest is desirous of accepting employment as the Assistant Superintendent of Innovations and Operations for the Glen Rock Public School District; and

Whereas, the parties are desirous of memorializing the terms and conditions of their agreement;

Now therefore, be it resolved that the Board hereby ratifies and reaffirms the appointment of Van Nest as the Assistant Superintendent of Innovations and Operations for the period beginning July 1, 2024 until June 30, 2025 at an annual base salary of \$189,522. in addition to other compensation as set forth in his employment agreement; and

Be it further resolved that the Executive County Superintendent has reviewed and approved said employment agreement and the Board hereby authorizes the Board President to execute, on behalf of the Board, the employment agreement by and between the Board and Van Nest. (Attached as Appendix F)

P7. Whereas, the Glen Rock Board of Education (hereinafter referred to as the "Board") is desirous of continuing the employment of James Canellas (hereinafter referred to as "Canellas") as School Business Administrator/Board Secretary for the Glen Rock Public School District; and

Whereas, Canellas is desirous of accepting employment as the School Business Administrator/Board Secretary for the Glen Rock Public School District; and

Whereas, the parties are desirous of memorializing the terms and conditions of their agreement;

Now therefore, be it resolved that the Board hereby ratifies and reaffirms the appointment of Canellas as the School Business Administrator/Board

Secretary for the period beginning July 1, 2024 until June 30, 2025 at an annual base salary of \$183,874. in addition to other compensation as set forth in his employment agreement; and

Be it further resolved that the Executive County Superintendent has reviewed and approved said employment agreement and the Board hereby authorizes the Board President to execute, on behalf of the Board, the employment agreement by and between the Board and Canellas. (Attached as Appendix G)

- P8.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-tenured certificated staff members for the 2024-2025 school year. (Attached as Appendix H-1)
- P9.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of tenured certificated staff members for the 2024-2025 school year. (Attached as Appendix H-2)
- P10.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-tenured administrators for the 2024-2025 school year. (Attached as Appendix H-3)
- P11.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of tenured administrators for the 2024-2025 school year. (Attached as Appendix H-4)
- P12.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-tenured administrative assistants for the 2024-2025 school year. (Attached as Appendix H-5)
- P13.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of tenured administrative assistants for the 2024-2025 school year. (Attached as Appendix H-6)
- P14.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-tenured buildings and grounds staff for the 2024-2025 school year. (Attached as Appendix H-7)
- P15.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of tenured buildings and grounds staff for the 2024-2025 school year. (Attached as Appendix H-8)
- P16.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of employees in non-tenurable positions for the 2024-2025 school year. (Attached as Appendix H-9)

- P17.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-affiliated administrators for the 2024-2025 school year. (Attached as Appendix H-10)
- P18.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the reappointment of non-affiliated staff members for the 2024-2025 school year. (Attached as Appendix H-11)
- P19.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the appointment of the following extra-compensation high school coaching positions, for the Summer/Fall Season of the 2024-2025 school year, pending completion of all required paperwork:

Name	Coaching Position	Stipend	Account Number
Kyle McCourt	Head Football	\$11,700.	11.402.100.100.20.30.064
Steven Kopelman	Head Girls Soccer	\$9,123.	11.402.100.100.20.30.065
Matthew Markman	Head Girls Tennis	\$7,101.	11.402.100.100.20.30.067
Alexa Nie	Head Volleyball	\$7,101.	11.402.100.100.20.30.059

- P20.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the additional instructional assignment of one extra class (i.e., overage) at 12.5% of the employee’s base salary for the duration of the assignment for the following Middle/High School faculty members:

Name	Subject	Duration
Deborah Cella	Art	04/23/2024 - TBD
Jenna Cozzarelli	Art	04/23/2024 - TBD
Scott Kupka	Art	04/23/2024 - TBD
Nicole Rusin	Art	04/23/2024 - TBD
Mara Siegel	Art	04/23/2024 - TBD

- P21.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, retroactively approves the appointment of the following bus driver to provide transportation for after school athletic runs, on an as needed basis, at the rate listed below for the 2023-2024 school year:

Name	Per Event	Account Number
Gregory Bogert	\$200.	11.000.270.162.32.00.213

- P22.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves employment of the following personnel as summer maintenance workers through August 31, 2024:

Name	Hourly Rate	Not to Exceed	Account Number
Anthony Cece	\$17.	\$6,545.	11.000.262.100.000.260.634.001
Troy Frey	\$17.	\$6,545.	11.000.262.100.000.260.634.001
Brian Sullivan	\$17.	\$6,545.	11.000.262.100.000.260.634.001

- P23.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves a leave of absence for Coleman School Employee ID #047228, as follows:

Type of Absence	From	To
Medical Leave of Absence	08/28/2024	09/17/2024
FMLA and/or NJ FLA	09/18/2024	12/17/2024

- P24.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following Glen Rock Community School 2023-2024 10-month non-tenured appointment:

Name	Position	Hourly Rate	Start Date	Account Number
Eden Hamlin	After Care High School Assistant	\$15.13	04/30/2024	65.430.100.101.34.52.123

- P25.** Be it resolved that the Board, upon recommendation of the Chief School Administrator, approves the following Travel and Conferences for professional development and training purposes as specified below:

Attendee	School/ Department	Program	Location	Date	Cost	Account Number
G. Van Nest**	District	ASCD Conference	Washington, DC	03/21/2024-03/25/2024	\$208.86	11.000.230.580.31.00.001

J. Cozzarelli	High School	Frontline Arts - Paper Marbling Experience	Branchburg, NJ	05/11/2024	\$135.	11.000.223.580.20.01.251
S. Rowan*	High School	NJ North - DECA End of Year Meeting	Wayne, NJ	05/15/2024	\$6.29	11.401.100.580.02.20.251
V. Ehrmann*	Hamilton	Empowering Students with the Engaging Tools of Grammar	Paramus, NJ	05/21/2024	\$300.	11.000.230.580.13.00.000
A. Mutch*	Hamilton	Empowering Students with the Engaging Tools of Grammar	Paramus, NJ	05/21/2024	\$300.	11.000.230.580.13.00.000
R. Tell	District	Empowering Students with the Engaging Tools of Grammar	Paramus, NJ	05/21/2024	\$308.46	11.000.221.580.31.27.251
K. Holmgren* M. Della Fortuna	Byrd/ District	Beijing Academy	Beijing, China	06/06/2024- 06/15/2024	\$3,000.	11.000.223.580.10.00.000 11.000.223.580.31.00.002
E. Calvez	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
S. Carosella	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
E. Carr	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
D. Corey	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
E. Hayward	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
D. Robinson	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
S. Rundell	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
S. Scarpelli	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
K. Stephenson	Board Member	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.585.05.40.132
B. Charleston	Superintendent	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,051.50	11.000.230.580.05.00.000
G. Van Nest	Assistant Superintendent	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,058.50	11.000.230.580.05.00.001
J. Canellas	Business Administrator	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,061.50	11.000.251.580.05.00.000
R. Santos	District	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,061.50	11.000.252.580.35.00.000
L. Babin	District	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,055.50	11.000.230.580.05.00.002
J. MacKay	Special Services	NJSBA Workshop	Atlantic City, NJ	10/21/2024- 10/24/2024	\$1,061.50	11.000.240.580.30.16.253

- * Substitute Required
- ** Retroactively Approve

NOTE: Conference/Workshop reimbursements are estimated costs. Actual reimbursements to be made in accord with Board Policy, N.J.S.A. 18A:11-12 and the State’s regulations regarding travel covered under Circular Letter 08-13-OMB and any subsequent Circular Letters which may be issued by the State Office of Management and Budget. The costs for applicable substitute teachers will be in addition to travel costs.

VANDALISM/SUSPENSION/HIB REPORTS -

Disciplinary Action			# of Students	Grade(s)	Infraction
In-School Suspension	Out-of-School Suspension	Other			
X			1	6	Fighting
	X		2	7	Fighting
	X		1	7	Disrespectful to Teacher
X			1	9	Disrespectful to another student
X			1	10	Possession of controlled substance
X			1	12	Reckless driving
X			1	12	Excessive tardiness to school

PUBLIC COMMENTS

Meeting opened to public comments at _____ PM.

Meeting closed to public comments at _____ PM.

OLD BUSINESS

NEW BUSINESS

➤ Next Meeting Date: May 6, 2024

RECESS TO CLOSED SESSION:

Motion to approve the following resolution:

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

BE IT RESOLVED BY THE GLEN ROCK BOARD OF EDUCATION that

WHEREAS, The Board of Education of Glen Rock must discuss personnel and legal matters which includes, a student matter and an HIB matter; and

WHEREAS, The aforesaid subjects are not appropriate subjects to be discussed in a public meeting; and

WHEREAS, The aforesaid subjects to be discussed are within the exemptions which are permitted to be discussed and acted upon in private session pursuant to P.L. 1975 Chapter 231; it is therefore,

RESOLVED, That the aforesaid subjects shall be discussed in private session by this Board at the conclusion of the public segment of this meeting, and information pertaining thereto will be made available to the public at the next regularly scheduled meeting, or as soon thereafter as possible but no later than June 24, 2024, if reasons for non-disclosure no longer exist. ***No action will be taken.***

ADJOURNMENT

Motion to adjourn the Regular Public Meeting of April 29, 2024 at _____ PM.

	Motion	Second	Yes	No	Abstain
Ms. Calvez					
Ms. Carosella					
Ms. Carr					
Mr. Corey					
Mr. Hayward					
Ms. Scarpelli					
Ms. Stephenson					
Ms. Rundell					
Dr. Robinson					

APPENDIX

A

Glen Rock School District Calendar

2023-2024

July 2023				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

August 2023				
M	T	W	T	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

September 2023				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

October 2023				
M	T	W	T	F
2	3	4	5	6
9				
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

November 2023				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	

December 2023				
M	T	W	T	F
				1
4	5	*6*	*7*	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

half-day elementary schools only

January 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

February 2024				
M	T	W	T	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	

March 2024				
M	T	W	T	F
				1
4	5	6	7	8
11				
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

April 2024				
M	T	W	T	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

May 2024				
M	T	W	T	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

June 2024				
M	T	W	T	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

Holiday – District Closed		Schools & Offices Closed	
New Teacher Orientation		Certificated Staff Return - Professional Day	
Professional Day		Early Dismissal for Students	
Students Return		Last Day for Certificated Staff	

Month	Student Days	Certificated Staff Days	Month	Student Days	Certificated Staff Days
August 2023	0	0	February 2024	18	18
September 2023	16	18	March 2024	16	16
October 2023	22	22	April 2024	21	21
November 2023	17	17	May 2024	21	21
December 2023	16	16	June 2024	14	15
January 2024	21	21	Totals	182	185

July 4	Independence Day (District Closed)
August 28	Administrators' Training
August 29-31	New Teacher Orientation
September 4	Labor Day Holiday (District Closed)
September 5	All Certificated Staff Return (Professional Day)
September 6	Professional Day
September 7	Students Return
September 25	Yom Kippur (Schools and Offices Closed)
October 9	Early Dismissal for Students (Professional Afternoon for Staff)
November 7	Election Day (Schools and Offices Closed)
November 9-10	NJEA Convention (Schools and Offices Closed)
November 22	Early Dismissal for Students and Staff
November 23 & 24	Thanksgiving Holiday (District Closed)
December 6 & 7	Early Dismissal for Elementary Students Only - Parent/Teacher Conferences
December 22	Early Dismissal for Students and Staff
December 25	Christmas (District Closed)
December 26-29	Winter Break (Schools and Offices Closed)
January 1	New Year's Day Holiday (District Closed)
January 15	Martin Luther King Jr. Day Holiday (District Closed)
February 13	Snow Day (Schools and Offices Closed)
February 19	Presidents' Day Holiday (District Closed)
February 20	Presidents' Day Recess (Schools and Offices Closed)
March 11	Early Dismissal for Students (Professional Afternoon for Staff)
March 25-28	Spring Break (Schools and Offices Closed)
March 29	Good Friday Holiday (District Closed)
April 1	Unused Emergency Closing Day (Schools and Offices Closed)
May 24	Unused Emergency Closing Day (Schools and Offices Closed)
May 27	Memorial Day Holiday (District Closed)
June 20	Early Dismissal, Last Day for Students
June 21	Last Day for Certificated Staff

Board of Education Approved April 29, 2024 - Revised.

The Board of Education reserves the right to change this calendar as needed.

APPENDIX

B

AGREEMENT

between the

GLEN ROCK BOARD OF EDUCATION

and

RACHEL GWERTZMAN, M.D.

July 1, 2024

to

JUNE 30, 2025

AGREEMENT

This AGREEMENT is made this _____ day of _____, 2024, by and between the Glen Rock Board of Education (hereinafter referred to as "Board"), which has offices located at 620 Harristown Road, Glen Rock, New Jersey 07452, Rachel Gwertzman, M.D. (hereinafter referred to as "School Physician"), whose address is 1582 Ramapo Way, Scotch Plains, NJ 07076.

WITNESSETH:

WHEREAS, N.J.S.A. 18A:40-1 and N.J.A.C. 6A:16-2.3 require that every school district in the State of New Jersey employ a school physician;

WHEREAS, the Board desires to retain the services of Rachel Gwertzman M.D., as the school physician for the Glen Rock School District (hereinafter referred to as "District");

WHEREAS, Rachel Gwertzman, M.D., is currently licensed by the New Jersey Board of Medical Examiners in medicine and desires to render the professional services of a school physician to the District as provided in this Agreement; and

WHEREAS, the parties are desirous of memorializing the terms of their agreement;

NOW, THEREFORE, based upon the foregoing premises and mutual promises and covenants contained herein, the parties agree to be bound by the following terms and conditions:

I. AGREEMENT TERM

Services are to be provided at the request of the Board from July 1, 2024 through June 30, 2025, or until terminated pursuant to Section VII of this Agreement.

II. QUALIFICATIONS OF THE SCHOOL PHYSICIAN

The School Physician represents that she possesses the following qualifications:

A. A current and valid license issued by the New Jersey Board of Medical Examiners which authorizes her to practice medicine and surgery in New Jersey. In the event that said license is revoked, terminated, or otherwise impaired or, in the event that the School Physician receives notice of such impending action, the School Physician will immediately notify the Board of said event.

B. Training and experience which includes child and adolescent health and development.

C. Completion of Student Athlete Cardiac Screening professional development in accordance with N.J.S.A. 18A:40-41d and confirmation that she has read the pamphlet developed pursuant to N.J.S.A. 18A:40-41.

D. Broad knowledge of current statutes and regulations governing school health services.

E. Experience in the delivery of medical services.

F. Strong interpersonal and communication skills.

G. The School Physician represents that she has never been denied privileges in any hospital and her license has never been revoked, terminated, or otherwise impaired.

III. PERFORMANCE RESPONSIBILITIES

The School Physician will work cooperatively with the Board, the administration and staff and agrees to personally perform all responsibilities and duties established and requested by the Board and Superintendent of Schools or her designee, which shall include but is not limited to:

A. Consultation in the development and implementation of District policies, regulations, procedures and mechanisms related to health, safety and medical emergencies for students and employees pursuant to N.J.A.C. 6A:16-2.1(a);

B. Consultation to District medical staff regarding the delivery of school health services, which includes the administration of medication, tuberculin testing and other special health care needs of technology supported and medically fragile children, including those covered by 20 U.S.C.A. §§ 1400 et seq., Individuals with Disabilities Education Act;

C. Consultation to the Board, District administrators and staff on all medical matters, including emergencies involving students and employees, as needed;

D. Determine the employee's physical and mental fitness to perform the duties of his/her position, to detect any health risks to students and staff when requested by the Board and/or Superintendent of Schools, and provide Hepatitis B vaccinations for employees who are determined by the Superintendent of Schools, after consulting with the school nurse, to need vaccinations due to their potential exposure to body fluids;

E. Physical examinations conducted in the School Physician's office or other comparably equipped facility for students who do not have a medical home or whose parent(s) or legal guardian(s) have identified the school as the medical home for the purpose of:

1. Determining medical eligibility to participate in any health, safety and physical education course, program or activity, and all interscholastic sports and intramural sports and activities made available to students by the Board;

2. Determining whether any student is suffering from any physical defect, whether they have contracted a contagious disease, whether they evidence departure from normal health, and whether their presences in school is detrimental to the health of other students;

3. Conducting a scoliosis assessment of students who have been identified by the school nurse as needing such an assessment; and

4. Providing a statement of the physical fitness for students requiring work papers.

5. Ensuring availability to review sports physicals in a timely manner.

F. Review reports from other licensed physicians regarding student eligibility, conduct student-athlete cardiac screening and attest to having completed the professional development module in accordance with N.J.S.A. 18A:40-41d; and provide parents or legal guardian with written notification of approval or disapproval of the student's participation in athletics based upon the medical report. The results of each examination shall be recorded upon a form recommended by the Commissioner of Education;

G. Direct the professional duties of other medical staff;

H. Direct and supervise the conduct of physical examination of students and employees;

I. Direct, supervise and provide assistance to the certified school nurse(s), noncertified nurse or health aide(s) in the conducting of or assistance with health

screenings of students and staff as well as the delivery of school health services;

J. Written standing orders regarding school health protocols, including the use of prescription and nonprescription medications, shall be reviewed and reissued before the beginning of each school year;

K. Establishment of standards of care for emergency situations and medically-related care involving students and school staff;

L. Review, as needed, reports and orders from a student's medical home regarding pupil health concerns;

M. Authorization of tuberculin testing for conditions outlined in N.J.A.C. 6A:16-2.2(c);

N. Review, approve, or detail reasons for denial of the determination by a student's physician's determination of the anticipated confinement and resulting need for a student's home instruction;

O. Consultation with the District certified school nurse(s) to obtain input for the development of the school Nursing Services Plan pursuant to N.J.A.C. 6A:16-2.1;

P. When necessary, examine students suspected of abuse of controlled dangerous substances, including anabolic steroids;

Q. Assist the District in rendering a decision on issues pertaining to classified and Section 504 students;

R. Participate in case conferences with the child study team and Section 504 coordinator, as requested;

S. Consultation with other medical staff to maintain health records and reports in accordance with federal, state, and local statutes and regulations, as well as Board Policies and Regulations;

T. Consultation with District staff members, including but not limited to members of the Special Services Department, to determine supports already in place before reviewing and approving, or detailing reasons for denial of a physician's determination for any student accommodations or resources, with the standard being that they are medically necessary and contacting the other physician for clarification if need be;

U. Consultation with District staff members to determine supports already in place before reviewing and approving, or detailing reasons for denial of a physician's determination for any staff member accommodations or resources, with the standard being that they are medically necessary, and contacting the other physician for clarification if need be;

V. Review, as needed, reports and orders from private physicians regarding student health concerns, including but

not limited to, Do Not Resuscitate (DNR) orders and, upon consultation with Board attorney, advise appropriate staff members as necessary;

W. Advise the Board, the administration and staff on issues relating to the promotion of health, the prevention of disease and the detection of communicable diseases;

X. Serve as district liaison to the state and local departments of health and community health agencies;

Y. Assist the District in complying with the rules and regulations of the State Department of Health and the State Department of Education which relate to the sanitation of public buildings and grounds and the prevention and control of communicable disease;

Z. Plan and administer a communicable disease control program and report incidents of disease as required by law;

AA. Provide and maintain health records and reports in accordance with federal, state and local statutes and regulations, as well as Board Policies and Regulations;

BB. Participate in the development of a comprehensive school health program and services and the planning and implementation of in-service education activities;

CC. Perform "fit for duty" evaluations of staff members as necessary;

DD. Refer situations outside of the expertise of the School Physician to specialists as appropriate and necessary, including all follow-up with the identified specialist;

EE. Serve as laboratory director for the District CLIA waived laboratory conducting random drug testing for students;

FF. Inform the community of the school health program and interpret school health policies and practices; and

GG. Perform other duties within the scope of the School Physician's license and contractual agreement with the Board.

IV. HARASSMENT, INTIMIDATION AND BULLYING

As an independent contractor, the School Physician is required to comply with the provisions of the Board's anti-bullying policy pertaining to contracted service providers, pursuant to New Jersey statute. Contracted service providers and their employees shall verbally report any act of harassment, intimidation or bullying of a student on the same day on which the act was witnessed, or on the same day on which reliable information that a student has been subject to harassment, intimidation or bullying was received, and shall report the same in writing, within two (2) school days. All verbal and written reports of harassment, intimidation, or bullying of a student shall be made to the school principal or to any school administrator or safe schools resource officer. Reports may be made anonymously in accordance with the

reporting procedure as set forth in the anti-bullying policy. The District shall provide to all contracted service providers and their employees a copy of the anti-bullying policy and information regarding the policy.

V. SUBSTITUTE SCHOOL PHYSICIAN

A. The School Physician will personally perform all responsibilities and duties set forth or requested pursuant to the parties' Agreement unless an emergency requires coverage and performance by a substitute school physician. In all instances in which a substitute school physician is required, the substitute school physician will be selected by the School Physician and the School Physician will make all arrangements necessary to ensure that the substitute school physician can, and does, perform the services in essentially the same manner as they would have been provided by the School Physician. It shall be the responsibility of the School Physician to secure the services of a substitute school physician whenever she is not available to provide services to the District.

B. Where the School Physician cannot perform a required service, she will notify the Board and appropriate District administrators of her unavailability as soon as it becomes known to her. The School Physician will also immediately notify the Board and appropriate District administrator of the name,

address and phone number of the designated substitute school physician. A substitute school physician shall satisfy the qualifications set forth in Section I of this Agreement.

VI. COMPENSATION

It is understood by and between both parties that:

A. The Board will compensate the School Physician for the services set forth in this Agreement an annual fee of ten thousand and 00/100 dollars (10,000.00). If this Agreement terminates prior to June 30, 2025, the annual fee will be reduced proportionately. Any extra services for vaccinations shall be billed to the Board at a mutually agreed upon price for the delivery of services. The School Physician acknowledges and agrees that the annual compensation amount set forth in this Agreement is his total compensation for the medical services rendered pursuant to this Agreement.

B. Payment shall be made for services rendered in ten (10) equal installments, beginning September 30, 2024 and the last day of each subsequent month, which shall be payable no later than forty-five (45) days following the date of the Board's receipt of the School Physician's invoice. The School Physician will submit an invoice and a signed voucher to support the payment for services rendered.

C. It is expressly agreed that the compensation paid by the Board to the School Physician covers any balance that

would have been the responsibility of the student, their parents, or employee and the School Physician shall not directly charge students, their parents or employees for any examination or other services provided under this Agreement. The School Physician expressly agrees not to charge any Federal health care program, as defined in 42 U.S.C.A. 1320a-7b(f), commonly referred to as "The Anti-kickback Statute," for any services rendered under this Agreement.

VII. TERMINATION

A. This Agreement may be terminated by either party without cause upon sixty (60) days written notice. All written notices affecting termination must be hand delivered or sent by certified or registered mail to the parties' addresses referenced above. Notice shall be deemed effective upon receipt.

B. Failure to comply with the terms and conditions of this Agreement constitutes cause for termination without sixty (60) days written notice. If either party has cause to terminate the Agreement, written notice will be given to the other party, allowing seven (7) days to cure. If not cured within seven (7) days, the Agreement may be immediately terminated in writing by the other party with cause.

VIII. CRIMINAL HISTORY BACKGROUND CHECK

The School Physician will be subject to a criminal history background check in accordance with N.J.S.A. 18A:6-7.1 to 7.5 to determine whether information exists on file in the Federal Bureau of Investigation, Identification Division, or the State Bureau of Identification which would disqualify her from being employed as a School Physician. A substitute school physician utilized pursuant to Section IV of this Agreement will also be subject to a criminal history background check pursuant to N.J.S.A. 18A:6-7.1 to 7.5. The School Physician and substitute school physician will bear all costs associated with the criminal history background check.

IX. EMPLOYMENT HISTORY BACKGROUND CHECK

The School Physician shall comply with the requirements of N.J.S.A. 18A:6-7.6 et seq. and hereby consents to and authorizes disclosure of the information requested under the law and the release of related records by the School Physician's listed current and former employers.

X. INSURANCE

The School Physician and the substitute School Physician shall provide professional liability coverage in the minimum amounts of \$1,000,000 per medical incident and \$3,000,000 annual aggregate, which will cover any and all liability arising out of and/or related to the School Physician or substitute School Physician, whichever

is applicable, rendering the services set forth in this Agreement. A contractual liability endorsement shall be included in the professional liability insurance policy. In addition, the School Physician and substitute School Physician shall provide the Board with general liability coverage in the minimum amount of \$1,000,000 per incident and \$2,000,000 annual aggregate, which will name the Board as an additional insured and cover the Board for liability arising out of and/or related to the School Physician or substitute School Physician, whichever is applicable, rendering services set forth in this Agreement, which is not covered by the professional liability policy. The School Physician will furnish the Board with a copy of the certificate of insurance prior to the rendering of the services set forth herein. Additionally, the School Physician will provide written documentation in the form of a certificate of insurance which evidences Workers' Compensation Insurance for the School Physician's employees prior to the rendering of services set forth herein.

XI. INDEMNIFICATION

The School Physician shall indemnify and hold the Board, its members, agents, servants, officers and employees harmless from any and all claims, liability, damages and/or expenses, including, but not limited to, reasonable attorneys' fees and costs of suit, arising out of, resulting from, in connection with and/or related to the services provided by the School Physician, his employees,

agents or servants pursuant to this Agreement, if said claims, liability, damages and/or expenses are caused by any error, omission, negligent or intentional act of the School Physician, his employees, agents, or servants.

XII. INDEPENDENT CONTRACTOR

The School Physician, his/her employees, agents, or servants are independent contractors and are not employees, agents, or servants of the Board for any purpose whatsoever.

XIII. LAWS

The School Physician shall comply with all applicable laws, statutes, regulations, and ordinances and orders issued by any governmental entity, including but not limited to the Law Against Discrimination pursuant to N.J.A.C. 17:27-1 et seq. as set forth at length in Exhibit A attached hereto and made a part hereof.

XIV. MISCELLANEOUS PROVISIONS:

A. ASSIGNMENT: This Agreement will not be assigned without prior written consent of the other party.

B. ENTIRE AGREEMENT: This Agreement represents the entire agreement between the parties. No additions, changes, modifications, renewals, extensions or other representations or promises will be binding upon the parties unless reduced to writing and signed by both parties.

C. WAIVER: The various rights and remedies of the parties set forth herein are cumulative, and the failure of

either party to enforce strict performance of the covenants and conditions of this Agreement will not be construed as a waiver or relinquishment of any such covenant or condition and same will continue in full force and effect.

D. MODIFICATIONS: A modification of any of the provisions of this Agreement shall be effective and enforceable only if made in writing and executed with the same formality as this Agreement.

E. SEVERABILITY: The terms and conditions set forth herein will be deemed severable. If any clause or provision contained herein will be deemed unenforceable by a court of competent jurisdiction, it will not affect the validity of any other clause or provision which will continue in full force and effect.

F. GOVERNING LAW: This Agreement is subject to any and all federal, state, and local statutes and laws, municipal ordinances and all regulations promulgated by any agency of the federal and state government.

G. WAIVER OF JURY TRIAL: School Physician hereby irrevocably waives its rights to trial by jury in any action arising out of or relating to this Agreement. This waiver does not apply to personal injury actions or to any action in which another party, not bound by such a waiver, demands trial by

jury. This waiver is knowingly, intentionally, and voluntarily made by the School Physician.

H. 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.

I. 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 (1) counterpart for the Agreement to be effective.

IN WITNESS WHEREOF, the parties have hereunto set their hand and seals the day and year first above written.

WITNESS:

GLEN ROCK BOARD OF EDUCATION

James Canellas
Board Secretary/Business
Administrator

By: _____
Damali Robinson
Board President

Dated: _____

Dated: _____

WITNESS:

SCHOOL PHYSICIAN

RACHEL GWERTZMAN, M.D.

Dated: _____

Dated: _____

EXHIBIT A

MANDATORY EQUAL EMPLOYMENT OPPORTUNITY LANGUAGE

N.J.S.A. 10:5-31 et seq. (P.L. 1975, C.127)

N.J.A.C. 17:27

GOODS, PROFESSIONAL SERVICES AND GENERAL SERVICE CONTRACTS

During the performance of this contract, the Contractor agrees as follows:

The contractor or subcontractor, where applicable, will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the contractor will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the Public Agency Compliance Officer setting forth provisions of this nondiscrimination clause.

The contractor or subcontractor, where applicable will, in all solicitations or advertisements for employees placed by or on behalf of the contractor, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.

The contractor or subcontractor will send to each labor union, with which it has a collective bargaining agreement, a notice, to be provided by the agency contracting officer, advising the labor union of the contractor's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

The contractor or subcontractor, where applicable, agrees to comply with any regulations promulgated by the Treasurer pursuant to N.J.S.A. 10:5-31 et seq., as amended and supplemented from time to time and the Americans with Disabilities Act.

The contractor or subcontractor agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.

The contractor or subcontractor agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.

The contractor or subcontractor agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable Federal law and applicable Federal court decisions.

In conforming with the targeted employment goals, the contractor or subcontractor agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey, and applicable Federal law and applicable Federal court decisions.

The contractor shall submit to the public agency, after notification of award but prior to execution of a goods and services contract, one of the following three documents:

Letter of Federal Affirmative Action Plan Approval

Certificate of Employee Information Report

Employee Information Report Form AA302 (electronically provided by the Division and distributed to the public agency through the Division's website at:

www.state.nj.us/treasury/contract_compliance)

The contractor and its subcontractors shall furnish such reports or other documents to the Division of Purchase & Property, CCAU, EEO Monitoring Program as may be requested by the office from time to time in order to carry out the purposes of these regulations, and public agencies shall furnish such information as may be requested by the Division of Purchase & Property, CCAU, EEO Monitoring Program for conducting a compliance investigation pursuant to N.J.A.C. 17:27-1.1 et seq.

The failure to submit such appropriate evidence will result in rescission of the contract.

APPENDIX

C

**GLEN ROCK BOARD OF EDUCATION
REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION**

**DISTRICT OF GLEN ROCK
ALL FUNDS**

For the Month Ending March 31, 2024

CASH REPORT				
FUNDS	(1) Beginning Cash Balance	(2) Cash Receipts This Month	(3) Cash Disbursements This Month	(4) Ending Cash Balances (1) + (2) - (3)
GOVERNMENTAL FUNDS				
1a Fund 10 - General Fund	14,283,887.35	5,050,644.81	10,329,985.58	9,004,546.58
2 Fund 20 - Special Revenue Fund	-64,332.39	1,414,923.75	58,961.48	1,291,629.88
3a Fund 30 - Capital Projects Fund	3,878,471.10	3,647,354.36	378,403.93	7,147,421.53
3 Sub-Total Fund 30 - Capital Projects Fund	3,878,471.10	3,647,354.36	378,403.93	7,147,421.53
4 Fund 40 - Debt Service Fund	419,136.95	152,539.00	571,675.00	0.95
5 Total Governmental Funds	18,517,163.01	10,265,461.92	11,339,025.99	17,443,598.94
ENTERPRISE FUNDS				
6c Fund 60 - Cafeteria Fund	16,445.15	62,769.83	48,888.18	30,326.80
Fund 65 -Community School Accounts	1,501,820.31	238,535.98	8,653.76	1,731,702.53
6d Fund 65 - Community School-Custodian Acct	0.00	0.00	0.00	0.00
6 Total Enterprise Funds	1,518,265.46	301,305.81	57,541.94	1,762,029.33
TRUST AND AGENCY FUNDS				
7 Payroll	3,400.23	1,809,619.23	1,809,543.19	3,476.27
8 Payroll Agency	76,671.95	1,853,312.98	1,596,473.30	333,511.63
9 Scholarship	78,643.92	89.15	0.00	78,733.07
10 Unemployment	618,870.62	15,734.15	0.00	634,604.77
11 Flexible Spending Account	38,998.00	5,809.93	2,421.55	42,386.38
12 Student Activity Fund	352,341.85	81,279.38	34,766.70	398,854.53
Student Activity Fee Account	39,622.70	45,081.14	0.00	84,703.84
13 Total Trust & Agency Funds	1,208,549.27	3,810,925.96	3,443,204.74	1,576,270.49
14 Total All Funds	21,243,977.74	14,377,693.69	14,839,772.67	20,781,898.76

Prepared and Submitted By:

Antoinette Kelly
Treasurer of School Moneys

04/23/2024

Date

Assets and Resources

Assets:			
101	Cash in Bank	9,002,193.77	
102-106	Cash Equivalents	2,352.81	
107	Cash Management	.00	
	Total Cash		9,004,546.58
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		12,797,844.00
Accounts Receivable:			
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	1,389,810.40	
142	Intergovernmental - Federal	.00	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		1,389,810.40
Loans Receivable:			
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		-41,079.24
Resources:			
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	55,433,145.00	
302	Less Revenues	-55,544,335.19	
			-111,190.19
Total Assets and Resources			23,039,931.55

Liabilities and Fund Equity

Liabilities:			
101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		.00
412	Intergovernmental Accounts Payable - Federal		.00
421	Accounts Payable		.00
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		.00
	Other Current Liabilities		41,079.24
Total Liabilities			41,079.24

Glen Rock School District
 Board Secretary Report
 Interim Balance Sheet

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year			-14,928,247.37
754	Reserve for Encumbrances - Prior Year			417.14
Reserved Fund Balance:				
764	Maintenance Reserve Account		.00	
765	Tuition Reserve Account		.00	
606	Add: Increase in Maintenance Reserve		.00	
310	Less: Budgeted W/D from Maint. Reserve		.00	
				.00
761	Capital Reserve Account		-1,552,641.16	
604	Add: Increase in Capital Reserve		.00	
307	Less: Budgeted W/D Local Share < Exc Cost		.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc		.00	
				-1,552,641.16
766	Emergency Reserve Account		-209,496.00	
607	Add: Increase in Emergency Reserve		.00	
312	Less: Budgeted W/D from Emergency Reserve		.00	
				-209,496.00
762	Adult Education Programs			.00
750,751,752	Reserved Fund Balance			.00
	Other Reserves			.00
601	Appropriations		-62,907,409.21	
602	Less: Expenditures	44,765,307.99		
603	Encumbrances	14,927,830.23	59,693,138.22	-3,214,270.99
	Total Appropriated			-19,904,238.38

Unappropriated:

712	Investment in Gen Fixed Assets			.00
770	Fund Balance			-5,238,619.49
771	Fund Balance - Designated			.00
772	Fund Balance - Undesignated			.00
303	Budgeted Fund Balance			2,061,847.08
311	Budget Withdr Fm Tuition Reserve-Adjust/SU			.00
740	Unreserved Retain Earnings			.00
	Total Unappropriated			-3,176,772.41
	Total Fund Equity			-23,081,010.79
	Total Liabilities and Fund Equity			-23,039,931.55

Recapitulation of Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	62,907,409.21	59,693,138.22	3,214,270.99
Revenues	-55,433,145.00	-55,544,335.19	111,190.19
Sub Total	7,474,264.21	4,148,803.03	3,325,461.18
Change in Reserve Accounts:			
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	7,474,264.21	4,148,803.03	3,325,461.18
Less: Adjustment For Prior Year Encumbrance	-347,251.23	-347,251.23	.00
Budget Fund Balance	7,127,012.98	3,801,551.80	3,325,461.18

		Budget Estimated	Actual To Date	Unrealized Balance	
Budgeted Fund Balance		7,127,012.98	3,801,551.80	3,325,461.18	
Revenues/Sources of Funds					
Revenues from Local Sources					
10-12XX	Local Tax Levy	51,191,413.00	51,191,413.00	.00	.00
10-13XX	Tuition	105,000.00	114,301.58	.00	-9,301.58
10-15XX	Interest Revenue	550.00	.00	.00	550.00
10-1XXX	Unrestricted Revenue	703,514.00	805,952.61	.00	-102,438.61
Total Revenues from Local Sources		52,000,477.00	52,111,667.19	.00	-111,190.19
Revenues from Intermediate Sources					
Total Revenues from Intermediate Sources		.00	.00	.00	.00
Revenues from State Sources					
10-312X	Transportation Aid	131,824.00	131,824.00	.00	.00
10-313X	Special Education Aid	3,099,249.00	3,099,249.00	.00	.00
10-3XXX	Other State Aids	201,595.00	201,595.00	.00	.00
Total Revenues from State Sources		3,432,668.00	3,432,668.00	.00	.00
Revenues from Local Sources					
Total Revenues from Local Sources		.00	.00	.00	.00
Total Revenues/Sources of Funds		62,560,157.98	59,345,886.99	.00	3,214,270.99
Expenditures and Other Uses					
		Appropriations	Expenditures	Encumbrances	Avail Bal
Instruction					
11-1XX-XXX-XXX	Regular Programs-Instruct	17,491,738.54	12,039,028.07	4,656,282.55	796,427.92
11-2XX-XXX-XXX	Special Education-Instruc	4,326,636.18	2,940,804.71	1,344,871.86	40,959.61
11-230-XXX-XXX	Basic Skills/ Remedial-In	475,703.55	315,899.83	129,553.51	30,250.21
11-606	Increase in Maint Reserve	300.00	.00	.00	300.00
240-100-XXX	Bilingual Education - Instru	225,161.00	158,903.10	65,815.67	442.23
Total Instruction		22,519,539.27	15,454,635.71	6,196,523.59	868,379.97
Distributed Expenditures					
11-401-XXX-XXX	Cocurricular Activities	213,079.00	51,585.94	6,244.04	155,249.02
11-402-XXX-XXX	Athletics	991,632.76	717,335.71	44,483.63	229,813.42
2XX-100-XXX	Special Education - Instruct	9,802.02	6,750.00	.00	3,052.02
401-100-XXX	School Sponsored Cocurricula	16,307.00	16,307.00	.00	.00
Total Distributed Expenditures		1,230,820.78	791,978.65	50,727.67	388,114.46
Undistributed Expenditures					
11-000-1XX-XXX	Instruction	2,839,780.43	1,837,693.81	661,560.33	340,526.29
11-000-211-XXX	Attendance & Social Work	117,895.00	84,635.10	31,518.44	1,741.46
11-000-213-XXX	Health	703,401.15	442,847.59	235,753.46	24,800.10
11-000-21X-XXX	Related & Extraordinary	3,259,068.05	1,765,836.25	1,423,756.02	69,475.78
11-000-218-XXX	Students - Regular	1,062,774.84	741,707.55	299,079.52	21,987.77
11-000-219-XXX	Students - Special	1,418,533.67	959,301.75	414,483.82	44,748.10
11-000-221-XXX	Improvement of Instructio	683,623.28	498,645.85	129,429.10	55,548.33

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Undistributed Expenditures				
11-000-222-XXX Educational Media Service	647,689.23	460,386.05	144,414.26	42,888.92
11-000-223-XXX Instructional Staff Train	209,594.00	67,625.48	49,233.92	92,734.60
11-000-23X-XXX General Administration	1,430,516.46	973,445.98	403,850.41	53,220.07
11-000-24X-XXX School Administration	2,509,561.98	1,829,930.43	598,778.70	80,852.85
11-000-251-XXX Central Services	666,367.43	499,895.80	161,953.67	4,517.96
11-000-252-XXX Administrative Info Tech	741,618.10	522,671.05	153,533.19	65,413.86
11-000-26X-XXX Operation and Maintenance	6,541,740.43	4,708,904.28	1,538,723.29	294,112.86
11-000-27X-XXX Student Transportation Se	1,557,879.00	925,783.83	408,279.71	223,815.46
11-XXX-XXX-2XX Employee Benefits	8,402,985.86	5,856,006.33	2,026,231.13	520,748.40
Total Undistributed Expenditures	32,793,028.91	22,175,317.13	8,680,578.97	1,937,132.81
Total Expenditures and Other Uses	56,543,388.96	38,421,931.49	14,927,830.23	3,193,627.24

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Capital Outlay				
12-XXX-XXX-73X Equipment	177,805.77	177,805.77	.00	.00
12-XXX-4XX-XXX Construction Services	5,428,313.13	5,428,313.13	.00	.00
000-4XX-XXX Facilities Acquisition & Con	147,613.35	127,219.60	.00	20,393.75
Total Capital Outlay	5,753,732.25	5,733,338.50	.00	20,393.75
Total Expenditures and Other Uses	5,753,732.25	5,733,338.50	.00	20,393.75

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Other Special Schools				
Total Other Special Schools	.00	.00	.00	.00
Total Expenditures and Other Uses	.00	.00	.00	.00
Total Expenditures	62,907,409.21	44,765,307.99	14,927,830.23	3,214,270.99

	Budget Estimated	Actual To Date	Unrealized Balance
Budgeted Fund Balance	7,127,012.98	3,801,551.80	3,325,461.18
General Fund			
Local Sources			
1XXX Miscellaneous	550.00	.00	550.00
121X Local Tax Levy	51,191,413.00	51,191,413.00	.00
1310 Tuition from Individuals	30,000.00	79,655.04	-49,655.04
132X Tuition from LEAs within State	75,000.00	34,646.54	40,353.46
1990 Miscellaneous	703,514.00	805,952.61	-102,438.61
Total Local Sources	52,000,477.00	52,111,667.19	-111,190.19
Intermediate Sources			
Total Intermediate Sources	.00	.00	.00
State Sources			
3XXX Other State Aids	3,432,668.00	3,432,668.00	.00
Total State Sources	3,432,668.00	3,432,668.00	.00
Transfer from Other Funds			
Total Transfer from Other Funds	.00	.00	.00
Total General Fund	62,560,157.98	59,345,886.99	3,214,270.99

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
General Current Expense (Fund11)				
Behavioral Disabilities				
Total Behavioral Disabilities	.00	.00	.00	.00
Preschool Disabilities - Full Time				
216-1XX-101 Salaries Of Teachers	77,124.00	53,986.80	23,137.20	.00
Total Preschool Disabilities - Full Time	77,124.00	53,986.80	23,137.20	.00
Total Special Education - Instruction	77,124.00	53,986.80	23,137.20	.00
Regular Programs - Instruction				
140-1XX-101 Grade 9-12 Teacher Salaries	5,179,179.98	3,547,131.83	1,527,389.75	104,658.40
150-1XX-320 Home Instr - Purchase Ed Ser	26,500.00	12,297.04	4,008.32	10,194.64
190-1XX-34X Purchase Tech Services	12,805.88	590.88	.00	12,215.00
190-1XX-5XX Other Purchased Services	811,054.92	747,845.78	40,360.45	22,848.69
190-1XX-61X General Supplies	15,703.00	9,792.64	53.78	5,856.58
110-1XX-101 Kindergarten - Salaries Of T	658,800.00	461,160.00	197,640.00	.00
120-1XX-101 Grades 1-5 -Salaries Of Teac	5,309,609.90	3,465,229.72	1,497,553.83	346,826.35
130-1XX-101 Grades 6-8 -Salaries Of Teac	3,758,680.68	2,564,944.32	1,146,472.81	47,263.55
150-1XX-101 Salaries Of Teachers	15,000.00	9,860.00	.00	5,140.00
190-1XX-320 Purchased Professional Ed Se	644,485.23	455,839.75	182,320.29	6,325.19
190-1XX-5XX Other Purchased Services	85,600.00	41,659.60	27,590.40	16,350.00
190-1XX-61X General Supplies	534,218.55	386,489.12	19,822.92	127,906.51
190-1XX-64X Textbooks	127,920.74	49,777.13	.00	78,143.61
190-1XX-8XX Miscellaneous Expenditures	312,179.66	286,410.26	13,070.00	12,699.40
Total Regular Programs - Instruction	17,491,738.54	12,039,028.07	4,656,282.55	796,427.92
Learning and/or Language Disabilities				
204-1XX-101 Salaries Of Teachers	421,333.26	295,159.14	123,122.10	3,052.02
204-1XX-61X General Supplies	4,000.00	1,628.14	.00	2,371.86
Total Learning and/or Language Disabilities	425,333.26	296,787.28	123,122.10	5,423.88
Resource Room/Resource Center				
213-1XX-101 Salaries Of Teachers	3,412,796.62	2,331,973.60	1,080,823.02	.00
213-1XX-320 Purchased Prof Ed Service	3,000.00	.00	.00	3,000.00
213-1XX-8XX Other Objects	6,450.00	.00	.00	6,450.00
213-1XX-61X General Supplies	24,434.74	10,294.78	.00	14,139.96
213-1XX-64X Textbooks	1,000.00	.00	.00	1,000.00
Total Resource Room/Resource Center	3,447,681.36	2,342,268.38	1,080,823.02	24,589.96
Autism				
214-1XX-101 Salaries Of Teachers	164,615.00	118,875.50	45,739.50	.00
214-1XX-61X General Supplies	12,058.33	9,250.70	.00	2,807.63
214-1XX-8XX Other Objects	957.00	957.00	.00	.00
Total Autism	177,630.33	129,083.20	45,739.50	2,807.63
Preschool Disabilities - Part Time				
215-1XX-101 Salaries Of Teachers	118,369.00	84,433.30	33,935.70	.00
215-1XX-61X General Supplies	1,000.29	940.09	.00	60.20
215-1XX-8XX Other Objects	5,000.00	.00	.00	5,000.00
Total Preschool Disabilities - Part Time	124,369.29	85,373.39	33,935.70	5,060.20
Home Instruction				
219-1XX-101 Salaries Of Teachers	7,499.96	1,370.00	.00	6,129.96
219-1XX-320 Purchased Prof Ed Service	76,800.00	38,685.66	38,114.34	.00
Total Home Instruction	84,299.96	40,055.66	38,114.34	6,129.96
Basic Skills/Remedial - Instruction				
230-1XX-101 Salaries Of Teachers	473,097.32	313,448.33	129,550.75	30,098.24
230-1XX-61X General Supplies	2,606.23	2,451.50	2.76	151.97
Total Basic Skills/Remedial - Instruction	475,703.55	315,899.83	129,553.51	30,250.21
Bilingual Education - Instruction				
240-1XX-101 Salaries Of Teachers	217,661.00	152,362.70	65,298.30	.00
240-1XX-5Xx Other Purchased Services	7,000.00	6,516.90	440.87	42.23
240-1XX-4XX	500.00	23.50	76.50	400.00
Total Bilingual Education - Instruction	225,161.00	158,903.10	65,815.67	442.23

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
General Current Expense (Fund11)				
Bilingual Education				
Total Bilingual Education	.00	.00	.00	.00
School Spons Cocurricular Activities - I				
401-1XX-8XX Other Objects	1,120.00	1,105.00	.00	15.00
Total School Spons Cocurricular Activities - I	1,120.00	1,105.00	.00	15.00
Schl Spons CoCurricular				
401-1XX-1XX Salaries	161,639.00	29,921.18	.00	131,717.82
401-1XX-5XX Other Purchased Services	6,020.00	.00	.00	6,020.00
401-1XX-600 Supplies And Materials	37,250.00	16,614.76	5,199.04	15,436.20
401-1XX-8XX Other Objects	7,050.00	3,945.00	1,045.00	2,060.00
401-1XX-930 Transfers to Cover Deficit	16,307.00	16,307.00	.00	.00
Total Schl Spons CoCurricular	228,266.00	66,787.94	6,244.04	155,234.02
School Sponsored Athletics - Instruction				
402-1XX-1XX Salaries	669,374.75	417,871.70	41,085.00	210,418.05
402-1XX-5XX Purchased Services	213,685.00	205,071.19	1,265.10	7,348.71
402-1XX-600 Supplies And Materials	58,073.01	51,157.96	2,133.53	4,781.52
402-1XX-8XX Other Objects	50,500.00	43,234.86	.00	7,265.14
Total School Sponsored Athletics - Instruction	991,632.76	717,335.71	44,483.63	229,813.42
Facilities Acquisition and Construction				
000-400-100 Salaries	300.00	.00	.00	300.00
Total Facilities Acquisition and Construction	300.00	.00	.00	300.00
Total General Current Expense (Fund11)	23,750,360.05	16,246,614.36	6,247,251.26	1,256,494.43
Undistributed				
Undistributed Expenditures - Instruction				
000-1XX-562 Tuition To Other Leas W/I St	228,519.75	176,656.30	37,267.70	14,595.75
000-1XX-565 Tuition To Ccssd & Reg Day Sc	198,541.00	198,492.00	.00	49.00
000-1XX-566 Tuition To Priv Sch For Hand	1,416,596.68	962,099.11	265,470.27	189,027.30
000-1XX-569 Tuition - Other	315,977.00	143,546.92	77,233.88	95,196.20
000-1XX-563 Tuition to County Vocational	538,488.00	306,899.50	231,588.50	.00
000-1XX-564 Tuition to County Vocational	12,283.00	.00	.00	12,283.00
000-1XX-567 Tuition to Private Schools	129,375.00	49,999.98	49,999.98	29,375.04
Total Undistributed Expenditures - Instruction	2,839,780.43	1,837,693.81	661,560.33	340,526.29
Attendance And Social Work Services				
000-211-1XX Salaries	115,895.00	84,375.10	31,518.44	1.46
000-211-6XX Supplies And Materials	2,000.00	260.00	.00	1,740.00
Total Attendance And Social Work Services	117,895.00	84,635.10	31,518.44	1,741.46
Health Services				
000-213-1XX Salaries	528,655.00	375,295.30	153,110.70	249.00
000-213-3XX Purchased Prof and Tech Serv	159,840.00	61,685.90	82,641.19	15,512.91
000-213-5XX Other Purchased Services	1,000.00	.00	.00	1,000.00
000-213-6XX Supplies and Materials	11,956.15	5,847.84	1.57	6,106.74
000-213-8XX Other Objects	1,950.00	18.55	.00	1,931.45
Total Health Services	703,401.15	442,847.59	235,753.46	24,800.10
Other Supp. Serv. Students-Related Servi				
000-216-1XX Salaries	621,375.75	435,913.65	185,462.10	.00
000-216-32X Purchased Prof Educational S	194,831.25	116,962.00	57,038.00	20,831.25
000-216-6XX Supplies and Materials	4,500.00	3,067.41	.00	1,432.59
Total Other Supp. Serv. Students-Related Servi	820,707.00	555,943.06	242,500.10	22,263.84
Other Supp. Serv. Students-Extra Service				
000-217-1XX Salaries	9,500.00	.00	.00	9,500.00
000-217-32X Purchased Prof Educational S	2,406,198.00	1,200,813.79	1,181,206.92	24,177.29
000-217-6XX Supplies And Materials	22,663.05	9,079.40	49.00	13,534.65
Total Other Supp. Serv. Students-Extra Service	2,438,361.05	1,209,893.19	1,181,255.92	47,211.94

General Current Expense Undistributed	Appropriations	Expenditures	Encumbrances	Avail Bal
Other Supp. Serv. - Students - Regular				
000-218-11X Other Salaries	4,196.00	.00	.00	4,196.00
000-218-104 Salaries/Other Prof Staff	967,811.98	678,487.83	279,227.55	10,096.60
000-218-105 Salaries of Secretaries & Cl	56,847.00	42,635.34	14,211.66	.00
000-218-32X Purchased Prof.- Ed. Service	3,500.00	.00	3,000.00	500.00
000-218-390 Purchased Prof. Technical Se	4,275.00	2,000.27	1,355.73	919.00
000-218-5XX Other Purchased Services	16,998.84	11,815.29	1,136.38	4,047.17
000-218-6XX Supplies and Materials	5,096.02	4,841.82	148.20	106.00
000-218-8XX Other Objects	4,050.00	1,927.00	.00	2,123.00
Total Other Supp. Serv. - Students - Regular	1,062,774.84	741,707.55	299,079.52	21,987.77
Other Supp. Serv. - Students - Special				
000-219-104 Salaries Of Other Profession	1,168,668.50	785,544.08	370,688.05	12,436.37
000-219-105 Salaries Of Secr. And Cleric	91,626.00	68,719.50	22,906.50	.00
000-219-11X Other Salaries	33,862.95	29,387.76	.00	4,475.19
000-219-390 Purchased Prof. Technical Se	90,657.00	57,431.84	16,700.00	16,525.16
000-219-5XX Other Purchased Services	9,648.72	5,121.22	3,159.27	1,368.23
000-219-6XX Supplies And Materials	22,070.50	12,547.90	1,030.00	8,492.60
000-219-8XX Other Objects	2,000.00	549.45	.00	1,450.55
Total Other Supp. Serv. - Students - Special	1,418,533.67	959,301.75	414,483.82	44,748.10
Improvement Of Instruction Services				
000-221-11X Other Salaries	31,096.44	13,558.00	.00	17,538.44
000-221-5XX Other Purchased Services	15,500.00	10,373.59	1,135.72	3,990.69
000-221-6XX Supplies And Materials	4,000.00	986.49	.00	3,013.51
000-221-8XX Other Objects	114,700.00	93,357.26	3,283.54	18,059.20
000-221-102 Salaries Supervisor of Instr	518,326.84	380,370.51	125,009.84	12,946.49
Total Improvement Of Instruction Services	683,623.28	498,645.85	129,429.10	55,548.33
Educational Media				
000-222-1XX Salaries	470,512.40	332,390.96	136,772.69	1,348.75
000-222-6XX Supplies And Materials	136,277.80	93,011.41	1,726.22	41,540.17
000-222-8XX Other Objects	26,702.19	26,702.19	.00	.00
000-222-5XX Other Purchased Services	14,196.84	8,281.49	5,915.35	.00
Total Educational Media	647,689.23	460,386.05	144,414.26	42,888.92
Instructional Staff Training				
000-223-11X Other Salaries	12,400.00	.00	.00	12,400.00
000-223-32X Purchased Prof. - Ed. Servi	64,889.00	20,976.20	25,300.00	18,612.80
000-223-390 Purchased Prof. Technical Se	41,000.00	19,912.50	17,000.00	4,087.50
000-223-5XX Other Purchased Services	90,305.00	26,546.05	6,933.92	56,825.03
000-223-6XX Supplies And Materials	1,000.00	190.73	.00	809.27
Total Instructional Staff Training	209,594.00	67,625.48	49,233.92	92,734.60
Support Services - General Administratio				
000-23X-1XX Salaries	792,016.88	552,424.43	203,784.76	35,807.69
000-23X-300 Purchased Prof & Tech Serv	19,562.50	.00	19,562.50	.00
000-23X-331 Legal Services	124,588.00	62,007.75	62,580.25	.00
000-230-332 Audit Fees	101,950.00	49,995.00	51,955.00	.00
000-23X-33X Other Purchased Prof. Servic	75,250.65	44,487.58	22,603.28	8,159.79
000-23X-4XX Other Purchased Services	4,750.00	2,575.86	1,839.90	334.24
000-23X-53X Communications / Telephone	82,616.00	52,551.63	30,064.37	.00
000-23X-585 Board of Ed Other Purchases	7,935.95	6,539.95	.00	1,396.00
000-23X-5XX Other Purchased Services	129,277.48	127,991.14	39.00	1,247.34
000-23X-5XX Other Purchased Services	7,892.54	3,826.12	1,753.04	2,313.38
000-23X-6XX Supplies And Materials	2,625.00	1,565.21	896.49	163.30
000-230-895 BOE Membership Dues & Fees	22,067.36	22,067.36	.00	.00
000-23X-89X Miscellaneous Expenditures	59,984.10	47,413.95	8,771.82	3,798.33
Total Support Services - General Administratio	1,430,516.46	973,445.98	403,850.41	53,220.07

General Current Expense Undistributed	Appropriations	Expenditures	Encumbrances	Avail Bal
School Administration				
000-24X-104 Salaries Of Other Profession	578,595.48	438,160.52	140,433.43	1.53
000-24X-1XX Other Salaries	3,012.00	.00	.00	3,012.00
000-24X-103 Salaries Principals & Asst.	1,287,927.16	942,703.61	319,341.35	25,882.20
000-24X-105 Salaries Secretaries & Cleri	497,396.75	367,449.52	123,580.26	6,366.97
000-24X-3XX Purchased Prof & Tech Servic	6,450.00	1,435.00	625.00	4,390.00
000-24X-5XX Other Purchased Services	47,243.38	25,764.23	3,830.01	17,649.14
000-24X-6XX Supplies and Materials	48,378.21	34,589.45	1,643.22	12,145.54
000-24X-8XX Other Objects	40,559.00	19,828.10	9,325.43	11,405.47
Total School Administration	2,509,561.98	1,829,930.43	598,778.70	80,852.85
Central Services				
000-251-100 Salaries	578,483.60	434,782.28	143,701.32	.00
000-251-340 Purchased Technical Services	53,460.00	39,440.00	13,995.00	25.00
000-251-500 Misc Purchased Services	21,544.00	17,565.23	1,039.90	2,938.87
000-251-600 Supplies And Materials	6,500.00	2,532.31	3,217.45	750.24
000-251-8XX Other Objects	6,379.83	5,575.98	.00	803.85
Total Central Services	666,367.43	499,895.80	161,953.67	4,517.96
Administrative Info Technology				
000-252-100 Salaries	551,742.02	406,374.87	134,151.51	11,215.64
000-252-330 Purchased Professional Servi	72,683.44	72,683.44	.00	.00
000-252-500 Misc Purchased Services	28,062.35	6,560.00	.00	21,502.35
000-252-600 Supplies And Materials	3,650.29	2,341.97	935.68	372.64
000-252-800 Miscellaneous Expenditures	81,540.00	33,170.77	17,196.00	31,173.23
000-252-8XX Other Objects	3,940.00	1,540.00	1,250.00	1,150.00
Total Administrative Info Technology	741,618.10	522,671.05	153,533.19	65,413.86
Required Maintenance Of School Facilitie				
000-261-42X Cleaning, Repair, And Maint.	724,256.89	621,790.57	99,426.00	3,040.32
000-261-1XX Salaries	568,478.43	428,571.49	124,189.92	15,717.02
000-261-42X Purchased Maintenance Serv	3,234.45	3,234.45	.00	.00
000-261-61X General Supplies	36,612.36	23,837.14	10,221.70	2,553.52
Total Required Maintenance Of School Facilitie	1,332,582.13	1,077,433.65	233,837.62	21,310.86
Custodial Services				
000-262-300 Purchased Prof. And Tech. Se	109,904.00	87,658.20	22,245.80	.00
000-262-420 Cleaning Repair and Maint	2,433,146.24	1,603,836.23	800,336.99	28,973.02
000-262-590 Miscellaneous Purchased Serv	30,652.49	13,013.62	2,390.55	15,248.32
000-262-1XX Salaries	242,375.72	110,864.78	.00	131,510.94
000-262-49X Other Purchased Property Ser	61,697.62	43,533.85	18,163.77	.00
000-262-52X Property Insurance	476,486.04	476,486.04	.00	.00
000-262-61X General Supplies	246,913.08	194,518.73	50,818.70	1,575.65
000-262-62X Energy (Heat & Electric)	931,371.50	659,203.24	271,868.26	300.00
000-262-8XX Other Objects	9,277.76	5,854.10	3,423.66	.00
Total Custodial Services	4,541,824.45	3,194,968.79	1,169,247.73	177,607.93
Care and Upkeep of Grounds				
000-262-1XX Salaries	154,501.00	115,875.54	38,625.46	.00
000-263-420 Cleaning Rep & Maint Svcs	163,050.00	98,510.55	47,259.25	17,280.20
000-263-610 General Supplies	7,000.00	1,402.50	3,469.88	2,127.62
Total Care and Upkeep of Grounds	324,551.00	215,788.59	89,354.59	19,407.82
Security				
000-266-420 Cleaning Rep & Maint Svcs	42,770.85	33,423.32	9,111.53	236.00
000-266-110 Security Staff Stipends	268,231.00	177,488.34	22,182.66	68,560.00
000-262-61X General Supplies	28,971.00	9,246.43	14,796.32	4,928.25
000-262-8XX Other Objects	2,810.00	555.16	192.84	2,062.00
Total Security	342,782.85	220,713.25	46,283.35	75,786.25

General Current Expense	Appropriations	Expenditures	Encumbrances	Avail Bal
Undistributed				
Student Transportation Services				
000-27X-107 Sal For Pupil Transp (Home/S	60.00	60.00	.00	.00
000-27X-161 Sal For Pupil Transp (Home/S	57,051.00	42,788.34	14,262.62	.04
000-270-420 Contracted Services-Bus Main	14,480.00	12,841.82	37.00	1,601.18
000-27X-511 Contracted Services (Home/Sc	2,000.00	.00	.00	2,000.00
000-27X-512 Contr Serv (Other Than Home/	275,207.20	140,891.28	132,128.72	2,187.20
000-27X-6XX Supplies And Materials	8,800.00	1,830.64	6,669.36	300.00
000-27X-8XX Miscellaneous Expenditures	8,750.00	341.00	159.00	8,250.00
000-27X-513	238,411.80	101,088.32	75,388.52	61,934.96
000-27X-514 Contracted Serv. (Sp.Ed.Stud.	2,010.00	2,010.00	.00	.00
000-27X-515	951,109.00	623,932.43	179,634.49	147,542.08
Total Student Transportation Services	1,557,879.00	925,783.83	408,279.71	223,815.46
Unallocated Benefits				
000-291-22X Social Security Contribution	586,555.01	298,068.02	.00	288,486.99
000-291-241 Other Retirement - Regular	506,367.22	499,117.52	.00	7,249.70
000-291-26X Workmen's Compensation	201,276.00	151,973.00	10,602.00	38,701.00
000-291-27X Health Benefits	6,761,655.00	4,745,055.59	2,015,629.13	970.28
000-291-28X Tuition Reimbursement	107,500.00	2,500.00	.00	105,000.00
000-291-290 Other Employee Benefits	239,632.63	159,292.20	.00	80,340.43
Total Unallocated Benefits	8,402,985.86	5,856,006.33	2,026,231.13	520,748.40
Total Undistributed	32,793,028.91	22,175,317.13	8,680,578.97	1,937,132.81
Total General Current Expense	56,543,388.96	38,421,931.49	14,927,830.23	3,193,627.24
Capital Outlay				
Capital Outlay				
18240 EXPENSES3				
000-400-100 Salaries	610,288.00	610,038.00	.00	250.00
Total 18240 EXPENSES3	610,288.00	610,038.00	.00	250.00
Facilities Acquisition and Construction				
000-100-730 Undistributed Expenditures -	14,633.99	14,633.99	.00	.00
000-251-730 School Administration	2,299.12	2,299.12	.00	.00
15-XXX-252-73X	125,020.16	125,020.16	.00	.00
000-260-730 Operation & Maintenance Of P	35,852.50	35,852.50	.00	.00
000-400-390 Other Purchased Services	147,613.35	127,219.60	.00	20,393.75
000-400-800 Other Objects	15,896.00	15,896.00	.00	.00
000-400-931 Capital Reserve	5,412,417.13	5,412,417.13	.00	.00
Total Facilities Acquisition and Construction	5,753,732.25	5,733,338.50	.00	20,393.75
Total Capital Outlay	6,364,020.25	6,343,376.50	.00	20,643.75
Total Capital Outlay	6,364,020.25	6,343,376.50	.00	20,643.75
Special Schools				
Special Schools				
Post Secondary Programs - Instruction				
Total Post Secondary Programs - Instruction	.00	.00	.00	.00
Post Secondary Programs - Support				
Total Post Secondary Programs - Support	.00	.00	.00	.00
Total Special Schools	.00	.00	.00	.00
Total Special Schools	.00	.00	.00	.00
Grand Totals:	62,907,409.21	44,765,307.99	14,927,830.23	3,214,270.99

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

Assets and Resources

Assets:			
101	Cash in Bank	1,291,629.88	
102-106	Cash Equivalents	.00	
107	Cash Management	.00	
	Total Cash		1,291,629.88
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		.00
Accounts Receivable:			
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	.00	
142	Intergovernmental - Federal	1,028,802.06	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		1,028,802.06
Loans Receivable:			
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		.00
Resources:			
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	3,514,013.91	
302	Less Revenues	-3,164,787.45	
			349,226.46
Total Assets and Resources			2,669,658.40

Liabilities and Fund Equity

Liabilities:			
101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		-1.54
412	Intergovernmental Accounts Payable - Federal		-7.00
421	Accounts Payable		.58
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		30,661.10
	Other Current Liabilities		.00
Total Liabilities			30,653.14

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year			-204,059.57
754	Reserve for Encumbrances - Prior Year			

Reserved Fund Balance:

764	Maintenance Reserve Account		.00	
765	Tuition Reserve Account		.00	
606	Add: Increase in Maintenance Reserve		.00	
310	Less: Budgeted W/D from Maint. Reserve		.00	
				.00

761	Capital Reserve Account		.00	
604	Add: Increase in Capital Reserve		.00	
307	Less: Budgeted W/D Local Share < Exc Cost		.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc		.00	
				.00

766	Emergency Reserve Account		.00	
607	Add: Increase in Emergency Reserve		.00	
312	Less: Budgeted W/D from Emergency Reserve		.00	
				.00

762	Adult Education Programs			.00
750,751,752	Reserved Fund Balance			.00
	Other Reserves			.00

601	Appropriations		-3,514,013.91	
602	Less: Expenditures	813,702.37		
603	Encumbrances	204,059.57	1,017,761.94	-2,496,251.97

Total Appropriated -2,700,311.54

Unappropriated:

712	Investment in Gen Fixed Assets			.00
770	Fund Balance			.00
771	Fund Balance - Designated			.00
772	Fund Balance - Undesignated			.00
303	Budgeted Fund Balance			.00
311	Budget Withdr Fm Tuition Reserve-Adjust/SU			.00
740	Unreserved Retain Earnings			.00

Total Unappropriated .00

Total Fund Equity -2,700,311.54

Total Liabilities and Fund Equity -2,669,658.40

Recapitulation of Fund Balance:

	Budgeted	Actual	Variance
Appropriations	3,514,013.91	1,017,761.94	2,496,251.97
Revenues	-3,514,013.91	-3,164,787.45	-349,226.46
Sub Total	.00	-2,147,025.51	2,147,025.51

Change in Reserve Accounts:

Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	.00	-2,147,025.51	2,147,025.51
Less: Adjustment For Prior Year Encumbrance	.00	.00	.00
Budget Fund Balance	.00	-2,147,025.51	2,147,025.51

	Budget Estimated	Actual To Date		Unrealized Balance
Special Revenue Fund				
Revenues from Local Sources				
2X-1XXX Local Sources	145.64	145.64	.00	.00
Total Revenues from Local Sources	145.64	145.64	.00	.00
Revenues from State Sources				
2X-3XXX Other Restricted Entitle.	279,251.00	210,284.00	.00	68,967.00
Total Revenues from State Sources	279,251.00	210,284.00	.00	68,967.00
Revenues from Federal Sources				
2X-4XXX Other	901,105.52	620,346.06	.00	280,759.46
Total Revenues from Federal Sources	901,105.52	620,346.06	.00	280,759.46
Total Special Revenue Fund	1,180,502.16	830,775.70	.00	349,726.46
Revenues/Sources of Funds				
Revenues from Local Sources				
2X-1XXX Local Sources	.00	500.00	.00	-500.00
Total Revenues from Local Sources	.00	500.00	.00	-500.00
Revenues from State Sources				
Total Revenues from State Sources	.00	.00	.00	.00
Revenues from Federal Sources				
2X-4XXX Other	2,333,511.75	2,333,511.75	.00	.00
Total Revenues from Federal Sources	2,333,511.75	2,333,511.75	.00	.00
Total Revenues/Sources of Funds	2,333,511.75	2,334,011.75	.00	-500.00
Expenditures and Other Uses				
	Appropriations	Expenditures	Encumbrances	Avail Bal
Local Projects				
2X-XXX-XXX-XXX Other Special Projects	45.64	.00	.00	45.64
Total Local Projects	45.64	.00	.00	45.64
Local Projects				
Total Local Projects	.00	.00	.00	.00
State Projects				
2X-511-XXX-XXX NJ Character Educaation	40,590.00	21,038.00	19,315.21	236.79
2X-212-1XX-XXX Demonstrably Effective pr	100.00	.00	.00	100.00
2X-501-4XX-XXX NP Textbooks	11,389.00	11,389.00	.00	.00
2X-502/505-XXX-XXX Nonpublic Auxiliary S	70,642.00	31,506.45	34,598.55	4,537.00
2X-506-XXX-XXX Nonpublic Auxillary	29,323.00	12,472.60	14,785.40	2,065.00
2X-509-XXX-XXX Nonpublic Nursing Srvc.	36,023.00	8,150.85	16,495.15	11,377.00
2X-509-XXX-XXX Nonpublic Nursing Srvc.	31,248.00	13,206.00	18,042.00	.00
2X-511-XXX-XXX NJ Character Education	23,760.00	16,437.80	6,564.40	757.80
2X-XXX-XXX-XXX Other Special Projects	36,276.00	26,730.77	8,165.97	1,379.26
Total State Projects	279,351.00	140,931.47	117,966.68	20,452.85

Expenditures and Other Uses	Appropriations	Expenditures	Encumbrances	Avail Bal
Distance Learning Network Aid				
Total Distance Learning Network Aid	.00	.00	.00	.00
Federal Projects				
2X-214-4XX-56X Contribution to Charter	158,994.00	.00	.00	158,994.00
2X-25X-XXX-XXX IDEA	742,500.78	539,319.74	73,509.26	129,671.78
2X-XXX-XXX-XXX OTHER FEDERAL PROJECT	2,333,122.49	133,451.16	12,583.63	2,187,087.70
Total Federal Projects	3,234,617.27	672,770.90	86,092.89	2,475,753.48
Total Expenditures and Other Uses	3,514,013.91	813,702.37	204,059.57	2,496,251.97
Total Expenditures	3,514,013.91	813,702.37	204,059.57	2,496,251.97

Glen Rock School District

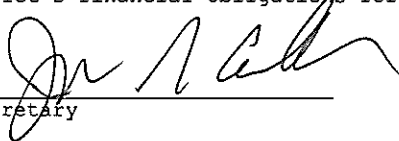
Board Secretary Report

Schedule of Revenues

	Budget Estimated	Actual To Date	Unrealized Balance
Special Revenue Fund			
Local Sources			
1XXX Miscellaneous	145.64	645.64	-500.00
Total Local Sources	145.64	645.64	-500.00
State Sources			
3XXX Revenues from State Sources	279,251.00	210,284.00	68,967.00
Total State Sources	279,251.00	210,284.00	68,967.00
Federal Sources			
32XX Other Restricted Entitlements	1,151,341.99	1,104,392.06	46,949.93
I.D.E.A. Part B (Handicapped)	742,500.78	523,256.00	219,244.78
 No Child Left Behind Title II	 26,867.75	 21,500.00	 5,367.75
 No Child Left Behind Title III	 9,197.00	 .00	 9,197.00
 Total Federal Sources	 1,929,907.52	 1,649,148.06	 280,759.46
Transfer from Other Funds			
051000 REVENUES3	1,304,709.75	1,304,709.75	.00
Total Transfer from Other Funds	1,304,709.75	1,304,709.75	.00
Total Special Revenue Fund	3,514,013.91	3,164,787.45	349,226.46

Special Revenue Fund	Appropriations	Expenditures	Encumbrances	Avail Bal
Early Childhood Program				
Instruction				
Total Instruction	.00	.00	.00	.00
Total Early Childhood Program	.00	.00	.00	.00
Demonstrably Effective Program				
Instruction				
2X-21X-XXX Early Childhood Program	100.00	.00	.00	100.00
Total Instruction	100.00	.00	.00	100.00
Total Demonstrably Effective Program	100.00	.00	.00	100.00
Local Projects				
Prior Year Encumbrances				
Total Prior Year Encumbrances	.00	.00	.00	.00
Local Project				
2X-21X-XXX Early Childhood Program	45.64	.00	.00	45.64
Total Local Project	45.64	.00	.00	45.64
Support Services				
Total Support Services	.00	.00	.00	.00
Nonpublic School Projects				
Total Nonpublic School Projects	.00	.00	.00	.00
Total Local Projects	45.64	.00	.00	45.64
State Project				
Other State Projects				
SDA Emergent Need & Capital Maint	26,623.00	26,623.00	.00	.00
Total Other State Projects	26,623.00	26,623.00	.00	.00
Total State Project	26,623.00	26,623.00	.00	.00
State Project				
Nonpublic School Projects				
501-XXX-XXX Nonpublic Textbooks	11,389.00	11,389.00	.00	.00
502-XXX-XXX Non-Public Comp. Ed.	62,127.00	29,400.57	30,478.43	2,248.00
503-XXX-XXX Non-Public ESL	8,515.00	2,105.88	4,120.12	2,289.00
506-XXX-XXX Non-Public Supp. Inst.	29,323.00	12,472.60	14,785.40	2,065.00
507-XXX-XXX NJ Nonpublic Hand. Servcs..	36,023.00	8,150.85	16,495.15	11,377.00
508-XXX-XXX Nonpublic Handicapped-Corr.	31,248.00	13,206.00	18,042.00	.00
509-XXX-XXX NJ Nonpublic Nursing Service	23,760.00	16,437.80	6,564.40	757.80
510-XXX-XXX Nonpublic Technology Initiat	9,653.00	107.77	8,165.97	1,379.26
Total Nonpublic School Projects	212,038.00	93,270.47	98,651.47	20,116.06
Other State Projects				
511-XXX-XXX NJ Character Education	40,590.00	21,038.00	19,315.21	236.79
Total Other State Projects	40,590.00	21,038.00	19,315.21	236.79
Total State Project	252,628.00	114,308.47	117,966.68	20,352.85
Federal Projects				
Federal Projects				
29730 EXPENSES4	2,174,517.75	20,967.75	.00	2,153,550.00
241/245 NCLB Title III	9,197.00	.00	.00	9,197.00
XXX-520-930 Contribution to WSR	7,816.00	1,390.00	.00	6,426.00
25X-XXX-XXX I.D.E.A. Part B.	734,684.78	537,929.74	73,509.26	123,245.78
27X-XXX-XXX NCLB Title IIA-Teach.&Princ.	26,867.75	25,636.35	.00	1,231.40
CARES Act	122,539.99	86,847.06	12,583.63	23,109.30
Total Federal Projects	3,075,623.27	672,770.90	86,092.89	2,316,759.48
29870 EXPENSES3				
000-1XX-566 Tuition Private Sch in State	158,994.00	.00	.00	158,994.00
Total 29870 EXPENSES3	158,994.00	.00	.00	158,994.00
39741 EXPENSES3				
Total 39741 EXPENSES3	.00	.00	.00	.00
Total Federal Projects	3,234,617.27	672,770.90	86,092.89	2,475,753.48
Total Special Revenue Fund	3,514,013.91	813,702.37	204,059.57	2,496,251.97
Grand Totals:	3,514,013.91	813,702.37	204,059.57	2,496,251.97

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

Assets and Resources

Assets:			
101	Cash in Bank	7,147,421.53	
102-106	Cash Equivalents	.00	
107	Cash Management	.00	
	Total Cash		7,147,421.53
109	Payments		.00
111	Investments		.00
116	Capital Reserve Account		.00
117	Maintenance Reserve Investment Account		.00
118	Emergency Reserve Account		.00
121	Tax Levy Receivable		.00
Accounts Receivable:			
132	Interfund	.00	
140	Intergovernmental	.00	
141	Intergovernmental - State	309,819.00	
142	Intergovernmental - Federal	.00	
143	Intergovernmental - Other	.00	
153,154	Other - Net of Estimated Uncollectable of	.00	
161	Bond Proceeds Receivables	.00	
171	Inventories for Consumption	.00	
172	Inventory	.00	
155	Interfund	.00	
	Total Accounts Receivable		309,819.00
Loans Receivable:			
131	Interfund Loans Receivable	.00	
151,152	Other - Net of Estimated Uncollectable of	.00	
181	Prepaid Expenses	.00	
192	Deferred Expenditures	.00	
	Total Loans Receivable		.00
	Other Current Assets		.00
Resources:			
241	Machinery and Equipment	.00	
242	Accumulated Depreciation on Machinery & Equipment	.00	
301	Estimated revenues	4,417,526.38	
302	Less Revenues	-4,459,703.75	
			-42,177.37
Total Assets and Resources			7,415,063.16

Liabilities and Fund Equity

Liabilities:			
101	Cash Overdraft		.00
402	Interfund Accounts Payable		.00
411	Intergovernmental Accounts Payable - State		.00
412	Intergovernmental Accounts Payable - Federal		.00
421	Accounts Payable		.00
431	Contracts Payable		.00
451	Loans Payable		.00
423	Accounts Payable / Previous Years		.00
461	Accrued Salaries and Benefits		.00
481	Deferred Revenues		.00
	Other Current Liabilities		.00
Total Liabilities			.00

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year		-973.25
754	Reserve for Encumbrances - Prior Year		-7,320.39

Reserved Fund Balance:

764	Maintenance Reserve Account		.00
765	Tuition Reserve Account		.00
606	Add: Increase in Maintenance Reserve		.00
310	Less: Budgeted W/D from Maint. Reserve		.00
			<u>.00</u>
761	Capital Reserve Account		.00
604	Add: Increase in Capital Reserve		.00
307	Less: Budgeted W/D Local Share < Exc Cost		.00
309	Less: Budgeted W/D from Cap. Reserve-Exc		.00
			<u>.00</u>
766	Emergency Reserve Account		.00
607	Add: Increase in Emergency Reserve		.00
312	Less: Budgeted W/D from Emergency Reserve		.00
			<u>.00</u>
762	Adult Education Programs		.00
750,751,752	Reserved Fund Balance		.00
	Other Reserves		.00
601	Appropriations	-8,570,785.06	
602	Less: Expenditures	1,166,563.63	
603	Encumbrances	8,293.64	
		<u>1,174,857.27</u>	<u>-7,395,927.79</u>

Total Appropriated

-7,404,221.43

Unappropriated:

712	Investment in Gen Fixed Assets		.00
770	Fund Balance		-4,164,100.41
771	Fund Balance - Designated		.00
772	Fund Balance - Undesignated		.00
303	Budgeted Fund Balance		4,153,258.68
311	Budget Withdr Fm Tuition Reserve-Adjust/SU		.00
740	Unreserved Retain Earnings		.00

Total Unappropriated

-10,841.73

Total Fund Equity

-7,415,063.16

Total Liabilities and Fund Equity

-7,415,063.16

Recapitulation of Fund Balance:

	<u>Budgeted</u>	<u>Actual</u>	<u>Variance</u>
Appropriations	8,570,785.06	1,174,857.27	7,395,927.79
Revenues	-4,417,526.38	-4,459,703.75	42,177.37
Sub Total	4,153,258.68	-3,284,846.48	7,438,105.16

Change in Reserve Accounts:

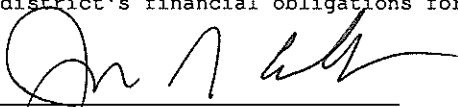
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	4,153,258.68	-3,284,846.48	7,438,105.16
Less: Adjustment For Prior Year Encumbrance	-939,234.04	-939,234.04	.00
Budget Fund Balance	3,214,024.64	-4,224,080.52	7,438,105.16

	Budget Estimated	Actual To Date		Unrealized Balance
Capital Projects Fund				
Revenue/Sources of Funds				
Total Revenue/Sources of Funds	.00	.00	.00	.00
Total Capital Projects Fund	.00	.00	.00	.00
Revenues/Sources of Funds				
Sources of Funds				
52XX Transfers From Other Funds	4,107,707.38	4,107,707.38	.00	.00
Total Sources of Funds	4,107,707.38	4,107,707.38	.00	.00
Revenue/Sources of Funds				
3X-1XXX Local Sources	.00	42,177.37	.00	-42,177.37
3X-3XXX State Sources	309,819.00	309,819.00	.00	.00
Total Revenue/Sources of Funds	309,819.00	351,996.37	.00	-42,177.37
Total Revenues/Sources of Funds	4,417,526.38	4,459,703.75	.00	-42,177.37
Expenditures and Other Uses				
Undistributed Expenditures				
XXX-4XX-1XX Salaries	4,250.00	.00	.00	4,250.00
XXX-4XX-331 Legal Services	14,900.00	.00	.00	14,900.00
XXX-4XX-39x Other Purchased Prof/Tech Se	14,603.38	2,903.38	.00	11,700.00
XXX-4XX-45X Construction Services	6,871,663.83	635,678.88	.00	6,235,984.95
XXX-4XX-61X Materials & Supplies	113,009.70	.00	.00	113,009.70
3X-XXX-4XX-XXX Construction Services	1,552,358.15	527,981.37	8,293.64	1,016,083.14
Total Undistributed Expenditures	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79
Total Expenditures and Other Uses	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79
999 INTERIM STATE1				
Facilities Acquisition & Construction				
Total Facilities Acquisition & Construction	.00	.00	.00	.00
Total 999 INTERIM STATE1	.00	.00	.00	.00
Total Expenditures	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79

	Budget Estimated	Actual To Date	Unrealized Balance
Capital Projects Fund			
Local Sources			
1510 Earnings on Investments	.00	42,177.37	-42,177.37
Total Local Sources	.00	42,177.37	-42,177.37
State Sources			
3XXX Other State Aids	309,819.00	309,819.00	.00
Total State Sources	309,819.00	309,819.00	.00
Transfer from Other Funds			
52XX Other Transfers	4,107,707.38	4,107,707.38	.00
Total Transfer from Other Funds	4,107,707.38	4,107,707.38	.00
Total Capital Projects Fund	4,417,526.38	4,459,703.75	-42,177.37

Capital Projects Fund	Appropriations	Expenditures	Encumbrances	Avail Bal
Capital Projects				
1205 EXPENSES3				
Total 1205 EXPENSES3	.00	.00	.00	.00
Equipment				
Total Equipment	.00	.00	.00	.00
Facilities Acquisition and Construction				
000-400-390 Other Purchased Services	27,500.00	.00	.00	27,500.00
000-400-390 Other Purchased Services	376,671.55	27,981.37	8,293.64	340,396.54
000-400-610 General Supplies	113,009.70	.00	.00	113,009.70
000-400-800 Other Objects	214,122.60	.00	.00	214,122.60
000-400-930 Facilities Grant	500,000.00	500,000.00	.00	.00
4492 EXPENSES4	438,314.00	.00	.00	438,314.00
LEGAL SERVICES	14,900.00	.00	.00	14,900.00
OTHER PURCH. PROF. & TECH. SERVICES	14,603.38	2,903.38	.00	11,700.00
CONSTRUCTION SERVICES	6,871,663.83	635,678.88	.00	6,235,984.95
Total Facilities Acquisition and Construction	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79
Total Capital Projects	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79
Total Capital Projects Fund	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79
Grand Totals:	8,570,785.06	1,166,563.63	8,293.64	7,395,927.79

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



 Board Secretary

Assets and Resources

Assets:		
101	Cash in Bank	.95
102-106	Cash Equivalents	.00
107	Cash Management	.00
	Total Cash	<u>.95</u>
109	Payments	.00
111	Investments	.00
116	Capital Reserve Account	.00
117	Maintenance Reserve Investment Account	.00
118	Emergency Reserve Account	.00
121	Tax Levy Receivable	.00
Accounts Receivable:		
132	Interfund	.00
140	Intergovernmental	.00
141	Intergovernmental - State	.00
142	Intergovernmental - Federal	.00
143	Intergovernmental - Other	.00
153,154	Other - Net of Estimated Uncollectable of	.00
161	Bond Proceeds Receivables	.00
171	Inventories for Consumption	.00
172	Inventory	.00
155	Interfund	.00
	Total Accounts Receivable	<u>.00</u>
Loans Receivable:		
131	Interfund Loans Receivable	.00
151,152	Other - Net of Estimated Uncollectable of	.00
181	Prepaid Expenses	.00
192	Deferred Expenditures	.00
	Total Loans Receivable	<u>.00</u>
	Other Current Assets	.00
Resources:		
241	Machinery and Equipment	.00
242	Accumulated Depreciation on Machinery & Equipment	.00
301	Estimated revenues	4,281,263.00
302	Less Revenues	<u>-4,281,263.00</u>
		<u>.00</u>
	Total Assets and Resources	<u><u>.95</u></u>

Liabilities and Fund Equity

Liabilities:		
101	Cash Overdraft	.00
402	Interfund Accounts Payable	.00
411	Intergovernmental Accounts Payable - State	.00
412	Intergovernmental Accounts Payable - Federal	.00
421	Accounts Payable	.00
431	Contracts Payable	.00
451	Loans Payable	.00
423	Accounts Payable / Previous Years	.00
461	Accrued Salaries and Benefits	.00
481	Deferred Revenues	.00
	Other Current Liabilities	.00
	Total Liabilities	<u><u>.00</u></u>

Fund Balance:

Appropriated:

753	Reserve for Encumbrances - Current Year		.00
754	Reserve for Encumbrances - Prior Year		

Reserved Fund Balance:

764	Maintenance Reserve Account	.00	
765	Tuition Reserve Account	.00	
606	Add: Increase in Maintenance Reserve	.00	
310	Less: Budgeted W/D from Maint. Reserve	.00	
			.00

761	Capital Reserve Account	.00	
604	Add: Increase in Capital Reserve	.00	
307	Less: Budgeted W/D Local Share < Exc Cost	.00	
309	Less: Budgeted W/D from Cap. Reserve-Exc	.00	
			.00

766	Emergency Reserve Account	.00	
607	Add: Increase in Emergency Reserve	.00	
312	Less: Budget W/D from Emergency Reserve	.00	
			.00

762	Adult Education Programs		.00
750,751,752	Reserved Fund Balance		.00
	Other Reserves		.00

601	Appropriations	-4,281,263.00	
602	Less: Expenditures	4,281,263.00	
603	Encumbrances	.00	4,281,263.00

Total Appropriated .00

Unappropriated:

712	Investment in Gen Fixed Assets		.00
770	Fund Balance		-.95
771	Fund Balance - Designated		.00
772	Fund Balance - Undesignated		.00
303	Budgeted Fund Balance		.00
311	Budget Withdr Fm Tuition Reserve-Adjust/SU		.00
740	Unreserved Retain Earnings		.00

Total Unappropriated -.95

Total Fund Equity -.95

Total Liabilities and Fund Equity -.95

Recapitulation of Fund Balance:

	Budgeted	Actual	Variance
Appropriations	4,281,263.00	4,281,263.00	.00
Revenues	-4,281,263.00	-4,281,263.00	.00
Sub Total	.00	.00	.00

Change in Reserve Accounts:

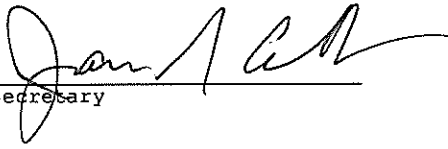
Plus - Increase in Reserve	.00	.00	.00
Less - Withdraw from Reserve	.00	.00	.00
Sub Total	.00	.00	.00
Less: Adjustment For Prior Year Encumbrance	.00	.00	.00
Budget Fund Balance	.00	.00	.00

	Budget Estimated	Actual To Date	Unrealized Balance	
Budgeted Fund Balance	.00	.00		.00
Revenues/Sources of Funds				
Sources of Funds				
4X-5XXX Other Financing Sources	500,000.00	500,000.00	.00	.00
Total Sources of Funds	500,000.00	500,000.00	.00	.00
Revenues from Local Sources				
4X-1XXX Miscellaneous	2,638,895.00	2,638,895.00	.00	.00
Total Revenues from Local Sources	2,638,895.00	2,638,895.00	.00	.00
Revenues from State Sources				
4X-3160 Debt Service Aid Type II	1,142,368.00	1,142,368.00	.00	.00
Total Revenues from State Sources	1,142,368.00	1,142,368.00	.00	.00
Total Revenues/Sources of Funds	4,281,263.00	4,281,263.00	.00	.00
Expenditures and Other Uses				
Debt Service				
4X-701-510-XXX Debt Service - Regular	4,281,263.00	4,281,263.00	.00	.00
Total Debt Service	4,281,263.00	4,281,263.00	.00	.00
Total Expenditures and Other Uses	4,281,263.00	4,281,263.00	.00	.00
Total Expenditures	4,281,263.00	4,281,263.00	.00	.00

	Budget Estimated	Actual To Date	Unrealized Balance
Budgeted Fund Balance	.00	.00	.00
Debt Service Fund			
Local Sources			
121X Local Tax Levy	2,638,895.00	2,638,895.00	.00
Total Local Sources	2,638,895.00	2,638,895.00	.00
State Sources			
3160 Debt Service Aid Type II	1,142,368.00	1,142,368.00	.00
Total State Sources	1,142,368.00	1,142,368.00	.00
Transfer from Other Funds			
5210 Transfer from Capital Reserve	500,000.00	500,000.00	.00
Total Transfer from Other Funds	500,000.00	500,000.00	.00
Total Debt Service Fund	4,281,263.00	4,281,263.00	.00

	Appropriations	Expenditures	Encumbrances	Avail Bal
Debt Service Fund				
Debt Service				
Regular Debt Service				
701-510-910 Redemption of Principle	2,805,000.00	2,805,000.00	.00	.00
701-510-834 Interest on Bonds	1,476,263.00	1,476,263.00	.00	.00
Total Regular Debt Service	4,281,263.00	4,281,263.00	.00	.00
Total Debt Service	4,281,263.00	4,281,263.00	.00	.00
Total Debt Service Fund	4,281,263.00	4,281,263.00	.00	.00
Grand Totals:	4,281,263.00	4,281,263.00	.00	.00

Pursuant to N.J.A.C. 6:20-2A.10 (d)*, I certify that no budgetary line item account has been over expended in violation of N.J.A.C. 6:20-2A. 10(a)* and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.



Board Secretary

APPENDIX

D

Glen Rock School District
Budget Journal By Reference

<u>Batch No.</u>	<u>Ref No.</u>	<u>Date</u>	<u>Period</u>	<u>Description</u>	<u>Debit</u>	<u>Credit</u>
<u>Account No/Description</u>						
000644	4330	02/28/24	09	March xfer		
				4-11-000-261-420-40-12-750		4,900.00
				4-11-000-262-420-40-32-722	1,000.00	
				4-11-000-262-610-40-32-652	1,000.00	
				4-11-000-262-890-40-32-253	900.00	
				4-11-000-266-420-40-32-000	2,000.00	
				Total Reference No. 4330	4,900.00	4,900.00
000644	4331	02/28/24	09	March xfer		
				4-11-000-261-420-40-10-750		2,500.00
				4-11-000-263-610-40-32-721	2,500.00	
				Total Reference No. 4331	2,500.00	2,500.00
				Total Batch No. 000644	7,400.00	7,400.00
000652	4334	03/05/24	09	March Xfer		
				4-11-150-100-320-23-19-000		3,000.00
				4-11-190-100-610-23-23-240	3,000.00	
				Total Reference No. 4334	3,000.00	3,000.00
000652	4335	03/05/24	09	March Xfer		
				4-11-000-218-390-23-23-265	1,500.00	
				4-11-150-100-320-23-19-000		1,500.00
				Total Reference No. 4335	1,500.00	1,500.00
000652	4336	03/06/24	09	March Xfer		
				4-11-000-252-420-35-00-000	155.88	
				4-11-190-100-340-35-00-000		155.88
				Total Reference No. 4336	155.88	155.88
000652	4337	03/06/24	09	March Xfer		
				4-11-000-262-420-20-30-073		1,200.00
				4-11-402-100-590-20-30-075	1,200.00	
				Total Reference No. 4337	1,200.00	1,200.00
000652	4338	03/06/24	09	March Xfer		
				4-11-000-261-420-40-12-750		1,000.00
				4-11-000-270-420-40-32-520	1,000.00	
				Total Reference No. 4338	1,000.00	1,000.00
000652	4339	03/06/24	09	March Xfer		
				4-11-000-261-420-40-20-750		500.00
				4-11-000-270-420-40-32-520	500.00	
				Total Reference No. 4339	500.00	500.00
				Total Batch No. 000652	7,355.88	7,355.88
000656	4340	03/07/24	09	March xfers		
				4-11-000-218-390-23-00-265	1,000.00	
				4-11-150-100-320-23-19-000		1,000.00
				Total Reference No. 4340	1,000.00	1,000.00
000656	4341	03/07/24	09	March xfers		
				4-11-000-213-610-23-23-000	1,500.00	
				4-11-150-100-320-23-19-000		1,500.00

Glen Rock School District
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Batch No.	Ref No.	Date	Period	Description	Debit	Credit
Account No/Description						
000656	4341	03/07/24	09	March xfers		
				Total Reference No. 4341	1,500.00	1,500.00
				Total Batch No. 000656	2,500.00	2,500.00
000684	4342	03/11/24	09	March xfers		
				4-11-000-230-580-05-00-000 Supt Travel Expenses	125.00	
				4-11-000-230-580-05-00-002 Supt Staff Travel Expenses		125.00
				Total Reference No. 4342	125.00	125.00
000684	4352	03/12/24	09	March xfers		
				4-11-000-263-420-40-32-720 SW Grounds Contracted Svcs.		500.00
				4-11-000-263-610-40-32-721 SW Grounds Supplies/Materials	500.00	
				Total Reference No. 4352	500.00	500.00
				Total Batch No. 000684	625.00	625.00
000689	4353	03/13/24	09	MARCH xfer		
				4-11-000-223-580-20-02-251 Hs Business Travel	1,200.00	
				4-11-000-240-580-21-44-251 Ms Admin Trav/Wkshps	2,200.00	
				4-11-401-100-580-20-02-251 DECA Travel Related Expenses		3,400.00
				Total Reference No. 4353	3,400.00	3,400.00
				Total Batch No. 000689	3,400.00	3,400.00
000702	4355	03/19/24	09	March xfer		
				4-11-000-222-610-35-00-001 AV Supplies/Equipment-Non Instructio	1,198.00	
				4-11-000-252-610-35-00-002 Tech-Helpdesk Software		1,198.00
				Total Reference No. 4355	1,198.00	1,198.00
				Total Batch No. 000702	1,198.00	1,198.00
000713	4356	03/21/24	09	March xfer		
				4-11-000-240-610-20-30-250 AD Office Supplies/Materials	800.00	
				4-11-402-100-500-20-30-075 Athletic Awards		800.00
				Total Reference No. 4356	800.00	800.00
				Total Batch No. 000713	800.00	800.00
000716	4358	03/31/24	09	ARP PreK Expansion		
				4-20-4500-460-67 ARP Grant ARP PK Expansion	869,808.00	
				4-20-4547-460-00 ARP PK Expansion	-21,587.75	
				4-20-460-400-331-67-20-000 ARP PreK Legal Fees		7,300.00
				4-20-460-400-334-67-20-000 ARP PreK Architectural Service		184,000.00
				4-20-460-400-334-67-20-001 ARP PreK Architect Design Contingenc		84,200.00
				4-20-460-400-334-67-20-002 ARP PreK Architect Reimbursables		9,200.00
				4-20-460-400-339-67-20-003 ARP PreK Environmental/Testing Consu		2,500.00
				4-20-460-400-339-67-20-004 ARP PreK Expansion Bonding		7,300.00
				4-20-460-400-390-67-20-000 ARP PreK Expansion Permits		16,900.00
				4-20-460-400-450-67-20-000 ARP PreK Expansion Hard Costs		1,629,220.00
				4-20-460-400-450-67-20-001 ARP PreK Construction Contingency		168,310.00
				4-20-460-400-450-67-20-003 ARP PreK Hazardous Material Abatemen		44,000.00
				4-20-5200-460-67 Cap Reserve Transfer ARP PreK Expans	1,304,709.75	

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Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000716	4358	03/31/24	09	ARP PreK Expansion		
				Total Reference No. 4358	2,152,930.00	2,152,930.00
				Total Batch No. 000716	2,152,930.00	2,152,930.00
000717	4359	03/31/24	09	HS/MS Roof Project		
				4-30-000-400-334-61-20-000 ROD HS/MS Roof Architectural Serv	5,375.00	
				4-30-000-400-334-61-20-001 ROD HS/MS Roof Arch Design Contigenc		1,375.00
				4-30-000-400-334-61-20-002 ROD HS/MS Roof Architect Reimbursabl		4,000.00
				Total Reference No. 4359	5,375.00	5,375.00
000717	4360	03/31/24	09	ROD Coleman Roof		
				4-30-000-400-334-62-12-000 ROD Coleman Roof Architectual Servic	4,289.00	
				4-30-000-400-334-62-12-001 ROD Coleman Roof Arch Design Contige		1,151.00
				4-30-000-400-334-62-12-002 ROD Coleman Roof Architect Reimbusab		3,138.00
				Total Reference No. 4360	4,289.00	4,289.00
				Total Batch No. 000717	9,664.00	9,664.00
000735	4368	03/31/24	09	March Appropriation Adjustments		
				4-11-000-213-100-12-44-418 Coleman Nurse Substitutes		177.00
				4-11-000-213-100-21-44-418 Ms Sub Nurse		531.00
				4-11-000-221-102-32-02-213 Supervisor of IT/Media Cntr Salary		.01
				4-11-000-230-100-05-42-213 Supt. Office Salary		3,672.91
				4-11-000-230-300-05-00-001 Communications Prof. Services GR		19,562.50
				4-11-000-230-332-05-40-121 Audit Fees		29,700.00
				4-11-000-240-104-32-05-213 Supervisor of Special Ed Salary		880.72
				4-11-000-240-105-13-44-219 Hamilton Sub Secretary		110.25
				4-11-000-240-105-20-44-219 Hs Admin. Sub Secretary		661.50
				4-11-000-251-100-05-41-213 Business Office Salary		3,062.05
				4-11-000-251-340-05-43-128 Software Maintenance		5,800.00
				4-11-000-251-580-05-00-000 BA & Staff Travel Expenses		65.50
				4-11-000-251-890-05-00-000 Business Office Miscellaneous		732.00
				4-11-000-252-110-35-19-000 Board Meeting Video Salaries		189.13
				4-11-000-262-300-40-32-750 SW Purchased Prof. Services		6,041.00
				4-11-000-262-610-40-32-650 SW Custodial Supplies		16,013.08
				4-11-000-266-420-40-32-000 DW Security Contracted Services		6,437.85
				4-11-000-291-241-32-20-810 DCRP Pension Payments		1,034.72
				4-11-120-100-101-10-44-217 Byrd Teach Lunch Superv		668.00
				4-11-120-100-101-11-44-217 Cent Teach Lunch Superv		1,508.00
				4-11-120-100-101-12-44-217 Cole Teach. Lunch Super		2,210.00
				4-11-130-100-101-32-00-000 Movement On Salary Guide	60,415.19	
				4-11-130-100-101-32-00-002 Additional Grades 6-8 Teacher	119,652.00	
				4-11-140-100-101-20-01-213 Hs Art Salary		4,182.44
				4-11-140-100-101-20-04-213 Hs English Salary		18,562.35
				4-11-190-100-320-10-02-218 Byrd Daily Teacher Substitutes		14,615.61
				4-11-190-100-320-11-02-218 Central Daily Teacher Substitutes		5,568.48
				4-11-190-100-320-12-02-218 Coleman Daily Teacher Substitutes		11,569.00
				4-11-190-100-320-13-02-218 Hamilton Daily Teacher Substitutes		12,457.19
				4-11-204-100-101-20-47-213 Hs LLD Salary		1,124.24
				4-11-213-100-101-20-49-213 Hs Res Cent Salary		10,781.94

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Batch No.	Ref No.	Date	Period	Description	Debit	Credit
<u>Account No/Description</u>						
000735	4368	03/31/24	09	March Appropriation Adjustments		
	4-11-213-100-101-21-49-213			Ms Res Cent Salary		1,003.68
	4-11-230-100-101-11-48-213			Cent Reading Salary		.02
	4-11-230-100-101-12-48-213			Cole Reading Salary		.02
	4-11-402-100-590-20-30-075			Athletic Secur/Officer		1,145.00
				Total Reference No. 4368	180,067.19	180,067.19
				Total Batch No. 000735	180,067.19	180,067.19
000749	4380	03/31/24	09	Budget Setup ACSERS aid		
	4-20-4537-486-00			ACSERS Grant	158,994.00	
	4-20-486-100-566-00-00-000			ACSERS Sp. Ed. Tuition		158,994.00
				Total Reference No. 4380	158,994.00	158,994.00
				Total Batch No. 000749	158,994.00	158,994.00
000773	4389	03/31/24	09	Culinary Room Budget Setup		
	4-30-000-400-331-63-20-000			Culinary Room Legal Fees		2,500.00
	4-30-000-400-334-63-20-000			Culinary Room Architectural Fees		63,000.00
	4-30-000-400-334-63-20-001			Culinary Room Arch Design Contingenc		25,000.00
	4-30-000-400-334-63-20-002			Culinary Room Architect Reimbursable		4,800.00
	4-30-000-400-339-63-20-000			Culinary Room Asbestos Abatement Con		5,000.00
	4-30-000-400-339-63-20-004			Culinary Room Bonding Fees		2,500.00
	4-30-000-400-390-63-20-000			Culinary Room Permits/State Fees Etc		11,700.00
	4-30-000-400-390-63-20-002			Culinary Room NJDOE Review Fees		2,903.38
	4-30-000-400-450-63-20-000			Culinary Room Construction Hard Cost		570,400.00
	4-30-000-400-450-63-20-001			Culinary Room Construction Contingen		50,000.00
	4-30-000-400-450-63-20-003			Culinary Room Hazardous Mater. Abate		10,275.00
	4-30-5200-000-63			Cap Reserve Transfer-Culinary Room	748,078.38	
				Total Reference No. 4389	748,078.38	748,078.38
000773	4390	03/31/24	09	Gym Exterior Stairs Project Setu		
	4-30-000-400-334-64-20-000			Ext.Gym Stairs Architectual Fees		14,000.00
	4-30-000-400-334-64-20-001			Ext.Gym Stairs Arch Design Contigenc		5,100.00
	4-30-000-400-334-64-20-002			Ext.Gym Stairs Architect Reimbursabl		1,100.00
	4-30-000-400-450-64-20-000			Ext.Gym Stairs Hard Costs		101,400.00
	4-30-000-400-450-64-20-001			Ext.Gym Stairs Construction Contigen		10,200.00
	4-30-5200-000-64			Cap Reserve Ext Gym Stairs	131,800.00	
				Total Reference No. 4390	131,800.00	131,800.00
000773	4391	03/31/24	09	Lower Field Renovation Project S		
	4-30-000-400-331-65-20-000			Lower Field Reno Legal Fees		12,400.00
	4-30-000-400-334-65-20-000			Lower Field Reno Architectural Fees		214,000.00
	4-30-000-400-334-65-20-001			Lower Field Reno Arch Design Conting		81,300.00
	4-30-000-400-334-65-20-002			Lower Field Reno Architect Reimbursa		16,100.00
	4-30-000-400-339-65-20-003			Lower Field Reno Envir/Test Consulta		25,000.00
	4-30-000-400-339-65-20-004			Lower Field Reno Bonding Fees		12,400.00
	4-30-000-400-450-65-20-000			HS/MS Soccer Field Hard Costs		2,019,400.00
	4-30-000-400-450-65-20-001			Lower Field Reno Construction Contin		187,500.00
	4-30-5200-000-65			Cap Reserve Transfer Lower Field Ren	2,568,100.00	
				Total Reference No. 4391	2,568,100.00	2,568,100.00
000773	4392	03/31/24	09	ES Sinks & Cabinets Budget Setup		

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<u>Batch No.</u>	<u>Ref No.</u>	<u>Date</u>	<u>Period</u>	<u>Description</u>	<u>Debit</u>	<u>Credit</u>
<u>Account No/Description</u>						
000773	4392	03/31/24	09	ES Sinks & Cabinets Budget Setup		
	4-30-000-400-450-66-20-000			ES Sinks/Cabinets Construction Hard		195,000.00
	4-30-5200-000-66			Cap Reserve Transfer-ES Sinks/Cabine	195,000.00	
				Total Reference No. 4392	195,000.00	195,000.00
				Total Batch No. 000773	3,642,978.38	3,642,978.38
000774	4393	03/31/24	09	Budget Setup Cap.Outlay: Pre-K E		
	4-12-000-400-931-00-00-000			Cap Res-Tsfr To Cap Proj		1,304,709.75
				Total Reference No. 4393	.00	1,304,709.75
000774	4394	03/31/24	09	Budget Setup Cap Outlay: Sinks/C		
	4-12-000-400-931-00-00-000			Cap Res-Tsfr To Cap Proj		195,000.00
				Total Reference No. 4394	.00	195,000.00
000774	4395	03/31/24	09	Budget Setup Cap.Outlay:Lower Fi		
	4-12-000-400-931-00-00-000			Cap Res-Tsfr To Cap Proj		2,568,100.00
				Total Reference No. 4395	.00	2,568,100.00
000774	4396	03/31/24	09	Budget Setup Cap.Outlay: Ext. Gy		
	4-12-000-400-931-00-00-000			Cap Res-Tsfr To Cap Proj		131,800.00
				Total Reference No. 4396	.00	131,800.00
000774	4397	03/31/24	09	Budget Setup Cap.Outlay:Culinary		
	4-12-000-400-931-00-00-000			Cap Res-Tsfr To Cap Proj		748,078.38
				Total Reference No. 4397	.00	748,078.38
				Total Batch No. 000774	.00	4,947,688.13
				Grand Total	6,167,912.45	11,115,600.58

APPENDIX

E

GLEN ROCK BOARD OF EDUCATION

COMPETITIVE CONTRACTING EVALUATION REPORT FOR REPORT FOR FOOD SERVICE MANAGEMENT No. 23/03

This report is prepared according to N.J.S.A. 18A:18A- 4.3 (d). Two vendors contacted the Business Administrator/Board Secretary for a copy of the request for proposals, which was advertised according to N.J.S.A. 18A:18A-4.5. One proposal was received by the Business Administrator/Board Secretary by April 2, 2024. A committee comprised of the Business Administrator and Accounting Clerk evaluated the proposals. As set forth in the project specifications, the proposal was evaluated based on Financial Return (20%), Economic Efficiency (10%), Quality of Program (10%), Professional References (10%), Corporate Support (10%), Menu Variety (10%), Food Concepts (3%), Proposed Management (15%), Training Programs (2%) and Requirement Compliance (10%).

The recommendation of the Business Administrator and the Committee, after review of the proposal submitted, is to award to the contract to The Pomptonian, Inc., Inc. for the following reasons: (1) the firm possesses the necessary experience and qualifications; (2) the program offered in terms of menu variety, quality and support meet the requirements of the District (3) the proposal's financial terms was competitive compared to prior year and offered a breakeven guarantee. The Board of Education will award this contract by resolution to The Pomptonian, Inc. at the Board Meeting on April 29, 2024.

- I. Evaluation Results – The Pomptonian, Inc.
Financial Return (20%) - 15
Economic Efficiency (10%) - 8
Quality of Program (10%) - 8
Professional References (10%) - 10
Corporate Support (10%) - 10
Menu Variety (10%) - 8
Food Concepts (3%) - 3
Proposed Management (15%) - 15
Training Programs (2%) - 2
Requirement Compliance (10%) – 87/100

The committee's recommendation to award the Food Service Management contract to The Pomptonian, Inc. was based on their knowledge and experience providing such services to many districts in the State (including Glen Rock), their operational and compliance services, pricing (.74% management fee increase) and their ability to best satisfy our current and future needs.

Contractual Terms:

Scope of Services:

Plan and execute all aspects of the District's Food Service program

Pricing:

Management Fee - \$0.0928 for each \$1.00 of sales

Zero cost of operation guarantee

Term

July 1, 2024 – June 30, 2025

Option to Renew:

Up to 4 additional 1 year periods; with increase to management not to exceed Index Rate, by Board of Education resolution

THIS FOOD SERVICE MANAGEMENT AGREEMENT is made this 2nd day of April, 2024, by and between the BOARD OF EDUCATION OF GLEN ROCK, BERGEN COUNTY, NEW JERSEY (hereinafter referred to as the "District") and THE POMPTONIAN, a New Jersey Corporation, having its principal place of business at 3 Edison Place, Fairfield, NJ 07004-3511 (hereinafter referred to as the "FSMC").

A. CONTRACT DURATION / RENEWALS

- 1) This contract is for a term not longer than one year in duration, beginning on July 1, 2024 and ending on June 30, 2025, unless earlier terminated by either party as provided herein.
- 2) This contract may be renewed annually by mutual written agreement of the District (the "District") and the Food Service Management Company (the "FSMC"), for up to four additional one-year periods, subject to the following limitations:
 - a. Each renewal shall be awarded by resolution of the District upon a finding that the services are being performed in an effective and efficient manner;
 - b. The contract shall not be renewed or extended so that it runs for more than a total of five consecutive years;
 - c. Any price change included as part of a renewal shall be based upon the price of the original contract as cumulatively adjusted pursuant to any previous adjustment or renewal, and shall not exceed the change in the Index Rate (as defined in Public Schools Contract Law, N.J.S.A. 18A:18A-1 *et seq.*) for the 12 months preceding the most recent quarterly calculation available at the time the contract is renewed; and
 - d. The terms and conditions of the contract shall remain substantially the same.

B. DISTRICT RESPONSIBILITIES

- 1) The District shall retain control of the quality, extent and general nature of its food service, and the prices charged to the children for meals.
- 2) The District shall retain signature authority on the District's Free and Reduced-Price Policy.
- 3) The District shall maintain applicable health certification and assure that all State and local regulations are being met by the FSMC preparing or serving meals at a District facility.
- 4) The District shall establish an advisory board composed of parents, teachers and students to assist in menu planning.
- 5) The District shall retain control of the nonprofit school food service account and overall financial responsibility for the School Nutrition Operation.
- 6) The District shall assure that there are no competitive sales during the cafeteria's hours of operation. Competitive sales include the sale of any food or beverage item. Operating hours are defined as the time the cafeteria begins sales to students, including breakfast, until the end of the last lunch period.

- 7) The District or any employee of the District shall not sign exclusive contracts with food service vendors without the FSMC's written consent. Exclusive vendor contracts requiring that the FSMC purchase from specific vendors could have a negative impact on the financial performance of the food service operation.

C. FOOD SERVICE OPERATION

- 1) The FSMC shall adhere to the 21-day cycle menu contained in the District's Request for Proposal for the first 21 days of meal service. Changes thereafter may be made with the approval of the District.
- 2) No payment shall be made for meals that are spoiled or unwholesome at the time of delivery, do not meet detailed specifications as developed by the District for each food component or do not otherwise meet the requirements of the contract.
- 3) The FSMC shall purchase, to the maximum extent possible, domestic commodities or products. "Domestic commodity or product" means an agricultural commodity that is produced in the United States, and a food product that is processed in the United States substantially using agricultural commodities that are produced in the United States.
- 4) The FSMC shall cooperate with the District in promoting nutrition education and coordinating the food service with classroom instruction. The FSMC shall comply with the nutrition guidelines included in the District's Wellness Policy.
- 5) The FSMC shall offer free, reduced price and paid meals to all students determined as eligible by the District.

D. FACILITIES

- 1) The District will provide the FSMC with all facilities for food service (including sanitary toilet facilities for the FSMC's employees) completely equipped and ready to operate, together with such heat, fuel, refrigeration and utilities service reasonably required for efficient operation. The District will furnish building maintenance services for the premises.
- 2) The District shall be responsible for garbage removal and extermination service.
- 3) The FSMC shall be responsible for routine cleaning and housekeeping in the food preparation and service areas, and will maintain high standards of sanitation.
- 4) The District will provide regular cleaning service for the cafeteria and kitchen walls, floors, grease traps, stove/oven hoods, exhaust ducts, windows, light fixtures and waxing of floors.

E. EQUIPMENT

- 1) The District will make all necessary equipment repairs and replacements and will furnish equipment maintenance.

- 2) The District shall also provide an adequate initial inventory of glassware, chinaware, and silverware and will maintain the inventory of these items at its expense.
- 3) The District will provide an adequate initial inventory of small expendable equipment (pots, pans, etc.) and shall maintain the inventory of these items at its expense.
- 4) The District shall be responsible for loss due to equipment failure including but not limited to power failure, power loss or equipment breakdown.

F. HEALTH CERTIFICATION

- 1) The SFA shall maintain all applicable health certifications on its facilities and shall ensure that all state and local regulations are being met by the FSMC preparing or serving meals at any SFA facility. All certifications shall be posted in a prominent place within the Food Service facilities as required.
- 2) The FSMC shall have State or local health certification for any facility outside the school in which it proposes to prepare meals and the FSMC shall maintain this health certification for the duration of the contract.

G. ENVIRONMENTAL PROTECTION / ENERGY CONSERVATION

- 1) In the performance of this contract, the FSMC shall comply with all applicable standards, orders, or requirements issued under section 306 of the Clean Air Act (42 U.S.C. 1857(h)), section 508 of the Clean Water Act (33 U.S.C. 1368), Executive Order 11738, and Environmental Protection Agency regulations (40CFR Part 15).
- 2) The FSMC shall recognize mandatory standards and policies relating to energy efficiency which are contained in the State energy conservation plan issued in compliance with the Energy Policy and Conservation Act.

H. EQUAL EMPLOYMENT / AFFIRMATIVE ACTION

During the performance of this contract, the FSMC agrees as follows [N.J.S.A. 18A:18A-4.4d; N.J.A.C. 17:27-3.5; 3.7]:

- 1) It will not discriminate against any employee or applicant for employment because of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Except with respect to affectional or sexual orientation and gender identity or expression, the FSMC will ensure that equal employment opportunity is afforded to such applicants in recruitment and employment, and that all employees are treated during employment, without regard to their age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex. Such equal employment opportunity shall include, but not be limited to, the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The FSMC agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the District Compliance Officer setting forth provisions of this nondiscrimination clause.

- 2) It will in all solicitations or advertisements for employees placed by or on behalf of the FSMC, state that all qualified applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex.
- 3) It will send to each labor union with which it has a collective bargaining agreement, a notice to be provided by the District contracting officer, advising the labor union of the FSMC's commitments under this chapter and shall post copies of the notice in conspicuous places available to employees and applicants for employment.
- 4) The FSMC agrees to comply with any regulations promulgated by the State Treasurer pursuant to N.J.S.A. 10:5-31 *et seq.*, as amended and supplemented from time to time, and the Americans with Disabilities Act.
- 5) The FSMC agrees to make good faith efforts to meet targeted county employment goals established in accordance with N.J.A.C. 17:27-5.2.
- 6) The FSMC agrees to inform in writing its appropriate recruitment agencies including, but not limited to, employment agencies, placement bureaus, colleges, universities, and labor unions, that it does not discriminate on the basis of age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, and that it will discontinue the use of any recruitment agency which engages in direct or indirect discriminatory practices.
- 7) The FSMC agrees to revise any of its testing procedures, if necessary, to assure that all personnel testing conforms with the principles of job-related testing, as established by the statutes and court decisions of the State of New Jersey and as established by applicable federal law and applicable federal court decisions.
- 8) In conforming with the targeted employment goals, the FSMC agrees to review all procedures relating to transfer, upgrading, downgrading and layoff to ensure that all such actions are taken without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality or sex, consistent with the statutes and court decisions of the State of New Jersey and applicable federal law and applicable federal court decisions.
- 9) Prior to executing this contract, the FSMC submitted to the District a Certificate of Employee Information Report
- 10) The FSMC shall furnish any mandated such reports or other documents to the New Jersey Department of Treasury, Division of Purchase & Property, Contract Compliance Audit Unit, EEO Monitoring Program, as may be requested by the office from time to time in order to carry out the purposes of the regulations, and the District shall furnish such information as may be requested by the Division of Purchase & Property, Contract Compliance Audit Unit, EEO Monitoring Program for conducting a compliance investigation pursuant to subchapter 10 of the Administrative Code at N.J.A.C. 17:27.

I. PERSONNEL

- 1) The District, shall not, without FSMC's written consent, hire, make an agreement with, or permit the employment in any operation providing food service to District, at District's direction or on District's behalf, any of the FSMC's management personnel within one year after the employee's separation from or termination date with FSMC. The District agrees that the FSMC incurs expenses in training, recruiting, and employing these persons. It is agreed that should the District hire, make an agreement with, or allow or permit a successive FSMC to hire any such employee during the prescribed period without written consent from the FSMC, the District shall pay to the FSMC two and one-half times the manager's annual salary as due consideration for damages. It is acknowledged by the parties that a breach of the terms of this agreement would potentially cause the FSMC substantial economic damages and losses of types and in amounts which are difficult or impossible to compute and ascertain with certainty. Accordingly, in lieu of actual damages, the parties agree that that the damages set forth above may be assessed and recovered by FSMC without FSMC being required to present any evidence of the amount or character of actual damages sustained. Such damages are intended to represent estimated actual damages and are not intended as a penalty, and this sum has been determined to be reasonable by both parties after due consideration of all relevant circumstances. This provision shall survive termination of this agreement.
- 2) The FSMC shall remove or dismiss any employee at the written direction of the District.

J. WORK HOURS

The FSMC shall comply with Sections 103 and 107 of the Contract Work Hours and Safety Standards Act (40 U.S.C.327-330) as supplemented by U.S. Department of Labor regulations (29 CFR Part 5).

K. MANAGEMENT FEE(S) / GUARANTEES

- 1) The FSMC shall receive, in addition to the costs of operation, a management fee of \$.0928 for each \$1.00 of sales to compensate the FSMC for administrative and management costs. This fee shall be billed monthly as a cost of operation. The District guarantees the payment of such costs and fee to the FSMC.
- 2) The FSMC guarantees the District a no cost of operation for the District for school year 2024-2025.
- 3) This guarantee is contingent upon the guarantee requirements as stated below.
 - Minimum of 178 serving days
 - Adoption of recommended Student Lunch Price List and Faculty Lunch Price List and the ability to increase individual items based on market demand
 - Enrollment remains constant
 - The District is responsible for kitchen equipment maintenance and repair, smallwares purchases, and cleaning of floors in dining room and kitchen area
 - No change in school policy that significantly affects operating revenue or expense

- A special dietary policy for an individual or group that results in an extraordinary expense will be recorded separately
- Based on billing the District for the cost of serving students eligible for free and reduced-price meals
- No competitive sales during cafeteria operating hours
- Based on the Labor Schedule submitted including hours, rates, number of positions, and benefits

L. OPERATING EXPENSES

- 1) The FSMC shall bill the District for all operating expenses in relation to running the food service operation for the district. These expenses shall include but shall not be limited to the following:
 - a) Supplies including food, paper, groceries and other products necessary for operation.
 - b) Labor Expenses including salaries, wages, payroll taxes, workers compensation, bonuses, health benefits, 401k and other administrative costs necessary for the efficient operation of the District's cafeteria(s).
 - c) Other costs and expenses including but not limited to office supplies, postage, printing and copying expenses, sales taxes, fingerprinting, employment advertising, travel, uniforms, interest charges paid for a line of credit as required to support the District's open accounts receivable, liability insurance premiums, legal and arbitration expenses.
 - d) Telephone and communications.

M. INVENTORY

- 1) The Inventory is the property of the District. The FSMC will purchase food and supplies for the District's cafeteria program. The FSMC shall bill the District for the cost of the inventory based on the vendor invoices.
- 2) The FSMC is determined to be an agent in this relationship with the District and, for limited purposes, utilizes the sales and use tax exemption of the school board in procurement of goods and supplies purchased in the performance of its school food service contract. The FSMC makes this relationship known to the sellers at the time of purchase. The invoice shows that the goods are delivered directly to one of the schools under the jurisdiction of the District and the title of the goods is transferred to the District upon receipt. Based on this relationship the Department of Treasury Division of Taxation from New Jersey has established that those purchases are exempt from sales and use tax.
- 3) Any loss of inventory due to power failure or flood will be separate from the cafeteria operating budget. The FSMC will generate an accounting that may be utilized by the District for an insurance claim as applicable. This will be a credit on the Income Statement to exclude an extraordinary event from the financial results.

N. REBATES, DISCOUNTS AND CREDITS

- 1) The FSMC shall charge the District only for costs that are actual and allowable, net of all discounts, rebates and other applicable credits accruing to or received by the FSMC, to the extent those credits are allocable to the allowable portion of the costs billed to the District.

The FSMC will exclude all unallowable costs from its billing documents and certify that only allowable costs are submitted for payment and that records have been established that maintain visibility of unallowable costs, including directly associated costs, in a manner suitable for contract cost determination and verification.

- 2) The FSMC shall identify the amount of each discount, rebate and other applicable credit on bills and invoices presented to the District for payment and individually identify the amount as a discount, rebate, or in the case of other applicable credits, the nature of the credit.

The FSMC shall report this information monthly.

- 3) The FSMC shall report discounts, rebates and other applicable credits allocable to the contract, that are not reported prior to the conclusion of the contract, by issuing a credit to Food Cost.
- 4) The FSMC shall maintain documentation of costs and discounts, rebates and other applicable credits, and shall furnish such documentation upon request to the District.
- 5) No expenditure shall be made from the nonprofit school food service account that permits or results in the FSMC's receiving payments in excess of its actual, net allowable costs.

O. RECORDS

- 1) The FSMC shall grant the District, or any of their duly authorized representatives, access to any books, documents, papers and records of the FSMC which are directly pertinent to this contract, for the purpose of making audit, examination, excerpts and transcriptions.
- 2) The FSMC shall retain all records required or necessary under this contract for a period of three years from the date of final payment hereunder; except that if any audit findings have not been resolved, the records shall be retained beyond the three-year period as long as required for the resolution of the issues raised by the audit.
- 3) The FSMC shall maintain all documentation related to products, transactions or services under this contract for a period of five years from the date of final payment. Such records shall be made available to the New Jersey Office of the State Comptroller upon request.

P. PAYMENT TERMS

The FSMC shall bill the District for actual expenses associated with the District's cafeteria operation. The District shall reimburse the FSMC for expenses paid on the District's behalf. Due to the unique nature of the service provided by the FSMC, the FSMC asks

that the District reimburse the FSMC in a timely manner. The billing follows the expenditures, most of which are already disbursed for labor and to tax collecting authorities. The FSMC prefers that payments are made in fifteen (15) days but anticipates payment no later than thirty (30) days of the billing date to ensure that timely distribution of the expense payments can be maintained.

Q. SOC 1 REPORT

- 1) The FSMC shall have an annual service audit of the FSMC's internal controls performed by an independent audit firm engaged by the FSMC. The service audit shall be as prescribed in A.I.C.P.A. Statement on Standards for Attestation Engagements (SSAE) No. 16. The FSMC shall provide the District with a SOC 1 Type 2 Report in conformity with SSAE No. 16 to enable the District to meet its annual audit obligation under New Jersey Department of Treasury Circular No. 04-04-OMB. [7CFR 3016.26; 7CFR 3052.210(f); N.J.S.A. 18A:23-1].
- 2) The annual service audit performed by an independent audit firm, shall be performed in one or more location(s) as randomly selected by the Accountant and may not necessarily include the District's location. Should the District desire an audit specific to the operation of the District's food service operation, the expense of that audit will be charged, at the standard rate of the independent audit firm, to the cafeteria program, separate from the guarantee.

R. BREACH BY FSMC / REMEDIES, SANCTIONS

In the event of the FSMC's nonperformance under this contract and/or its violation or breach of the contract terms, the District shall have the right to pursue all administrative, contractual, and legal remedies against the FSMC and shall have the right to seek all sanctions and penalties as may be appropriate.

S. TERMINATION

1. The District or the FSMC may cancel this contract for cause by giving 60 days' written notification.
2. The District may terminate this contract at any time by giving 90 days' written notification to the FSMC setting forth the reason for and the effective date of termination. Upon such termination, the District and the FSMC shall make settlement of all amounts due hereunder as follows:

All outstanding bills will be paid prior to the conclusion of the 90 days or last service date. A final bill will be issued and payment remitted not later than 30 days from the final bill date.

T. NEW JERSEY BUSINESS REGISTRATION REQUIREMENTS

- 1) Prior to entering into this contract, the FSMC provided the District with a current Business Registration Certificate issued by the New Jersey Department of Treasury, Division of Revenue or, at the option of the District, with sufficient information for the District to verify proof of business registration of the FSMC through a computerized system maintained by the State of New Jersey.
- 2) The FSMC shall provide written notice to its subcontractors, if any, of the responsibility to submit proof of business registration to the FSMC. Before final payment on this contract is made by the District, the FSMC shall submit an accurate list and the proof of business registration of each subcontractor or supplier used in the fulfillment of this contract, or shall attest that no subcontractors were used.
- 3) For the term of this contract, the FSMC and each of its affiliates shall collect and remit to the Director, New Jersey Division of Taxation, the use tax due pursuant to the Sales and Use Tax Act, P.L.1966, c.30 (C.52:32B-1 *et seq.*) on all sales of tangible personal property delivered into New Jersey. [N.J.S.A. 52:32-44].

U. POLITICAL CONTRIBUTION DISCLOSURE (all contracts in amount of \$17,500 or greater)

- 1) Included in its response to the District's Request for Proposal, the FSMC signed and submitted a Political Contribution Disclosure Form listing the information set forth in N.J.S.A. 19:44A-20.26. [N.J.A.C. 6A:23A-6.3].
- 2) During the term of this contract, the FSMC and any person or business entity having an interest in the FSMC, shall not make any contribution reportable under N.J.S.A. 19:44A-1 *et seq.* to any member of the board of education of the District. [N.J.A.C. 6A:23A-6.3].

V. DEBARMENT/SUSPENSION CERTIFICATE

- 1) Included in its response to the District's Invitation to Bid or Request for Proposal, the FSMC signed and submitted a Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion.
- 2) The FSMC shall provide immediate written notice to the District if it learns that its certification was erroneous when submitted or has become erroneous due to changed circumstances.

W. CERTIFICATE OF INDEPENDENT PRICE DETERMINATION

- 1) Prior to entering into this contract, the District and the FSMC executed a Certificate of Independent Price Determination, certifying that the prices in the offer have been arrived at independently, without consultation, communication or agreement for the purpose of restricting competition.
- 2) The Certificate of Independent Price Determination shall be kept on file with the signed contract at the District.

X. CERTIFICATION REGARDING LOBBYING

- 1) Included in its response to the District's Request for Proposal, the FSMC signed and submitted a Certification Regarding Lobbying and, if applicable, a Standard Form LLL – Disclosure of Lobbying Activities.
- 2) During the term of this contract the FSMC, shall file with the District a Standard Form LLL – Disclosure of Lobbying Activities at the end of each calendar quarter in which any event occurs that requires disclosure or that materially affects the accuracy of the information contained in any disclosure form previously filed by the FSMC.

Y. STATEMENT OF OWNERSHIP INTEREST

Included in its response to the District's Request for Proposal, the FSMC submitted a statement setting forth the names and addresses of all stockholders and partners owning 10% or greater interest in the FSMC, as set forth in N.J.S.A. 52:25-24.2.

Z. DISCLOSURE OF INVESTMENT ACTIVITIES IN IRAN

Prior to entering into this contract, the FSMC signed and submitted a Disclosure of Investment Activities in Iran, pursuant to N.J.S.A. 18A:18A-49.4, which requires the District to implement and comply with the provision of N.J.S.A. 52:32-55, et.seq. and requires all proposers to complete a certification that attests that neither the proposer, nor any parents, subsidiaries and/or affiliates is listed on the list developed by the New Jersey Department of Treasury's List of Persons or Entities Engaging in Prohibited Investment Activities in Iran.

AA.CERTIFICATION OF NON-INVOLVEMENT IN PROHIBITED ACTIVITIES IN RUSSIA AND/OR BELARUS

Pursuant to Public Law 2022, c.3, the FSMC signed and submitted a Certification regarding Non-Involvement in Prohibited Activities in Russia or Belarus.

BB.COMPLIANCE WITH N.J.S.A. 18A:6-7 TO 7.5, CRIMINAL BACKGROUND CHECKS

- 1) The FSMC shall comply with the employment history review requirements of N.J.S.A. 18A:6-7.6 et seq. for all of its employees assigned to provide services to the Board, and the FSMC hereby consents to and authorizes disclosure of the information requested under the law and the release of related records by the FSMC's listed current and former employers.
- 2) The FSMC shall comply with the requirements of N.J.S.A. 18A:6-7.1 to 7.5, criminal background checks verification, for each of its employees providing services under this Agreement.
- 3) The FSMC shall produce documentary verification, upon the Board's request, that it has complied with the provisions above.

CC. MANDATORY HARRASSMENT, INTIMIDATION AND BULLYING STATEMENT

- 1) "Employees of service providers are required to report incidents of harassment, intimidation, or bullying in accordance with District's Policy." The policy can be viewed on the district website.
- 2) The FSMC shall ensure that employees shall acknowledge receipt of this policy and understanding of their obligation to report same.

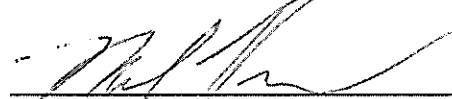
BOARD OF EDUCATION OF GLEN ROCK,
BERGEN COUNTY, NEW JERSEY

Business Administrator

4.29.24

Date

THE POMPTONIAN, INC.



Mark Vidovich, President

April 2, 2024

Date

APPENDIX

F



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
201-336-6875
FAX 201-336-6880

PHILIP D. MURPHY, GOVERNOR
TAHESHA L. WAY, LT. GOVERNOR

KEVIN DEHMER, ACTING COMMISSIONER
LOUIS DeLISIO, EXECUTIVE COUNTY SUPERINTENDENT

April 25, 2024

Rodney T. Hara, Esq.
Fogarty & Hara, Esqs.
21-00 Route 208 South
Fair Lawn, NJ 07410

Re: Assistant Superintendent Employment Contract

Dear Mr. Hara:

In accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), I have reviewed the employment contract for Gregory Van Nest, Assistant Superintendent, Glen Rock Public Schools. The provisions of this contract are in compliance with the regulations. This contract is approved for a period commencing on July 1, 2024, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to the Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes. **When the "approved" contract is fully executed, please provide a copy to the County Office with a copy of the Board Resolution approving the contract.**

Please be advised that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

Sincerely,

A handwritten signature in blue ink, appearing to read "Louis DeLisio".

Louis DeLisio
Executive County Superintendent

LD/laf

c: Dr. Brett Charles, Superintendent
James Canellas, Business Administrator/Board Secretary
Board President (Letter ONLY)

EMPLOYMENT AGREEMENT

This Agreement is made and entered into the _____ day of _____, 2024 by and between the **GLEN ROCK BOARD OF EDUCATION**, with offices located at 620 Harristown Road, Glen Rock, New Jersey 07452 (hereinafter referred to as the “Board”), and **GREGORY VAN NEST** (hereinafter referred to as the “Assistant Superintendent”).

WITNESSETH

WHEREAS, the Board desires to provide the Assistant Superintendent with a written Employment Agreement in order to enhance administrative stability and continuity within the school which the Board believes improves the quality of its overall education program; and

WHEREAS, the Board and the Assistant Superintendent believe that a written Employment Agreement is necessary to describe specifically their relationship and to serve as the basis to effective communication between them as they fulfill their governance and administrative functions in the operation of the Glen Rock School District (hereinafter referred to as the “District”).

NOW, THEREFORE, in consideration of the foregoing premises and mutual covenants hereinafter set forth, the parties agree that the following paragraphs shall constitute the terms and conditions of the Employment Agreement:

I. TERM

The Board hereby employs and the Assistant Superintendent hereby accepts employment as the Assistant Superintendent of Innovation and Operations (hereinafter referred to as “Assistant Superintendent”) for the period beginning July 1, 2024 and ending June 30, 2025.

II. PROFESSIONAL CERTIFICATION

The Assistant Superintendent presently holds a valid School Administrator's certificate to act as Assistant Superintendent in the State of New Jersey for the duration of this Employment Agreement.

If at any time during the term of this Employment Agreement the Assistant Superintendent's certification is revoked, this Employment Agreement shall be null and void as of the date of the revocation.

III. RESPONSIBILITIES

The Assistant Superintendent hereby agrees to faithfully perform the duties of Assistant Superintendent of Innovation and Operations and serve as the Assistant Superintendent in accordance with the laws of the State of New Jersey, rules and regulations adopted by the State Board of Education, existing Board policies and regulations, as may be revised or adopted, and pursuant to the Board approved job description for the position of Assistant Superintendent of Innovation and Operations, as may be revised by the Board.

IV. COMPENSATION

A. During the term of this Employment Agreement, the Board shall pay the Assistant Superintendent an annual salary of one hundred eighty nine thousand five hundred twenty two and 00/100 Dollars (\$189,522.00). In addition, the annual salary shall be prorated on a 1/260th basis in the event the Assistant Superintendent is employed for less than an entire school year in accordance with N.J.A.C. 6A:23A-3.1(e)(10).

B. The Assistant Superintendent's salary shall be paid in installments of one-twenty fourth (1/24th) of the annual salary in accordance with the schedule of salary payments in effect for other certificated employees.

C. A day's pay shall be defined as 1/260 of the Assistant Superintendent's annual salary.

D. Any adjustment in salary made during the life of this Employment Agreement shall be in the form of an addendum and shall become part of this Employment Agreement, but it shall not be deemed that the Board and the Assistant Superintendent have entered into a new Employment Agreement. Any such adjustment is subject to the review and approval of the Executive County Superintendent.

E. Any extension or modification of this Agreement shall comply with the notice provisions of N.J.S.A. 18A:11-11, N.J.S.A. 18A:7-8(j) and N.J.A.C. 6A:23A-3.1(a)2.

F. The parties acknowledge that a detailed statement of the terms contained in this Employment Agreement must be submitted annually to the Commissioner of Education along with the school budget in accordance with N.J.S.A. 18A:7F-5.3.

G. Nothing in this Agreement shall limit the Board's authority under Chapter 29 of Title 18A, including N.J.S.A. 18A:29-4.

V. **BENEFITS**

A. Health Benefits

The Board shall provide the Assistant Superintendent with insurance coverage in the manner hereinafter set forth:

1. Major Medical/Hospitalization. The Board shall provide the Assistant Superintendent with New Jersey Direct 15 or its equivalent medical insurance program through the New Jersey State Educators Health Plan, subject to the right of the Board to change carriers, with individual or family coverage at his option. The Assistant Superintendent will contribute toward his health care insurance at the maximum amount in accordance with applicable law. The insurance contributions shall be

deducted from the Assistant Superintendent's salary and paid, in equal installments, in accordance with the payroll schedule for all other professional staff.

2. Dental Care. The Board shall provide the Assistant Superintendent at his option with individual or family dental and orthodontic coverage under Delta Program 1B with a maximum benefit of two thousand and 00/100 dollars (\$2,000.00) per school year.

B. Vacation

1. The Assistant Superintendent shall be entitled to twenty-three (23) paid vacation days annually, earned at the rate of 1.916 days per month. If employed for less than a full school year of twelve (12) months, vacation entitlement will be prorated.

2. Vacation days shall be scheduled by the Assistant Superintendent with the prior approval of the Superintendent.

3. The Board encourages the Assistant Superintendent to take his full vacation allotment each year; however, not more than ten (10) unused vacation days may be carried over by the Assistant Superintendent from year to year if the business demands of the District preclude him from taking his annual allotment of vacation, as approved by the Superintendent. All days carried over must be used in the next year or those days not taken will be forfeited. However, pursuant to N.J.S.A. 18A:30-9, vacation days not taken during the school year because of duties directly related to a state of emergency declared by the Governor may accumulate until the vacation days are used or the Board compensates the Assistant Superintendent for the unused vacation days in accordance with a plan developed by the Superintendent with the input of the Assistant Superintendent.

4. Upon separation from employment, the Board shall pay the Assistant Superintendent for his unused accumulated vacation days at the Assistant Superintendent's daily rate of pay on the last day of employment. A day's pay shall be defined as 1/260 of the Assistant Superintendent's annual salary. Payment shall be made within thirty (30) days of the Assistant Superintendent's last day of employment. In the event of the Assistant Superintendent's death, payment for his unused accumulated vacation days shall be made to the Assistant Superintendent's designated beneficiary or, in the absence of a designated beneficiary, to his estate. The Assistant Superintendent shall designate his beneficiary in writing to the Board Secretary/School Business Administrator and may change the designation at any time at his discretion.

C. Holidays

1. The Assistant Superintendent shall be entitled to the following holidays with pay when schools are closed:

- (i) July 4
- (ii) Labor Day
- (iii) Rosh Hashanah (2)
- (iv) Diwali
- (v) Fall Recess (5)
- (vi) NJEA Convention (2)
- (vii) Thanksgiving recess (2)
- (viii) Holiday recess (7)
- (ix) New Year's Day
- (x) Martin Luther King Day
- (xi) President's Day (2)
- (xii) Spring recess (4)

(xiii) Good Friday

(xiv) Memorial Day

2. In the event school is open on any of these holidays, the Assistant Superintendent shall be required to work that day and he shall not be entitled to an alternate day off in lieu of a holiday.

D. Personal Days

The Assistant Superintendent shall be entitled to six (6) personal days to attend to personal business during the school day, with full pay, for each twelve (12) month school year. If employed for less than a full school year of twelve (12) months, personal days shall be prorated. Personal days may be taken during the school year with the prior approval of the Superintendent. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on time off slips kept on file with the Board Secretary. If any personal days are not used, they shall be converted to sick days, provided that the maximum number of unused sick days and unused personal days for the school year in question that can be accumulated from one (1) school year to the next school year in accordance with Section D and E of this Article shall not exceed fifteen (15) days.

E. Sick Leave

The Assistant Superintendent shall receive twelve (12) sick days annually. If employed less than a full school year of twelve (12) months, sick days shall be prorated. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon actual retirement from the District pursuant to the Teacher's Pension and Annuity Fund, the Assistant Superintendent will be compensated for unused sick days at a rate of one hundred twenty five and 00/100 dollars (\$125.00) per day up to the amount not to exceed fifteen thousand and 00/100 dollars (\$15,000.00)

F. Bereavement Leave

A leave of absence, with pay, will be granted to the Assistant Superintendent for bereavement for up to five (5) days for persons in the Assistant Superintendent's immediate family. Immediate family is defined as spouse, parent, child, brother, sister, grandparent, grandchildren, spouse's parent, spouse's child, spouse's brother, spouse's sister, spouse's grandparent, spouse's grandchildren, domestic partner or other blood relative residing in the employee's household. For all other relatives and close friends, bereavement leave will be restricted to the day of the funeral.

G. Professional Growth Activities

1. The Board will pay the professional dues in an amount not to exceed five thousand and 00/100 dollars (\$5,000.00) for the following professional organizations: AASA, NJASA, BCASA and ASCD.

2. Within the constraints of the annual allocation and with the prior approval of the Board, the Assistant Superintendent may attend, per full year of twelve (12) months, the Fall NJSBA Workshop and Convention, two (2) national conferences, one (1) state conference or a second state conference in lieu of a national conference, and other state or local professional conferences approved by the Board. Reimbursement or payment for such expenses shall be made in accordance with Board policies, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget, up to a maximum amount of five thousand and 00/100 dollars (\$5,000.00) for each full school year of twelve (12) months.

H. Job-related Expense

1. The Assistant Superintendent shall be reimbursed for actual mileage when using a personal vehicle for Board business, exclusive of commuting to and from his dwelling.

2. Reimbursement or payment for mileage and other expenses (tolls, lodging, and sustenance) for Board business shall be made in accordance with Board policies, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

I. Equipment

1. The Board shall provide a laptop computer for the Assistant Superintendent's exclusive use in connection with his official duties as Assistant Superintendent, which shall remain the property of the Board and shall be returned to the Board upon the Assistant Superintendent's termination of employment.

2. The Board shall provide the Assistant Superintendent a cellular phone to carry out his duties as Assistant Superintendent.

J. Tuition Reimbursement

The Board shall reimburse the Assistant Superintendent for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Master's Degree or a Doctoral Degree in an area or discipline determined by the Superintendent to be related to the Assistant Superintendent's current or future job responsibilities. The maximum reimbursement shall be ten thousand and 00/100 dollars (\$10,000.00).

K. Disability Insurance

The Board shall reimburse the Assistant Superintendent for the premiums for a disability insurance policy maintained for the benefit of the Assistant Superintendent in an amount not to exceed one thousand and 00/100 dollars (\$1,000.00) per twelve (12) month school year. A signed voucher, together with invoices and cancelled checks or other proof of payment of the

premiums, shall be submitted to the Board.

VI. EVALUATION

The Superintendent shall evaluate the performance of the Assistant Superintendent in accordance with laws and regulations governing the evaluation of certified staff, at least once a year, no later than April 30th in accordance with applicable law and the policies and regulations of the Board.

The Assistant Superintendent's annual evaluation shall be in writing, shall include areas of commendation and recommendation, and shall provide direction as to any aspects of performance in need of improvement. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The Assistant Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the Assistant Superintendent's personnel file upon the Assistant Superintendent's request.

VII. TERMINATION OF EMPLOYMENT AGREEMENT

A. This Employment Agreement shall terminate, and the Assistant Superintendent's employment will cease, and no salary shall thereafter be paid, under any one of the following circumstances:

1. Failure to possess/obtain proper certification;
2. Revocation or suspension of the Assistant Superintendent's certificate;
3. Forfeiture under N.J.S.A. 2C:51-2;
4. Mutual agreement of the parties; or
5. Intentional material misrepresentation of employment history, educational and professional credentials, or criminal background, subject to N.J.S.A. 18A:6-10 et seq.

B. In the event the Assistant Superintendent is arrested and charged with a criminal offense which could result in forfeiture under N.J.S.A. 2C:51-2, the Board reserves the right to suspend the Assistant Superintendent pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment and without pay subsequent to indictment.

C. Nothing in this Employment Agreement shall affect the Board's right to suspend the Assistant Superintendent under N.J.S.A. 18A:6-8.3 and applicable case law.

D. Either party may terminate this Employment Agreement by providing the other party with sixty (60) days prior written notice. The Board shall have the authority to relieve the Assistant Superintendent of the performance of contractual duties in accordance with N.J.S.A. 18A:27-9. Upon resignation of the Assistant Superintendent and in the event a partial year is worked, salary shall be prorated.

VIII. REVOCATION CLAUSE

The Parties hereto agree that in the event the Assistant Superintendent's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the revocation. If the Assistant Superintendent is lawfully precluded from performing his duties by a Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Assistant Superintendent's employment shall cease.

IX. MODIFICATION CLAUSE

The terms and conditions of this Employment Agreement shall not be modified except by the written consent of both Parties hereto and review and approval by the Executive County Superintendent. Any amendments to this Employment Agreement shall not create a new

agreement or agreement term but shall only constitute an amendment to the existing Employment Agreement.

X. COMPLETE AGREEMENT

This Employment Agreement embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

XI. SAVINGS CLAUSE

If, during the term of this Employment Agreement, it is found that a specific clause of the Employment Agreement is illegal under Federal or State law, the remainder of the Employment Agreement is not affected by such a ruling and shall remain in full force.

XII. CONFLICTS CLAUSE

In the event of any conflict between the terms, conditions and provisions of this Employment Agreement and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law, unless otherwise prohibited by law.

XIII. INDEMNIFICATION

The Board agrees that it shall defend, hold harmless and indemnify the Assistant Superintendent from any and all demands, claims, suits, actions and legal proceedings brought against the Assistant Superintendent in his individual capacity or in his official capacity as agent and/or employee of the Board provided the incident arose while the Assistant Superintendent was acting within the scope of his Employment in accordance with the provisions of N.J.S.A. 18A:16-6 and excluding criminal litigation; and, as such, liability coverage is within the authority of the Board to provide under state law.

XIV. AMENDMENTS

All revisions to this Employment Contract, including but not limited to, the payment of additional compensation or benefits, require public notice and public hearing pursuant to N.J.S.A. 18a:11-11 and the prior approval of the Executive County Superintendent of Schools.

IN WITNESS WHEREOF, the Board has caused this Employment Agreement to be approved on its behalf by a duly authorized officer and the Assistant Superintendent has approved this Employment Agreement on the date and year specified in paragraph one above.

WITNESS:

GLEN ROCK BOARD OF EDUCATION

JAMES CANELLAS
Board Secretary/School Business
Administrator

By: _____
DAMALI ROBINSON
Board President

Dated:

WITNESS:

JAMES CANELLAS
Board Secretary/School Business
Administrator

GREGORY VAN NEST
Assistant Superintendent of Schools

Dated:

APPENDIX

G



STATE OF NEW JERSEY
DEPARTMENT OF EDUCATION
BERGEN COUNTY OFFICE
ONE BERGEN COUNTY PLAZA, SUITE 350
HACKENSACK, NJ 07601-7076
201-336-6875
FAX 201-336-6880

PHILIP D. MURPHY, GOVERNOR
TAHESHA L. WAY, LT. GOVERNOR

KEVIN DEHMER, ACTING COMMISSIONER
LOUIS DeLISIO, EXECUTIVE COUNTY SUPERINTENDENT

April 25, 2024

Rodney T. Hara, Esq.
Fogarty & Hara, Esqs.
21-00 Route 208 South
Fair Lawn, NJ 07410

Re: Business Administrator/Board Secretary Employment Contract

Dear Mr. Hara:

In accordance with N.J.A.C. 6A:23A-3.1 and N.J.S.A. 18A:7-8(j), I have reviewed the employment contract for James Canellas, Business Administrator/Board Secretary, Glèn Rock Public Schools. The provisions of this contract are in compliance with the regulations. This contract is approved for a period commencing on July 1, 2024, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to the Executive County Superintendent for review and approval prior to the required public notice and hearing of such changes. **When the "approved" contract is fully executed, please provide a copy to the County Office with a copy of the Board Resolution approving the contract.**

Please be advised that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

Sincerely,

A handwritten signature in blue ink, appearing to read "Louis DeLisio".

Louis DeLisio
Executive County Superintendent

LD/laf

c: Dr. Brett Charles, Superintendent
James Canellas, Business Administrator/Board Secretary
Board President (Letter ONLY)

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is made and entered into this ____ day of _____, 2024, by and between the **GLEN ROCK BOARD OF EDUCATION**, with offices located at 620 Harristown Road, Glen Rock, New Jersey 07452 (hereinafter referred to as the "Board") and **JAMES CANELLAS** (hereinafter referred to as "School Business Administrator/Board Secretary").

WITNESSETH

WHEREAS, the Board desires to provide the School Business Administrator/Board Secretary with a written employment agreement in order to enhance administrative stability and continuity within the schools which the Board believes improves the quality of its overall education program; and

WHEREAS, the Board and School Business Administrator/Board Secretary believe that a written employment agreement is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operations of the education program of the Glen Rock School District (hereinafter referred to as the "District").

NOW, THEREFORE, in consideration of the foregoing premises and mutual covenants hereinafter set forth, the parties agree that the following paragraphs shall constitute the terms and conditions of the School Business Administrator/Board Secretary's employment:

I. TERM

The Board hereby employs and the School Business Administrator/ Board Secretary hereby accepts employment as the School Business Administrator/Board Secretary for the period beginning July 1, 2024 and ending June 30, 2025.

II. COMPENSATION

A. The Board shall pay the School Business Administrator/Board Secretary an annual salary of one hundred eighty three thousand eight hundred seventy four and 00/100 dollars (\$183,874.00) for the period beginning July 1, 2024 and ending June 30, 2025.

B. The School Business Administrator/Board Secretary's salary and shall be prorated to reflect any partial year worked and paid in installments of one-twenty fourth (1/24th) in accordance with the schedule of salary payments in effect for other certified employees.

C. Any required per diem adjustments to the School Business Administrator/ Board Secretary's salary will be calculated as 1/260th of the annual salary.

D. Nothing contained in this Agreement shall limit the Board's authority under Chapter 29 of Title 18A, including N.J.S.A. 18A:29-4.

III. PROFESSIONAL CERTIFICATION

The School Business Administrator/Board Secretary shall hold a valid New Jersey School Business Administrator's Certificate to act as a School Business Administrator in the State of New Jersey and shall provide the Board with a copy of that certificate prior to execution of this Agreement.

IV. RESPONSIBILITIES

The School Business Administrator/Board Secretary agrees to give his best professional services and to faithfully perform the duties of School Business Administrator/Board Secretary for the Glen Rock School District assigned by the Board and prescribed by Federal and State law, the regulations of the State Board of Education and other agencies, the by-laws, policies and regulations of the District, and the job description as existing and as may be amended by the Board from time to time.

The School Business Administrator/Board Secretary agrees to devote his full time, skills, labor, and attention to this employment during the term of this Agreement; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without the permission of the Superintendent of Schools, which permission shall not be unreasonably withheld. Any time away from the District that is not for District business must be arranged in accordance with provisions in this Agreement governing time off.

V. LEAVES OF ABSENCE

A. Vacations

The School Business Administrator/Board Secretary shall receive twenty-three (23) full days of vacation annually, earned at the rate of 1.916 days per month. If employed for less than a full school year of twelve (12) months, vacation entitlement will be prorated. Prior approval is required from the Superintendent of Schools for days requested when school is in session. In the event that the School Business Administrator/Board Secretary does not utilize all of his available vacation days in a given year due to business demands as approved by the Superintendent, he may carry-over a maximum of ten (10) days to the next succeeding year only. All days carried over must be used in the next year or those days will be forfeited.

In the event this Agreement is terminated in accordance with the provisions of Section XII of this Agreement or upon expiration of the terms of this Agreement, the School Business Administrator/Board Secretary or his estate shall be entitled to per diem payment for his accrued vacation days based on his annual salary at the time the Agreement is terminated or expires. If the School Business Administrator/ Board Secretary has utilized vacation which he has not accrued, he shall reimburse the Board on a per diem basis.

B. Sick Days

For the duration of this Agreement, the School Business Administrator/Board Secretary shall receive twelve (12) sick days annually. If employed less than a full school year of twelve (12) months, sick days shall be prorated. Unused sick leave days shall be cumulative in accordance with the provisions of Title 18A. Upon actual retirement from the District pursuant to the Teacher's Pension and Annuity Fund, the School Business Administrator/Board Secretary will be compensated for unused sick days at a rate of one hundred twenty five and 00/100 dollars (\$125.00) per day up to the amount not to exceed fifteen thousand and 00/100 dollars (\$15,000.00).

C. Personal Days

The School Business Administrator/Board Secretary shall be entitled to six (6) personal days to attend to personal business during the school day, with full pay, for each twelve (12) month school year. If employed for less than a full school year of twelve (12) months, personal days shall be prorated. Personal days may be taken during the school year with the prior approval of the Superintendent. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be reflected on time off slips kept on file with the Superintendent. If any personal days are not used, they shall be converted to sick days, provided that the maximum number of unused sick days and unused personal days for the school year in question that can be accumulated from one (1) school year to the next school year in accordance with Section B and C of this Article shall not exceed fifteen (15) days..

D. Holidays/Recess

1. The School Business Administrator/Board Secretary shall be entitled to the following holidays in accordance with the annual school calendar approved by the Board:

- i. July 4

- ii. Labor Day
- iii. Rosh Hashanah (2)
- iv. Diwali
- v. Fall Recess (5)
- vi. NJEA Convention (2)
- vii. Thanksgiving recess (2)
- viii. Holiday recess (7)
- ix. New Year's Day
- x. Martin Luther King Day
- xi. President's Day Recess (2)
- xii. Spring recess (4)
- xiii. Good Friday
- xiv. Memorial Day

2. In the event school is scheduled on any of the listed holidays, an alternative day off with pay shall be granted which shall be scheduled on a day mutually agreed upon by the Superintendent of Schools and the School Business Administrator/Board Secretary.

3. A leave of absence, with pay, will be granted to the School Business Administrator/Board Secretary for bereavement for up to five (5) days for persons in his immediate family. Immediate family is defined as a spouse, parent, child, spouse's brother, sister, grandparent, grandchildren, spouse's parent, spouse's child, spouse's brother, spouse's sister, spouse's grandparent, spouse's grandchildren, domestic partner or other blood relative residing in the employee's household. For all other relatives and close friends, bereavement leave will be restricted to the day of the funeral.

VI. INSURANCE

The Board and the School Business Administrator/Board Secretary agree that the insurance coverage hereinafter referred to shall be provided in the manner hereinafter set forth:

A. Major Medical/Hospitalization

The Board shall provide medical insurance coverage in the New Jersey State Educators Health Plan through the New Jersey School Employees' Health Benefits Program with full family coverage, subject to the right of the Board to change carrier. The School Business Administrator/Board Secretary shall contribute toward his health care in accordance with applicable law. The insurance contributions shall be deducted from the School Business Administrator/Board Secretary's salary and paid, in equal installments, in accordance with the payroll schedule for all other professional staff.

B. Dental Care

The Board shall provide the School Business Administrator/ Board Secretary and his family with dental and orthodontic coverage under Delta Program 1B with a maximum benefit of \$2,000 and an orthodontic maximum benefit of \$2,000. The Board reserves the right to change the carrier, provided that the benefits are comparable to the coverage provided by Delta Dental.

C. Disability Insurance

The Board shall reimburse the School Business Administrator/ Board Secretary for the premiums for a disability insurance policy maintained for the benefit of the School Business Administrator/ Board Secretary in an amount not to exceed one thousand and 00/100 dollars (\$1,000.00) per twelve (12) month school year. A signed voucher, together with invoices and cancelled checks or other proof of payment of the premiums, shall be submitted to the Board.

VII. Professional Development

A. Attendance at Workshops, Conferences, Seminars and Conventions

Within the constraints of the annual allocation and with the prior approval of the Board, the School Business Administrator/Board Secretary shall be allowed to attend workshops, conferences and seminars with prior notification to and approval by the Superintendent of Schools at Board expense up to a maximum of \$5,000 annually inclusive of all related expenses. The School Business Administrator/Board Secretary may attend additional workshops, conferences, seminars and meetings with the prior approval of the Board. Reimbursement or payment for such expenses shall be made in accordance with Board policies, N.J.S.A. 18A:11-12 and the State's regulations regarding travel covered under Circular Letter 08-13-OMB, and any subsequent circular letters which may be issued by the State Office of Management and Budget.

B. Membership in Professional Associations

The Board agrees to pay the full costs of membership in the following local, state and national professional associations:

- i. Association of School Business Officials International,
- ii. New Jersey Association of School Business Officials,
- iii. Bergen County Association of School Business Officials, and
- iv. New Jersey Association of School Administrators.

C. Tuition Reimbursement

The Board shall reimburse the School Business Administrator/ Board Secretary for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Master's Degree or a Doctoral Degree in an area or discipline determined by the Superintendent to be related to the School

Business Administrator/ Board Secretary's current or future job responsibilities. The maximum reimbursement shall be ten thousand and 00/100 dollars (\$10,000.00).

VIII. EXPENSES

The Board shall pay or reimburse the School Business Administrator/ Board Secretary for mileage at the prevailing State rate, pursuant to NJOMB Travel Regulations, for all travel which requires School Business Administrator/ Board Secretary to use his automobile in the performance of his duties under this Employment Agreement, exclusive of commutation costs.

IX. EQUIPMENT

A. The Board shall provide a laptop computer for the School Business Administrator/ Board Secretary's exclusive use in connection with his official duties as School Business Administrator/ Board Secretary, which shall remain the property of the Board and shall be returned to the Board upon the School Business Administrator/ Board Secretary's termination of employment.

B. The Board shall provide the School Business Administrator/ Board Secretary a cellular phone to carry out his duties as School Business Administrator/ Board Secretary.

X. EVALUATION

The School Business Administrator/ Board Secretary shall be evaluated consistent with all state laws and regulations.

XI. TERMINATION OF EMPLOYMENT AGREEMENT

This Employment Agreement may be terminated by:

- A. Mutual agreement of the parties with ninety (90) days written notice.
- B. Either party may terminate this Employment Agreement by providing the other party with sixty (60) days prior written notice.

- C. Retirement of the School Business Administrator/Board Secretary.
- D. Disability of the School Business Administrator/Board Secretary.
- E. Death of the School Business Administrator/ Board Secretary.

Nothing in this Employment Agreement shall affect the Board's rights to suspend the School Business Administrator/ Board Secretary under N.J.S.A. 18A:6-8.3 and applicable law.

XII. COMPLETE AGREEMENT

This Employment Agreement embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

XIII. REVOCATION CLAUSE

The Parties hereto agree that in the event the School Business Administrator/Board Secretary's certification is permanently revoked, all provisions of this Employment Agreement shall be null and void as of the date of the revocation, and if the School Business Administrator/Board Secretary is lawfully precluded from performing his duties by any judgment, order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the School Business Administrator/Board Secretary's employment shall cease.

XIV. MODIFICATION CLAUSE

The terms and conditions of this Employment Agreement shall not be modified except by the written consent of both Parties hereto and review and approval by the Executive County Superintendent. Any amendments to this Employment Agreement shall not create a new agreement or agreement term but shall only constitute an amendment to the existing Employment Agreement.

XV. CONFLICTS CLAUSE

In the event of any conflict between the terms, conditions, and provisions of this Employment Agreement and the provisions of the Board's policies, or any permissive state or federal law, then the terms of this Employment Agreement shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the terms of this Employment Agreement, unless otherwise prohibited by law.

XVI. INDEMNIFICATION

The Board agrees that it shall defend, hold harmless and indemnify the School Business Administrator/Board Secretary from any and all demands, claims, suits, actions and legal proceedings brought against the School Business Administrator/Board Secretary in his individual capacity or in his official capacity as agent and/or employee of the Board provided the incident arose while the School Business Administrator/Board Secretary was acting within the scope of his Employment in accordance with the provisions of N.J.S.A. 18A:16-6 and excluding criminal litigation; and, as such, liability coverage is within the authority of the board to provide under state law.

XVII. SAVING CLAUSE

If during the term of this Employment Agreement, it is found that a specific clause of this Employment Agreement is contrary to federal or state law, the remainder of the Employment 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 Employment 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.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals or caused these present to be signed by their proper corporate officers and the proper corporate seal affixed thereto the day and year first about written.

WHEREAS, a duly authorized officer of the Board has approved the terms and conditions of this Employment Agreement and,

WHEREAS, the School Business Administrator/Board Secretary has approved of the terms and conditions of this Employment Agreement; and

WHEREAS, this Employment Agreement has been approved by a vote of the members of the Board of Education of the Glen Rock School District at its meeting of _____, 2024, and has been made a part of the minutes of that meeting.

IN WITNESS WHEREOF, they set their hands and seals to this Employment Agreement effective on the day and year first above written.

WITNESS:

BOROUGH OF GLEN ROCK
BOARD OF EDUCATION

BRETT CHARLESTON
Superintendent of Schools

By: _____
DAMALI ROBINSON
Board President

DATED: _____

WITNESS:

BRETT CHARLESTON
Superintendent of Schools

JAMES CANELLAS
School Business Administrator/Board
Secretary

DATED: _____

APPENDIX

H

H-1. Non-tenured Certificated Staff Members:							
LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	DIFFERENTIAL
Borekjian	Sona	Alexander Hamilton School	Elementary Teacher	MA	2	\$58,025.	
Castelli	Kimberly	Alexander Hamilton School	School Nurse	MA	14	\$82,174.	
DeGraaff	Tanka	Alexander Hamilton School	Elementary Teacher	BA	8	\$63,224.	
Ehrmann	Vanessa	Alexander Hamilton School	Special Education Teacher	MA	15	\$84,824.	
Ferreira	Emily	Alexander Hamilton School/ Richard E Byrd School	Special Education Teacher	MA	9	\$69,474.	
Frey	Troy	Alexander Hamilton School	Music Teacher	MA	4	\$62,026.	
Kalksma	Jacqueline	Alexander Hamilton School	Elementary Teacher	BA	1	\$53,585.	
Layne	Casey	Alexander Hamilton School	Physical Education Teacher	BA	7	\$60,724.	
Levitzke	Amanda	Alexander Hamilton School	Elementary Teacher	BA	1	\$53,585.	
Mild	Tara	Alexander Hamilton School	Elementary Teacher	BA	2	\$54,325.	
Orjuela Forero	Yeniffer	Alexander Hamilton School/ Clara E Coleman School	Spanish Teacher	BA	3	\$56,126.	
Smithers	Julie	Alexander Hamilton School	Special Education Teacher	MA	13	\$79,649.	
Thompson	Julie	Alexander Hamilton School	Elementary School Teacher	BA	13	\$75,949.	
Bakker	Kelly	Central School	Elementary Teacher	BA	9	\$65,774.	
Baldino	Brooke	Central School	Elementary Teacher	MA	1	\$57,952.	
Bochman	Ashley	Central School	School Counselor	MA	2	\$58,025.	
Bresnan	Brianne	Central School	Elementary Teacher	MA	12	\$77,124.	
Eftimoski	Kristen	Central School/ Richard E Byrd School	Art Teacher	BA	4	\$58,326.	
Kravitz	Stephanie	Central School	Elementary Teacher	BA	2	\$54,325.	
Lucca	Cameron	Central School	Elementary Teacher	MA	1	\$57,952.	
Merkle	Patricia	Central School	Elementary Teacher	MA	14	\$82,174.	
Palmieri	Jessica	Central School/ Clara E Coleman School	Special Education Teacher	BA	12	\$73,424.	
Walsh	Connor	Central School	Physical Education Teacher	MA	3	\$59,826.	
Cassin	Allison	Clara E Coleman School	Preschool Special Education Teacher	MA	12	\$77,124.	
Chiang	Josephine	Clara E Coleman School	Music Teacher	BA	3	\$56,126.	
Dell'Aglio	Katy	Clara E Coleman School	Elementary Teacher	BA	17	\$86,739.	
DiRico	Giana	Clara E Coleman School	Elementary Teacher	MA	4	\$62,026.	
Esposito	Olivia	Clara E Coleman School	Special Education Teacher	MA	4	\$62,026.	
Fife	Zina	Clara E Coleman School	School Nurse	MA	16	\$87,824.	
Hyde	Kristin	Clara E Coleman School	Elementary Teacher	MA	11	\$74,574.	
Iseman	Vanessa	Clara E Coleman School	Elementary Teacher	MA	6	\$64,424.	
Losito	Alyssa	Clara E Coleman School	Elementary Teacher	MA	2	\$58,025.	
Martinez	Lauren	Clara E Coleman School	Elementary Teacher	BA	8	\$63,224.	
Mercer	Christine	Clara E Coleman School	Elementary Teacher	MA	10	\$72,024.	
Miller	Alexis	Clara E Coleman School	Physical Education Teacher	MA	7	\$64,424.	
Mirkovic	Krystal	Clara E Coleman School	Elementary Teacher	MA+30	14	\$87,174.	
Mulkay	Samantha	Clara E Coleman School	Elementary Teacher	BA	3	\$56,126.	
Pearsall	Nina	Clara E Coleman School	Special Education Teacher	MA	17	\$90,439.	
Batelli	Caelie	District Wide	School Social Worker	MA	8	\$66,924.	
Benson	Rori	District Wide	Learning Disabilities Teacher Consultant	MA+30	20	\$108,922.	
Corbett	Lindsay	District Wide	Learning Disabilities Teacher Consultant	MA+30	14	\$87,174.	
Furbacher	Amanda	District Wide	School Social Worker	MA	9	\$69,474.	
Main	Addie	District Wide	Occupational Therapist	BA	13	\$75,949.	
Muir	Lorin	District Wide	Learning Disabilities Teacher Consultant	MA+30	15	\$89,824.	
Sluka	Olivia	District Wide	School Social Worker	MA+30	8	\$71,924.	
Zoretic	Kimberly	District Wide	Behaviorist	MA+45	17	\$99,509.	
Alswang	Susan	Glen Rock High School	French Teacher	MA+45	18	\$101,614.	\$1,592.
Altayli	Kursad	Glen Rock High School	Special Education/Mathematics Teacher	MA	15	\$84,824.	
Avendano	Valerie	Glen Rock High School	Science Teacher	BA	9	\$65,774.	
Barnes	Hannah	Glen Rock High School	Social Studies Teacher	MA	8	\$66,924.	
Bishop	Paula	Glen Rock High School	Business Teacher	BA	11	\$70,874.	
Calderone	Erica	Glen Rock High School	School Counselor	MA	2	\$58,025.	
Calvo-Varela	Jessica	Glen Rock High School	Spanish Teacher	MA	14	\$82,174.	
Greppo	Brian	Glen Rock High School	Social Studies Teacher	MA	14	\$82,174.	
Hathaway	Kathryn	Glen Rock High School	English Teacher	BA	4	\$58,326.	
Hernandez	Abryanna	Glen Rock High School	Mathematics Teacher	BA	11	\$70,874.	
Hernandez	Eric	Glen Rock High School	Athletic Trainer	MA	3	\$59,826.	
Hida	Delina	Glen Rock High School	Business Teacher	MA	15	\$84,824.	
Hughes	Monica	Glen Rock High School	Science Teacher	MA	4	\$62,026.	
Hughes	Kevin	Glen Rock High School	Special Education Teacher	MA	8	\$66,924.	
Jaretsky	Valerie	Glen Rock High School	English Teacher	BA	5	\$58,326.	

Locketell	Robert	Glen Rock High School/ Glen Rock Middle School	Engineering Teacher	BA	19	\$92,108.	
Lu	Chihuei	Glen Rock High School/ Glen Rock Middle School	Mandarin Chinese Teacher	MA	12	\$77,124.	
Majbour	Marina	Glen Rock High School	Special Education Teacher	MA+45	14	\$91,244.	
Malone	April	Glen Rock High School	School Counselor	MA	13	\$79,649.	
Martel	Ann	Glen Rock High School	Special Education Teacher	MA	8	\$66,924.	
Matusic	Daniela	Glen Rock High School	Mathematics Teacher	MA	3	\$59,826.	
McGoey	Brian	Glen Rock High School	Social Studies Teacher	MA	9	\$69,474.	
Moleen	Kaitlin	Glen Rock High School	Latin Teacher	BA	13	\$75,949.	
Mure	Timothy	Glen Rock High School	Science Teacher	MA+30	20	\$108,922.	
Nicolosi	Carly	Glen Rock High School	Special Education Teacher	MA	2	\$58,025.	
Nie	Alexa	Glen Rock High School	Physical Education Teacher	BA	6	\$60,724.	
Puccio	Denise	Glen Rock High School	School Counselor	MA+30	13	\$84,649.	
Reinertsen	Robert	Glen Rock High School	Science Teacher	MA+30	17	\$95,439.	
Romanski	Allison	Glen Rock High School	English Teacher	MA	3	\$59,826.	
Rowan	Shawn	Glen Rock High School	Social Studies Teacher	BA	5	\$58,326.	
Ruiz	Amanda	Glen Rock High School	English Teacher	BA	3	\$56,126.	
Sartorio	Aaron	Glen Rock High School	English/Theater Teacher	MA	9	\$69,474.	
Unalp	Zehra	Glen Rock High School	Science Teacher	MA+30	13	\$84,649.	
Vrablic	Jenna	Glen Rock High School/ Glen Rock Middle School	Digital Media & TV Production Teacher	BA	18	\$92,108.	
August	Emily	Glen Rock Middle School	Mathematics Teacher	BA	5	\$58,326.	
D'Alessio	Michelle	Glen Rock Middle School	English Teacher	BA	4	\$58,326.	
Duran	Ricardo	Glen Rock Middle School	Special Education Teacher	MA+30	6	\$69,424.	
Dutzar	Thomas	Glen Rock Middle School	Social Studies Teacher	BA	3	\$56,126.	
Felten	Amanda	Glen Rock Middle School	Social Studies Teacher	BA	5	\$58,326.	
Getch	Allyson	Glen Rock Middle School	Mathematics Teacher	MA	12	\$77,124.	
Gibney	Colleen	Glen Rock Middle School	Science Teacher	BA	11	\$70,874.	
Haddad	Laura	Glen Rock Middle School	Science Teacher	MA	20	\$101,477.	
Higgins	Kasey	Glen Rock Middle School	School Counselor	MA+45	2	\$67,095.	
Manoochehri	Elhaam	Glen Rock Middle School	School Counselor	MA+45	10	\$81,094.	
Mazokh	Narina	Glen Rock Middle School	Special Education Teacher	BA	15	\$81,124.	
McSweeney	Sarah	Glen Rock Middle School	Mathematics Teacher	BA	5	\$58,326.	
Mennella	Amanda	Glen Rock Middle School	English Teacher	BA	3	\$56,126.	
Nunez	Jonathan	Glen Rock Middle School	Spanish Teacher	MA+45	4	\$71,096.	
O'Donnell	Brian	Glen Rock Middle School	Science Teacher	BA	7	\$60,724.	
Riffel	Jamie	Glen Rock Middle School	English Teacher	MA	5	\$62,026.	
Rolfe	Jessica	Glen Rock Middle School	Special Education Teacher	MA	12	\$77,124.	
Samad	Claudia	Glen Rock Middle School	Family & Consumer Science Teacher	BA	11	\$70,874.	
Schamber	Kaitlyn	Glen Rock Middle School	Mathematics Teacher	BA	5	\$58,326.	
Seitz	Lauren	Glen Rock Middle School	Special Education Teacher	MA+45	4	\$71,096.	
Shandra	Ashley	Glen Rock Middle School	Mathematics Teacher	BA	4	\$58,326.	
Turanichik	Christine	Glen Rock Middle School	Special Education Teacher	BA	6	\$60,724.	
Urgiles	Kearsley	Glen Rock Middle School	English Teacher	BA	14	\$78,474.	
Vajda	Jessica	Glen Rock Middle School	Special Education Teacher	MA	8	\$66,924.	
Vandenberghe	Kristen	Glen Rock Middle School	English Teacher	MA	4	\$62,026.	
Vulcano	Charles	Glen Rock Middle School	School Counselor	MA	5	\$62,026.	\$1,738.
Walling	Ryan	Glen Rock Middle School	Social Studies Teacher	BA	3	\$56,126.	
Carter	Lauren	Richard E Byrd School	School Counselor	MA	15	\$84,824.	
Heffernan	Lorraine	Richard E Byrd School	School Nurse	BA	15	\$81,124.	
Hernandez	Nicole	Richard E Byrd School	Elementary Teacher	MA	8	\$66,924.	
Song	Daniel	Richard E Byrd School	Elementary Teacher	MA	5	\$62,026.	
Tracey	Rachel	Richard E Byrd School	Elementary Teacher	BA	4	\$58,326.	

H-2. Tenured Certificated Staff Members:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	DIFFERENTIAL
Andriano	Dana	Alexander Hamilton School	Special Education Teacher	MA+45	16	\$96,894.	\$695.
Beattie-Menke	Kim	Alexander Hamilton School/ Clara E Coleman School	Art Teacher	MA+45	20	\$112,424.	
Ciabattoni	Laura	Alexander Hamilton School	Elementary Teacher	MA	20	\$101,477.	
DiLoreto	Jennifer	Alexander Hamilton School	ELL Teacher	MA+45	19	\$105,237.	
Falkenstern	Jessica	Alexander Hamilton School	School Counselor	MA	12	\$77,124.	\$1,738.
Gloede	Rebecca	Alexander Hamilton School	Elementary Teacher	MA	12	\$77,124.	
Goncalves	Stefanie	Alexander Hamilton School	Elementary Teacher	BA	8	\$63,224.	
Lau	Katy	Alexander Hamilton School	Elementary Teacher	MA	17	\$90,439.	
McCloskey	Kimberly	Alexander Hamilton School	Elementary Teacher	MA+45	20	\$112,424.	
Mutch	Audrey	Alexander Hamilton School	Elementary Teacher	MA+45	20	\$112,424.	

O'Meara-Horton	Lynn	Alexander Hamilton School	Elementary Teacher	MA	14	\$82,174.	
Sikes	Leane	Alexander Hamilton School	Elementary Teacher	MA	20	\$101,477.	
Tillison	Amy	Alexander Hamilton School	Reading Specialist	MA	10	\$72,024.	
Tomaselli	Lisa	Alexander Hamilton School	Library Media Specialist/BSI	MA+45	20	\$112,424.	\$3,471.
Winkler	Jennifer	Alexander Hamilton School	Elementary Teacher	MA	14	\$82,174.	
Baldeon	Ashley	Central School	Elementary Teacher	BA	10	\$68,324.	
Conklin-Tenga	Diane	Central School	Reading Specialist	MA+45	20	\$112,424.	
Feifer	Cristina	Central School	Special Education Teacher	MA+45	12	\$86,194.	\$695.
Foster	Lora	Central School	Special Education Teacher	MA+45	16	\$96,894.	\$695.
Garrido	Michelle	Central School	Special Education Teacher - .5	MA	13	\$39,824.50	\$348.
Hahn	Jami	Central School	Elementary Teacher	MA	17	\$90,439.	
Hernandez-Pilar	Reinaldo	Central School/ Richard E Byrd School	Spanish Teacher	BA	7	\$60,724.	
Holmes Johnson	Rebecca	Central School	Elementary Teacher	MA	15	\$84,824.	
Iannelli	Denise	Central School	Special Education Teacher	MA	14	\$82,174.	\$695.
Kolovos	Effie	Central School	Special Education Teacher	MA	20	\$101,477.	\$695.
Lyons	Kathleen	Central School	Elementary Teacher	MA+30	18	\$97,544.	
Malone	Stephen	Central School	Music Teacher	MA+45	9	\$78,544.	
Morrow	Mary	Central School	Elementary Teacher	MA	19	\$95,309.	
Pannaman	Kelly	Central School	Elementary Teacher	BA	11	\$70,874.	
Peters	Jennifer	Central School	Elementary Teacher	MA	12	\$77,124.	
Stellenwerf	Donna	Central School	Library Media Specialist/BSI	MA+45	13	\$88,719.	\$3,471.
Stevens	Susan	Central School	Preschool Special Education Teacher	MA+45	20	\$112,424.	\$695.
Toolen	Marianna	Central School	Elementary Teacher	MA+45	20	\$112,424.	
Zitman	Jill	Central School	Special Education Teacher	MA+30	20	\$108,922.	\$695.
Caverly	Susan	Clara E Coleman School	Special Education Teacher	MA+30	20	\$108,922.	\$695.
Cook	Christine	Clara E Coleman School	Special Education Teacher	MA	14	\$82,174.	\$695.
Davidoff	Tracy	Clara E Coleman School	Elementary Teacher	MA	14	\$82,174.	
DiLisio	Eleonora	Clara E Coleman School	Elementary Teacher	MA	20	\$101,477.	
Gavin	Scott	Clara E Coleman School	Elementary Teacher	MA+45	11	\$83,644.	
Lawson	Jennifer	Clara E Coleman School	Elementary Teacher	MA	19	\$95,309.	
Mitchell	Cathleen	Clara E Coleman School	Elementary Teacher	MA	18	\$92,544.	
Moger	Chrisanne	Clara E Coleman School	School Counselor	MA+30	20	\$108,922.	\$1,738.
Palo	Sarah	Clara E Coleman School	Elementary Teacher	MA	6	\$64,424.	
Picinich	Tara	Clara E Coleman School	Special Education Teacher	MA+30	20	\$108,922.	
Usami	Elizabeth	Clara E Coleman School	Library Media Specialist/BSI	MA	20	\$101,477.	\$3,471.
Zisa	Susan	Clara E Coleman School	Reading Specialist	MA	13	\$79,649.	
Auerbach	Lauren	District Wide	Learning Disabilities Teacher Consultant	MA+45	14	\$91,244.	\$1,738.
Bonanno	Sharon	District Wide	Gifted & Talented Teacher	MA	20	\$101,477.	
Brinton	Melissa	District Wide	School Social Worker	MA+45	17	\$99,509.	\$1,738.
Carpenter	Dianne	District Wide	School Psychologist	MA+30	20	\$108,922.	\$3,471.
D'Alessio	Laura	District Wide	Occupational Therapist	MA	20	\$101,477.	\$1,738.
Fishbeyn	Jessica	District Wide	Gifted & Talented Teacher	MA+45	11	\$83,644.	
Hirsch	Nicole	District Wide	Elementary Instructional Math Specialist	MA	11	\$74,574.	
Kremenchugsky	Yelena	District Wide	Speech Language Specialist	MA	11	\$74,574.	\$1,738.
Morales	Lisa	District Wide	Speech Language Specialist	MA	20	\$101,477.	\$1,738.
Moskowitz	Lissa	District Wide	Speech Language Specialist	MA	19	\$95,309.	\$1,738.
Panuccio	Concetta	District Wide	School Psychologist	MA+45	6	\$73,494.	\$3,471.+\$1,592.
Salka	Deborah	District Wide	School Psychologist	MA+30	11	\$79,574.	\$3,471.
Silverman	Melissa	District Wide	School Psychologist	MA+45	19	\$105,237.	\$3,471.+\$1,592.
Tell	Rebecca	District Wide	Elementary Instructional Literacy Coach	MA+30	17	\$95,439.	
Antinori	Susan	Glen Rock High School	Athletic Trainer .7	MA	12	\$53,986.80	
Bawa	Sonia	Glen Rock High School	Science Teacher	MA	10	\$72,024.	
Boyle	Jessica	Glen Rock High School/ Glen Rock Middle School	Library Media Specialist	MA	17	\$90,439.	
Breuer	Lesley	Glen Rock High School	Spanish Teacher	MA+30	20	\$108,922.	
Brolsma	Debra	Glen Rock High School	Special Education Teacher	BA	20	\$92,108.	\$3,820.
Brown	Lisa	Glen Rock High School	Special Education Teacher	MA	20	\$101,477.	
Buchar	Karen	Glen Rock High School	Mathematics Teacher	MA+45	20	\$112,424.	
Cella	Deborah	Glen Rock High School	Art Teacher	MA+45	20	\$112,424.	\$1,910.
Chon	Ann	Glen Rock High School	School Counselor	MA+45	12	\$86,194.	\$1,738.
Coletta	Danielle	Glen Rock High School	Special Education Teacher	MA	8	\$66,924.	
Cozzarelli	Jenna	Glen Rock High School	Art Teacher	MA+45	11	\$83,644.	
Crooks	Kimberly	Glen Rock High School	English Teacher	BA	10	\$68,324.	
Ecochard	Justin	Glen Rock High School	Social Studies Teacher	BA	17	\$86,739.	
Feldman	Alan	Glen Rock High School	Social Studies Teacher	MA	20	\$101,477.	
Fernandez	Sergio	Glen Rock High School	Spanish Teacher	BA	20	\$92,108.	
Fitzpatrick	Corey	Glen Rock High School	Physical Education Teacher	BA	10	\$68,324.	
Forstot	Rochelle	Glen Rock High School	Special Education Teacher	MA+30	20	\$108,922.	

Fox	Christopher	Glen Rock High School	Physical Education Teacher	MA+45	17	\$99,509.	
Frances	Julia	Glen Rock High School	Spanish Teacher	MA	14	\$82,174.	
Gallo	Stacie	Glen Rock High School	Special Education Teacher	MA+45	20	\$112,424.	
Girgin	Lorna	Glen Rock High School	English Teacher	BA	7	\$60,724.	
Grady	Kara	Glen Rock High School	Mathematics Teacher	MA+30	16	\$92,824.	
Helder	Carl	Glen Rock High School	Music Teacher	MA	20	\$101,477.	
Hurley	Vanessa	Glen Rock High School	Special Education Teacher	MA	20	\$101,477.	
Kazancioglu	Margaret	Glen Rock High School/ Glen Rock Middle School	ELL/English Teacher	MA+45	20	\$112,424.	
Kearns	Una	Glen Rock High School	Business Teacher	MA+45	12	\$86,194.	
Kurz	James	Glen Rock High School	Physical Education Teacher	MA+45	17	\$99,509.	
Leone	Robin	Glen Rock High School	School Nurse	BA	11	\$70,874.	
Lilikas	Anna	Glen Rock High School/ Glen Rock Middle School	Music Teacher	MA	8	\$66,924.	
McDermott	Heather	Glen Rock High School	Science Teacher	MA+45	20	\$112,424.	
Miller	Kelly	Glen Rock High School	Physical Education Teacher	MA+45	17	\$99,509.	
Milsovic	John	Glen Rock High School	English Teacher	MA	20	\$101,477.	
Nordman	Megan	Glen Rock High School	Mathematics Teacher	MA+45	20	\$112,424.	
Pierri	Iris	Glen Rock High School	Special Education Teacher	MA+45	20	\$112,424.	
Pohlman	Christopher	Glen Rock High School	Social Studies Teacher	MA	20	\$101,477.	
Rusin	Nicole	Glen Rock High School	Art Teacher	MA+45	13	\$88,719.	
Siegel	Mara	Glen Rock High School	Art Teacher	MA	11	\$74,574.	
Wallace	Leah	Glen Rock High School	Mathematics Teacher	MA+45	13	\$88,719.	
Walter	Kathleen	Glen Rock High School	Social Studies Teacher	MA	20	\$101,477.	
Wanagiel	Elizabeth	Glen Rock High School	Special Education Teacher	MA	20	\$101,477.	
Wechtler	Susan	Glen Rock High School	English Teacher	MA+45	11	\$83,644.	
Weinberg	Brian	Glen Rock High School	Mathematics Teacher	MA	9	\$69,474.	
Weisberg	Monica	Glen Rock High School	Science Teacher	MA+30	16	\$92,824.	
Zimmermann	Bonnie	Glen Rock High School	Physical Education Teacher	MA+30	20	\$108,922.	
Callegari	Laura	Glen Rock Middle School	English Teacher	MA	10	\$72,024.	
Carullo	Amanda	Glen Rock Middle School	Special Education Teacher	MA+45	17	\$99,509.	
Cavanagh	Kenneth	Glen Rock Middle School	Physical Education Teacher	BA	19	\$92,108.	
Cece	Anthony	Glen Rock Middle School	Special Education Teacher	MA+30	20	\$108,922.	
Dray	Andrea	Glen Rock Middle School	Spanish Teacher	BA	20	\$92,108.	
Egan	Deirdre	Glen Rock Middle School	Social Studies Teacher	MA	8	\$66,924.	
Ficocelli	Michael	Glen Rock Middle School	Music Teacher	MA+30	20	\$108,922.*	\$5,730.*
Fontao	Monica	Glen Rock Middle School	Spanish Teacher	MA+45	20	\$112,424.	
Heinemann	Kristine	Glen Rock Middle School	Special Education Teacher	MA+30	12	\$82,124.	
Kelley	Christopher	Glen Rock Middle School	Latin Teacher	MA+45	20	\$112,424.	\$1,592.
King	Dennis	Glen Rock Middle School	Special Education Teacher	MA+45	18	\$101,614.	
Kupka	Scott	Glen Rock Middle School	Art Teacher	MA+30	12	\$82,124.	
Lemieux	Marissa	Glen Rock Middle School	Special Education Teacher	BA	6	\$60,724.	
Limongelli	Lisa	Glen Rock Middle School	English Teacher	MA	20	\$101,477.	
Maasarani	Donna	Glen Rock Middle School	Social Studies Teacher	MA	18	\$92,544.	
Marble	Kerina	Glen Rock Middle School	Science Teacher	BA	9	\$65,774.	
Marrotte	Jessica	Glen Rock Middle School	Science Teacher	MA+45	10	\$81,094.	
McCourt	Kyle	Glen Rock Middle School	Physical Education Teacher	MA	10	\$72,024.	
McDermott-Ribitzki	Megan	Glen Rock Middle School	Social Studies Teacher	MA	20	\$101,477.	
Morgan	Daniel	Glen Rock Middle School	Physical Education Teacher	BA	18	\$92,108.	
Moscara	Kathleen	Glen Rock Middle School	Music Teacher	BA	17	\$86,739.	
Nerney	Stephanie	Glen Rock Middle School	School Nurse	MA+45	20	\$112,424.	
Pieklo	Elvira	Glen Rock Middle School	Special Education Teacher	MA+45	17	\$99,509.	
Rausch	Marion	Glen Rock Middle School	English Teacher	MA	14	\$82,174.	
Scotti	Regina	Glen Rock Middle School	English Teacher	MA	20	\$101,477.	
Simpson	Theresa	Glen Rock Middle School	English Teacher	MA+45	10	\$81,094.	
Slattery	Lauren	Glen Rock Middle School	Mathematics Teacher	MA	18	\$92,544.	
Tellis	Tracy	Glen Rock Middle School	Special Education Teacher	MA+45	20	\$112,424.	
Tenga	Douglas	Glen Rock Middle School	Computer Teacher	MA+45	20	\$112,424.	
Wasek	Evan	Glen Rock Middle School	Music/Band Teacher	BA	10	\$68,324.	
Welch	Jessica	Glen Rock Middle School	Drama Teacher	MA	18	\$92,544.	
Welsh	Janet	Glen Rock Middle School	Physical Education Teacher	BA	17	\$86,739.	
Zappala	Stephanie	Glen Rock Middle School	Special Education Teacher	MA+45	10	\$81,094.	
Bautista	Michelle	Richard E Byrd School	Elementary Teacher	BA	6	\$60,724.	
Britton	Jamie	Richard E Byrd School	Library Media Specialist/BSI	MA+30	20	\$108,922.	
Burke	Jennifer	Richard E Byrd School	Elementary Teacher	MA	17	\$90,439.	
Clark	Toni	Richard E Byrd School	Special Education Teacher	MA	20	\$101,477.	\$695.
Costello	Karen	Richard E Byrd School	Elementary Teacher	MA+45	20	\$112,424.	
Davis	Alissa	Richard E Byrd School	Special Education Teacher	BA	18	\$92,108.	\$695.
Diamantis	Deborah	Richard E Byrd School	Reading Specialist	MA+45	20	\$112,424.	

Groszew	Andrea	Richard E Byrd School	Elementary Teacher	MA	14	\$82,174.	
Gunset	Christine	Richard E Byrd School	Elementary Teacher	MA	20	\$101,477.	
Holmgren	Keri	Richard E Byrd School	Elementary Teacher	MA	18	\$92,544.	
Lota	Cynthia	Richard E Byrd School	Elementary Teacher	MA+45	20	\$112,424.	
Marx	Maria	Richard E Byrd School	Elementary Teacher	MA	7	\$64,424.	
Neugebauer	Jacqueline	Richard E Byrd School	Elementary Teacher	BA	15	\$81,124.	
Parsons	Joseph	Richard E Byrd School/ Central School	Physical Education Teacher	MA+45	20	\$112,424.	
Quinlan	Colleen	Richard E Byrd School	Special Education Teacher	MA+30	20	\$108,922.	\$695.
Sattler	Christine	Richard E Byrd School	Music Teacher	MA	17	\$90,439.	

*Prorated retiring 01/01/2025

H-3. Non-tenured Administrators:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	SALARY	DIFFERENTIAL
Gomez	Kristin	Alexander Hamilton School	Principal	\$149,930.	
Daniell	Lauren	District Wide	Director of Student Personnel Services	\$152,803.	\$2,500.
DellaFortuna	Michelle	District Wide	Supervisor of Mathematics	\$123,086.	
Krapels	Shari	District Wide	Supervisor of English	\$123,086.	
Valentino	Michael	District Wide	Supervisor of Science	\$117,735.	
MacKay Aug	Jennifer	District Wide	Director of Special Services	\$155,315.	\$2,500.
Morelli	Ermanno	District Wide	Supervisor of Social Studies	\$123,086.	
Giurlando	Michelle	Glen Rock High School/ Glen Rock Middle School	Principal	\$181,930.	
DeRosa	Gregory	Glen Rock Middle School	Assistant Principal	\$135,145.	

H-4. Tenured Administrators:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	SALARY	DIFFERENTIAL
LaCroix	Krista	Central School	Principal	\$174,419.	
Thompson	Edward	Clara E Coleman School	Principal	\$205,730.	
Cusack	Paul	District Wide	Supervisor of Instructional and Educational Technology/Media Center	\$139,201.	
Lubrano	Victoria	District Wide	Supervisor of Special Services	\$117,735.	
Violante	Frank	Glen Rock High School	Athletic Director	\$193,810.	\$5,814.
Craft	Jodie	Richard E Byrd School	Principal	\$160,442.	

H-5. Non-tenured Administrative Assistants:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	LONGEVITY
Erlewein	Hannah	Community School	Administrative Assistant	Guide B	1	\$48,083.	
Blazewski	Pamela	District Wide	Administrative Assistant	Guide A	3	\$45,063.	
Sara	Cheryl	District Wide	Administrative Assistant	Guide A	2	\$44,359.	

H-6. Tenured Administrative Assistants:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	LONGEVITY
Miller	Deborah	Alexander Hamilton School	Administrative Assistant	Guide B	11	\$64,582.	\$386.
Hulsizer	Carolyn	Central School	Administrative Assistant	Guide B	11	\$64,582.	
Marino	Jody	Clara E Coleman School	Administrative Assistant	Guide B	11	\$64,582.	
Cece	Stephanie	District Wide	Administrative Assistant	Guide A	5	\$47,267.	
McMahon	Debra	District Wide	Administrative Assistant	Guide A	9	\$56,847.	
O'Hearn	Beverly	Glen Rock High School	Administrative Assistant	Guide B	11	\$64,582.	\$1,216.
Lopez Davitt	Marisa	Glen Rock High School	Administrative Assistant	Guide B	11	\$64,582.	\$1,216.
Stadlin	Rebecca	Glen Rock High School	Administrative Assistant	Guide A	5	\$47,267.	
Crowley	Janice	Glen Rock High School	Administrative Assistant - 10 Month	Guide A	11	\$49,898.	\$1,013.
Campbell Jones	Luchelle	Richard E Byrd School	Administrative Assistant	Guide B	11	\$64,582.	\$1,216.

H-7. Non-tenured Buildings and Grounds Staff:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	LONGEVITY	DIFFERENTIAL
Correa	Jonathan	District Wide	Maintenance Worker	Maintenance	5	\$60,423.		\$1,027.
Kindergan	Thomas	District Wide	Maintenance Worker	Maintenance	12	\$75,398.		\$1,027.

H-8. Tenured Buildings and Grounds Staff:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY	LONGEVITY	DIFFERENTIAL
Anderson	Damond	District Wide	Maintenance Worker	Maintenance	12	\$75,398.	\$1,339.	
Debski	Louis	District Wide	Maintenance Worker	Maintenance	12	\$75,398.		\$1,027.
Johnson	Carl	District Wide	Maintenance Worker	Maintenance	12	\$75,398.	\$1,339.	\$1,027.

Moritz	Robert	District Wide	Maintenance Worker	Maintenance	12	\$75,398.		
Posigua	Walter	District Wide	Maintenance Worker/Transportation	Maintenance	12	\$75,398.	\$670.	

H-9. Staff in non-tenurable positions:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	GUIDE	STEP	SALARY
Costa	Christopher	District Wide	Computer Technician			\$53,406.
Duran	Miguel	District Wide	Computer Technician			\$51,650.
Harris	Keith	District Wide	Computer Technician			\$59,083.
Warren	James	District Wide	Media/Technology Technician	BA	16	\$84,124.

H-10. Non-affiliated Administrators:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	SALARY	LONGEVITY
Cubby	Linda	Community School	Director of Community School	\$85,532.	
Babin	Laurie	District Wide	Director of Human Resources	\$102,568.	\$386.
Frangipane	Joseph	District Wide	Assistant Network Engineer	\$117,844.	
Hopfenspirger	Tara	District Wide	Director of Community Relations	\$108,465.	
McCorry	Robert	District Wide	Director of Security	\$91,659.	
Mutch	Donald	District Wide	Supervisor of Buildings & Grounds	\$122,551.	
Santos	Richard	District Wide	Network Engineer	\$147,401.	

H-11. Non-affiliated Staff Members:

LAST NAME	FIRST NAME	LOCATION	ASSIGNMENT	SALARY	LONGEVITY
Dalie	Jeanne	District Wide	Confidential Administrative Assistant - Assistant Superintendent of Innovation & Operations	\$87,945.	\$386.
Dodd	Kristie	District Wide	Accounting Clerk	\$75,652.	\$1,216.
Fairbourne	Linda	District Wide	Confidential Secretary to the Supervisor of Buildings & Grounds	\$69,608.	\$1,216.
Mancuso	Carol	District Wide	Accounts Payable Clerk	\$68,285.	\$1,216.
Naumov	Colleen	District Wide	Confidential Executive Secretary to the Business Administrator/Board Secretary	\$87,640.	\$386.
Nolasco	Jennifer	District Wide	Confidential Administrative Assistant	\$75,482.	
Scheer-Nutland	Barbora	District Wide	District Data Coordinator & Central Registrar	\$91,205.	\$386.
Shilitz	Dina	District Wide	Accounting Coordinator	\$77,879.	\$1,216.
Spataro	Barbara	District Wide	Payroll Manager	\$90,478.	
Klump	Frank	Glen Rock High School/ Glen Rock Middle School	Student Assistance Counselor	\$83,398.	