

**DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
OCTOBER 12, 2020
REGULAR MEETING AGENDA**

**HYBRID - BOTH VIRTUAL
AND HELD AT
ROXBURY HIGH SCHOOL
1 Bryant Drive, Succasunna, New Jersey**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS

*Anyone wishing to speak about agenda or non-agenda items at a meeting of the Roxbury Township Board of Education must follow these procedures. Located on the front table will be forms entitled, **Speaker Request Form**. Please fill one out indicating your name and address and the agenda item or topic you wish to discuss. After completing the form, return it to the Assistant Business Administrator. Thank you for your cooperation.*

**ACCESS AGENDA & EXHIBITS
ONLINE:**



I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in Regular Session for discussion on business before the Board tonight.

The New Jersey Open Public Meetings Law was enacted to insure the public's right to have advance notice of and to attend meetings of public bodies at which business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Board has caused written notice of this meeting and copies of its agenda to be transmitted to:

Roxbury Register – Newspaper

Daily Record – Newspaper

Roxbury Website – <http://www.roxbury.org/domain/43>

Municipal Clerk

Roxbury Public Library

The notice of tonight's meeting has been posted in the Board's Business office.

II. ROLL CALL

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on October 12, 2020 regarding personnel matters, student matters, negotiations and attorney client privilege.

IV. PUBLIC SESSION

V. PLEDGE OF ALLEGIANCE

October 12, 2020

VI. PRESENTATIONS

1. District Goals 2020-2021; Hybrid Update - Mrs. Loretta Radulic
2. Roxbury Public Schools' Self-Assessments for Determining Grades under the Anti-Bullying Bill of Rights Act for the 2019/2020 School Year - Mrs. Maryann Gibbs
3. Summary of Roxbury Public Schools' Student Safety Data System Report submitted to the NJDOE for 2019/2020 Report Period 2 - Mrs. Maryann Gibbs

VII. CORRESPONDENCE

VIII. STUDENT REPRESENTATIVE'S COMMENTS

IX. BOARD PRESIDENT'S COMMENTS

X. SUPERINTENDENT'S REPORT

XI. BUSINESS ADMINISTRATOR'S REPORT

XII. MINUTES

1. Minutes of the Regular Meeting of August 31, 2020
2. Minutes of the Executive Session of September 21, 2020
3. Minutes of the Regular Meeting of September 21, 2020

XIII. COMMITTEE REPORTS

Each Committee Chair will advise the full board of the last committee meeting, and the next committee meeting, and any other comments you believe are important for the full board to know.

- A. COMMUNITY RELATIONS/SHARED SERVICES
- B. EDUCATION
- C. FACILITIES
- D. FINANCE
- E. PERSONNEL
- F. POLICIES/GOVERNANCE
- G. NEGOTIATIONS
- H. SUSTAINABILITY

XIV. PUBLIC COMMENTS – Action Items – There is a three-minute time limit, per Board Policy.

XV. ACTION ITEMS

A. Finances (*Resolutions 1-27*)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

DISTRICT AND BOARD GOALS

- *1. RESOLVED, that the Roxbury Township Board of Education accept the District and Board Goals for the 2020/2021 school year.

District Goals for 2020/2021:

1. **Student Achievement/Professional Development-** Enhance an active, inclusive, and multifaceted learning experience that maximizes each student's potential and empowers individual achievement.
2. **Future Ready & Sustainability-** Implement innovative programs to support students' future-ready preparedness.
3. **Health & Wellness-** Continue to develop an economically viable, safe, friendly atmosphere for students, staff and community members to inspire all learners and support their mental wellness to increase a readiness to be able to learn and meaningfully participate in the greater school community.
4. **Culture & Climate/Community-** Foster an inclusive and collaborative culture and climate with internal and external stakeholders.

Board of Education Goals for 2020/2021:

1. **Training-** To continue to train together as a Board at the level needed to maintain Board Certification.
2. **Board Communications/Community Engagement-** Enhance intra-Board communication and Board engagement with the community.
 - a. Expand Board presence at school and community events and continue to identify opportunities to involve and engage the community.
 - b. Intra-BOE communication- Increase the knowledge of all members on the work of committees through the posting of agendas and timely minutes/reporting.
3. **Fiscal-** Exercise financial oversight of district operations.
 - a. Explore alternative revenue sources.
4. **Governance-** To continue the review and update of policies and practices to meet regulatory/statutory requirements and the needs/expectations of our school community.

BILLS LIST

- *2. RESOLVED, that the Roxbury Township Board of Education approve the October 2020 bills list totaling \$3,179,244.68 as presented.

TRANSFERS

- *3. RESOLVED, that the Roxbury Township Board of Education approve the August 2020 list of transfers between accounts as presented. Approval by the County Office is not required except as noted on the list.
- *4. RESOLVED, that the Roxbury Township Board of Education approve the September 2020 list of transfers between accounts as presented. Approval by the County Office is not required except as noted on the list.

SECRETARY'S REPORT

- *5. RESOLVED, that the Roxbury Township Board of Education approve the Board Secretary's Report for August 2020.
- *6. RESOLVED, that the Roxbury Township Board of Education approve the Board Secretary's Report for September 2020.

TREASURER'S REPORT

- *7. RESOLVED, that the Roxbury Township Board of Education approve the Treasurer's Report for August 2020.
- *8. RESOLVED, that the Roxbury Township Board of Education approve the Treasurer's Report for September 2020.

MONTHLY FINANCIAL CERTIFICATION OF THE BOARD SECRETARY AND BOARD OF EDUCATION

- *9. RESOLVED, that the Roxbury Township Board of Education, pursuant to N.J.S.A. 18A:19-4, does certify that no line item account has encumbrances and expenditures which in total exceed the line item appropriation, and

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:17-9 and N.J.S.A. 18A:17-36, after review of the Board Secretary's and Treasurer's monthly financial reports for the month of August 2020 that no major accounts and fund balances in the 2020/2021 budget have been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

- *10. RESOLVED, that the Roxbury Township Board of Education, pursuant to N.J.S.A. 18A:19-4, does certify that no line item account has encumbrances and expenditures which in total exceed the line item appropriation, and

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:17-9 and N.J.S.A. 18A:17-36, after review of the Board Secretary's and Treasurer's monthly financial reports for the month of September 2020 that no major accounts and fund balances in the 2020/2021 budget have been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

STUDENT ACTIVITY ACCOUNTS

*11. RESOLVED, that the Roxbury Township Board of Education approve the Student Activity Accounts monthly bill lists for the month of September 2020 as follows:

Roxbury High School	\$4,225.17	Franklin School	\$0.00
Athletics	\$0.00	Kennedy School	\$0.00
Eisenhower Middle School	\$0.00	Jefferson School	\$0.00
Lincoln Roosevelt School	\$0.00	Nixon School	\$0.00

TRAVEL REQUESTS

*12. RESOLVED, that the Roxbury Township Board of Education approve unavoidable travel costs as presented which are educationally necessary and fiscally prudent and are related to and within the scope of the employee’s current responsibilities and promotes the delivery of instruction or furthers the efficient operation of the school district. The reimbursements are in compliance with the state travel reimbursement guidelines as established by the Department of Treasury and Board of Education policy in accordance with N.J.A.C. 6A-23B-1.1 et seq.

	Name	Workshop Title		Place*	Date of Workshop	Registration Fee	Total Estimated Expenses
1	Douglas, Diane	CPR Training	4 S-1	Florham Park, NJ	10/7/2020	\$0.00	\$0.00
2	Poggi, Kevin	CPR Training	4 S-1	Florham Park, NJ	10/7/2020	\$0.00	\$0.00
3	Renna, Justin	CPR Training	4 S-1	Florham Park, NJ	10/7/2020	\$0.00	\$0.00
4	Small, Jessica	CPR Training	4 S-1	Florham Park, NJ	10/7/2020	\$0.00	\$0.00
5	Reiser, Jeanette	CPR Training	4 S-1	Florham Park, NJ	10/8/2020	\$0.00	\$0.00
6	Urban, Alexandra	CPR Training	4 S-1	Florham Park, NJ	10/8/2020	\$0.00	\$0.00
7	Dolan, James	CPR Training	4 S-1	Florham Park, NJ	10/15/2020	\$0.00	\$0.00
8	Monaco, David	CPR Training	4 S-1	Florham Park, NJ	10/15/2020	\$0.00	\$0.00
9	Spargo, Justin	CPR Training	4 S-1	Florham Park, NJ	10/15/2020	\$0.00	\$0.00
10	Trotter, Gregory	CPR Training	4 S-1	Florham Park, NJ	10/15/2020	\$0.00	\$0.00
11	Deeb, Jon	Legal One Attendance, Residency and Homelessness Issues	4	Virtual	10/21/2020	\$100.00	\$100.00
12	Swaim, Jessica	Legal One Attendance, Residency and Homelessness Issues	4	Virtual	10/21/2020	\$100.00	\$100.00
13	Argenziano, Chris	LEADing for An Equity Revolution: Learning from Our New Realities	4	Virtual	10/22/2020 12/08/2020 01/11/2021	\$450.00	\$450.00
14	Hamer, Brian	LEADing for An Equity Revolution: Learning from Our New Realities	4	Virtual	10/22/2020 12/08/2020 01/11/2021	\$450.00	\$450.00
15	Caccavale, Frank	Habitat for Humanity Meeting	4	Randolph, NJ	10/22/2020	\$0.00	\$0.00

Notes: *If in-person session is held, attendance will require employee to follow all safety and social distancing protocols. 1-State/Federal policy requirements, 2-State curricular requirements, 3-State Initiatives, 4-Individual job requirements, T2-paid for by Title II funding, T3 paid for by Title III funding. Substitute coverage is indicated by "S" followed by the number of days for which a substitute is needed.

APPROVAL OF CONTRACT

- *13. RESOLVED, that the Roxbury Township Board of Education approve a contract with J&B Therapy, P.O. Box 151, Augusta, NJ to provide LDTC, psychologist and evaluation services for students in the Roxbury Township School District for the 2020/21 school year. Services will be provided at a rate of \$90.00 per hour, not to exceed \$50,310.00.

AUTHORIZING THE PURCHASE OF NATURAL GAS SUPPLY SERVICES FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE

- *14. WHEREAS, Roxbury Township Board of Education has determined to move forward with the EMEX Reverse Auction in order to procure natural gas for Roxbury Township Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the "Act") authorizes the purchase of natural gas supply service for public use through the use of an online auction service; and

WHEREAS, Roxbury Township Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

WHEREAS, if the auction achieves a price of \$0.5177/therm or less for a 12 month term, a price of \$0.5134/therm or less for an 18 month term, a price of \$0.5044/therm or less for a 24 month term, a price of \$0.5041/therm or less for a 36 month term; Roxbury Township Board of Education may award a contract to the winning supplier for the selected term.

NOW THEREFORE BE IT RESOLVED, that the Business Administrator of the Roxbury Township Board of Education be and he hereby is authorized to execute on behalf of the Roxbury Township Board of Education any natural gas contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.5177/therm or less for a 12 month term, a price of \$0.5134/therm or less for an 18 month term, a price of \$0.5044/therm or less for a 24 month term, a price of \$0.5041/therm or less for a 36 month term; Roxbury Township Board of Education may award a contract to the winning supplier for the selected term.

AUTHORIZING THE PURCHASE OF ELECTRICITY (FIXED ALL-INCLUSIVE) SUPPLY SERVICES FOR PUBLIC USE ON AN ONLINE AUCTION WEBSITE

- *15. WHEREAS, Roxbury Township Board of Education has determined to move forward with the EMEX Reverse Auction in order to procure electricity for Roxbury Township Board of Education; and

WHEREAS, the Local Unit Technology Pilot Program and Study Act (P.L. 2001, c. 30) (the "Act") authorizes the purchase of electricity supply service for public use through the use of an online auction service; and

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WHEREAS, Roxbury Township Board of Education will utilize the online auction services of EMEX, LLC, an approved vendor pursuant to the Act, waiver number EMEX LLC-1, located at www.energymarketexchange.com; and

WHEREAS, EMEX, LLC is compensated for all services rendered through the participating supplier that a contract is awarded to; and

WHEREAS, the auction will be conducted pursuant to the Act; and

WHEREAS, if the auction achieves a price of \$0.08055/kWh or less for a 12 month term, a price of \$0.08172/kWh or less for an 18 month term, a price of \$0.07936/kWh or less for a 24 month term; Roxbury Township Board of Education may award a contract to the winning supplier for the selected term.

NOW THEREFORE BE IT RESOLVED, that the Business Administrator of the Roxbury Township Board of Education be and he hereby is authorized to execute on behalf of the Roxbury Township Board of Education any electricity contract proffered by the participating supplier that submits the winning bid in the EMEX Reverse Auction if the auction achieves a price of \$0.08055/kWh or less for a 12 month term, a price of \$0.08172/kWh or less for an 18 month term, a price of \$0.079364/kWh or less for a 24 month term; Roxbury Township Board of Education may award a contract to the winning supplier for the selected term.

APPROVAL OF PROPOSAL

16. RESOLVED, that the Roxbury Township Board of Education approve the proposal submitted by SSP Architects, 50 Division Street, Suite 503, Somerville, NJ to provide continuing architectural and engineering services for the design through construction administration of the proposed 2020 capital improvement projects at Eisenhower Middle School and Jefferson Elementary School listed below at the fees indicated. These services will be funded by the Capital Reserve Account.

Eisenhower Middle School Window Replacement - Phase 2 \$48,700
Jefferson Elementary School and Eisenhower Middle School Roofs \$76,300

BE IT FURTHER RESOLVED, that this resolution supersedes in its entirety Finance Resolution #13 dated October 14, 2019.

PAYMENT APPLICATION

17. RESOLVED, that the Roxbury Township Board of Education approve the following payment to the following contractor:

Contractor	Project	Payment No.	Amount
Panoramic Window & Door Systems, Inc.	Window Replacement at Eisenhower Middle School	1	\$28,500.00
Billy Contracting and Restoration Inc.	Roofing Replacement at Eisenhower Middle School	2	\$60,705.00
Billy Contracting and Restoration Inc.	Roofing Replacement at Jefferson Elementary School	4	167,580.00

APPROVAL OF NONPUBLIC NURSING SERVICE AID ENTITLEMENT PROGRAM - REVISED

- *18. RESOLVED, that the Roxbury Township Board of Education approve the Revised 2020/2021 Nonpublic Nursing Service Aid for nonpublic schools in the district in the amounts listed below for the purchase of nursing services for the nonpublic school:

American Christian School	\$9,180.00
Morris County Educare & Enrichment Center	\$714.00
Saint Therese School	\$15,096.00

APPROVAL OF NONPUBLIC SECURITY AID ENTITLEMENT PROGRAM

- *19. RESOLVED, that the Roxbury Township Board of Education approve the 2020/2021 Nonpublic Security Aid Entitlement for nonpublic schools in the district in the amounts listed below for the purchase of security for the nonpublic school.

American Christain School	\$15,750.00
Morris County Educare & Enrichment Center	\$1,225.00
Saint Therese School	\$25,900.00

RESOLUTION AUTHORIZING VSP VISION COVERAGE

- *20. WHEREAS, the Roxbury Township Board of Education currently offers Medical and Prescription Coverage to its' employees through Aetna, and

WHEREAS, Integrity Consulting Group, the Board's health insurance broker, has received a quote on behalf of the Board of Education from VSP, now therefore,

BE IT RESOLVED, by the Roxbury Township Board of Education that VSP Vision Coverage be offered to employees of the Roxbury Township Board of Education as a 100% Voluntary and employee paid option to begin on January 1, 2021.

BE IT FURTHER RESOLVED that a certified copy of this Resolution be forwarded to Integrity Consulting Group for execution with insurance carrier.

COMPREHENSIVE MAINTENANCE PLAN

- *21. WHEREAS, the Department of Education requires New Jersey School Districts to submit three-year maintenance plans documenting "required" maintenance activities for each of its public school facilities, and

WHEREAS, the required maintenance activities as listed in the plan for the various school facilities of the Roxbury Township School District are consistent with these requirements, and

WHEREAS, all past and planned activities are reasonable to keep school facilities open and safe for use or in their original condition and to keep their system warranties valid,

NOW THEREFORE BE IT RESOLVED, that the Roxbury Township Board of Education hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan and Form M-1, Annual Maintenance Budget Amount Worksheet to the Executive County Superintendent of Schools per N.J.A.C. 6A:26A.

COMPREHENSIVE GUIDANCE AND ACADEMIC COUNSELING PROGRAM

- *22. RESOLVED, that the Comprehensive Guidance and Academic Counseling Program be approved for Roxbury High School for the 2020/2021 school year.

SCHOOL NURSING SERVICE PLAN

- *23. RESOLVED, that the Roxbury Township Board of Education approve the 2020/2021 School Nursing Service Plan.

APPROVAL OF THE UNIFORM STATE MEMORANDUM OF AGREEMENT BETWEEN EDUCATION AND LAW ENFORCEMENT OFFICIALS

- *24. RESOLVED, that the Roxbury Township Board of Education approve the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials for 2020/2021, and submission of the Agreement to the Roxbury Township Police Department, County Prosecutor and County Superintendent of Schools. The Agreement was discussed by Mrs. Loretta Radulic, Superintendent of Schools, and Mr. Marc Palanchi, Chief of the Roxbury Township Police Department, at the annual meeting.

APPROVAL OF THE MEMORANDUM OF UNDERSTANDING - LIVE STREAM VIDEOS SHARING BETWEEN THE ROXBURY TOWNSHIP SCHOOL DISTRICT AND THE ROXBURY TOWNSHIP POLICE DEPARTMENT

- *25. RESOLVED, that the Roxbury Township Board of Education approve the Memorandum of Understanding with the Roxbury Township Police Department regarding Live Stream Videos Sharing for the 2020/2021 school year.

APPROVAL OF DISPOSAL OF PROPERTY

- *26. RESOLVED, that library and/or multimedia resources with exceptionally old copyright dates, that are damaged, duplicates, no longer relevant, and/or inappropriate material for the grade level, be approved for removal from the Roxbury School Media Centers as per Policy 7300, Disposition of Property. Identified resources will be distributed to classrooms, shifted to other district libraries, discarded, sold, or donated, as appropriate.

DONATION

- *27. RESOLVED, that the Roxbury Township Board of Education accept a Roxbury High School Walmart Grant in the amount of \$2,000. This grant is intended for a Student Achievement and Recognition Program. The funds will be used to purchase more equipment (TVs, monitors) and materials (posters, gifts) that would publicize our students' achievements in academics, athletics, music as well as in categories such as school spirit, citizenship, kindness, etc.

B. Education (Resolutions 1-7)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

HIB REPORT

1. RESOLVED, that the Roxbury Township Board of Education approve the submission of the *School Self-Assessment for Determining Grades under the Anti-Bullying Bill of Rights Act for the 2019/2020 School Year* for each of its schools listed below to the NJ Department of Education:
 1. Franklin Elementary School
 2. Jefferson Elementary School
 3. Kennedy Elementary School
 4. Nixon Elementary School
 5. Lincoln Roosevelt Elementary School
 6. Eisenhower Middle School
 - *7. Roxbury High School
- *2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the district's Student Safety Data System (SSDS) Report submitted to the New Jersey Department of Education for its Report Period 2 for the 2019/2020 school year. This report certifies both incident data collected from September 1, 2019 through June 30, 2020; and Harassment, Intimidation, and Bullying trainings and programs completed from July 1, 2019 through June 30, 2020.
- *3. RESOLVED, that the Roxbury Township Board of Education affirms the Superintendent's decisions provided in the Harassment, Intimidation, and Bullying Report for the 2020/2021 school year, ending as of September 17, 2020.
- *4. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2020/2021 school year, beginning September 18, 2020 and ending October 8, 2020. for Incident Nos. 2 through 3.

MCKINNEY-VENTO ACT

- *5. RESOLVED, that the Roxbury Township Board of Education approve the following tuition contract agreements for the 2020/2021 school year in accordance with United States federal law 1987 (Pub. L. 100-77, July 22, 1987, 101 Stat. 482, 42 U.S.C. § 11301 et seq.). Pursuant to N.J.A.C. 6A:17-2.4 fiscal responsibility shall lie with the district of origin for educational costs.

<i>Student ID</i>	<i>Attending District</i>	<i>Total</i>
9592765298	Phillipsburg School District	\$2,291.52
3038632327	Phillipsburg School District	\$2,291.52

OUT-OF-DISTRICT PLACEMENTS/SERVICES - 2020/2021

- *6. RESOLVED, that the Roxbury Township Board of Education approve the 2020/2021 Extended School Year and 2020/20201 School Year Out-of-District Placements/Services listed below:

<i>File Number</i>	<i>School or Provider</i>	<i>Total Cost</i>	<i>Dates</i>
207667	New Jersey Commission for the Blind and Visually Impaired	\$2,100.00	9/1/20-6/30/21
208480	Rancocas Valley Regional High School	\$14,978.00	9/8/20-6/30/21

APPROVAL OF SENIOR OPTION PROJECTS - RHS

- *7. RESOLVED, that the Roxbury Township Board of Education accepts the Senior Option Projects for the classes at Roxbury High School listed below to be completed in the 2020/2021 school year.

Student	Research Focus	Credits
204114	Culinary/How To Cooking Videos	5
204099	Athletic Training	5
205189	Structural Design and Fabrication	5

C. Policies (Resolution 1)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

- *1. RESOLVED, that the Roxbury Township Board of Education approve the following for second reading:

	<i>Policy/Regulation Number</i>	<i>Policy/Regulation Title</i>	<i>Exhibit Number</i>
a	Policy 2464 (Revised)	Gifted and Talented Pupils (M)	P1
b	Regulation 2464 (Revised)	Gifted and Talented Pupils (M)	P2

D. Personnel (Resolutions 1-19)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

(NOTE: Approval of these resolutions authorizes the Superintendent to submit to the County Superintendent applications for emergent hiring and the candidate's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those candidates listed below. All appointments are pending verification of employment history pursuant to New Jersey P.L. 2018, c. 5 (N.J.S.A. 18A:6-7.6, et. seq.); contingent upon receipt of proper certification; and all salary placements are pending receipt of college transcripts verifying degree status.)

RESIGNATIONS, RETIREMENTS, TERMINATIONS

1. RESOLVED, that the Roxbury Township Board of Education approve the following:

Organized by Name

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Action</i>	<i>Final day of employment</i>	<i>Discussion</i>
1	D'Agosta, Joanna	FES	Special Education Paraprofessional	Resignation for personal reasons	10/9/20	
2	Fessock, Jessica	DIST	Supervisor of Humanities & Art, Gr. PK - 6	Resignation for personal reasons	12/4/20	
3	Sabella, Keri	FES	Special Education Paraprofessional	Resignation for personal reasons	10/2/20	To accept position as a Leave Repl Teacher

LEAVES OF ABSENCE

2. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc.</i>	<i>Position</i>	<i>Leave Start Date</i>	<i>Paid Leave</i>	<i>Unpaid FMLA/ NJFLA^</i>	<i>Return Date</i>	<i>Discussion</i>
1	Drury, Sean	FES	Gr. 4 Teacher	9/29/20	n/a	FMLA/ NJFLA	12/21/20	
2	Harrison Calderon, Jessica	EMS	Music Teacher	11/30/20 or sooner if nec	using available sick days	FMLA/ NJFLA	5/10/21	Amends <i>Return Date</i> of 2/8/21 app'd 9/21/20.
3	Marabondo, Josephine	NES	Special Education Paraprof	10/14/20	using available sick days	FMLA	Upon release by physician	Anticipated return to work on 11/16/20
4	Perrone, Shannon	EMS	Music Teacher	4/27/20	Using 38 available sick days	FMLA/NJFLA	8/30/21	Amends <i>Return Date</i> app'd 6/22/20.

^Leave becomes unpaid when sick/personal days depleted or released by physician, whichever occurs first.

3. RESOLVED, that the Roxbury Township Board of Education approve the following leaves under the Families First Coronavirus Response Act (FFCRA):

	<i>Name</i>	<i>Leave Start Date</i>	<i>Emergency Paid Sick Leave</i>	<i>Paid Expanded Family & Medical Leave</i>	<i>Other Paid Leave</i>	<i>Return Date</i>	<i>Discussion</i>
1	12-147	9/10/20	2 wks	6 wks#		11/2/20#	#Amends <i>EFMLEA</i> and <i>Return Date</i> app'd 9/21/20.
2	21-375	9/22/20	2 wks		Avail sick, personal, & then vacation days	Upon release by physician	

4. RESOLVED, that Employee 5867 has returned from unpaid administrative leave effective September 24, 2020 pursuant to N.J.S.A. 39:3-10.1.

APPOINTMENTS

5. RESOLVED, that the Roxbury Township Board of Education approve the following:

Organized by Name

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary Guide / Step</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Ackerman, Alexis	FES	Special Education Teacher (LLD)	20/21 BA Step 1 of 1-3	\$54,705 prorated	11/2/20	6/30/21	Replacement in position TCH.SPE.LLD.NA.04.
2	Albiani, Stephanie	NES	Permanent Substitute Teacher	N/A	\$125.00 per diem	10/13/20 [^]	6/30/21	Tenure-track replacement in position TCH.SUB.PERM.NES.01; not to exceed 4 days per week
* 3	Malkin, Kevin	RHS	Permanent Substitute Teacher	N/A	\$125.00 per diem	10/13/20 [^]	6/30/21	Tenure-track replacement in position TCH.SUB.PERM.RHS.01; not to exceed 4 days per week
4	PLACE-HOLDER	DIST	Supervisor of Humanities & Art, Gr. PK - 6	n/a	\$TBD prorated	12/7/20	6/30/21	Replacement in position SUP.DS.SUP.NA.01

[^] Employment start date is pending completion of documentation in accordance with the law or district policy.

APPOINTMENTS - LEAVE REPLACEMENTS

- *6. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Monaghan, Mark	EMS	Leave-repl Music Teacher	\$54,000	9/1/20	6/30/21	Amends <i>Salary</i> and <i>End Date</i> app'd 8/31/20. Non-tenure track. Replacement in position TCH.EMS.MUS.IN.02
2	Sabella, Keri	FES	Leave-repl Gr. 4 Teacher	\$54,000 prorated [^]	10/5/20	12/18/20	Replacement in position TCH.FRA.GR4.NA.01

[^] 20/21 Leave Replacement Teacher Rate Bd. aprvd 5/11/20

APPOINTMENTS - HOURLY EMPLOYEES

7. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Guide / Step</i>	<i>Hourly Rate</i>	<i>Hrs / Day</i>	<i>Days / Wk</i>	<i>Days / Year</i>	<i>Annual Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Church, Stacey	FES	Special Education Paraprof	REA Paraprof Step 11	\$21.21	4 on M; 6 on T-F	5	187	\$22,483 prorated	11/2/20 [^] or sooner	6/30/21	One-to-one replacement in position AID.SPE.PT.NA.21
2	Freund, Brynn	NES	Special Education Paraprof	REA Paraprof Step 3	\$17.32	4 on M; 6 on T-F	5	187	\$18,359 prorated	10/13/20 [^]	6/30/21	Autism Program replacement in position AID.SPE.PT.

												NA.80
* 3	Theriahult, Justin	RHS	Special Education Paraprof	REA Paraprof Step 8	\$19.41	4 on M; 6 on T-F	5	187	\$20,574 prorated	10/13/20 ^	6/30/21	MD Program replacement in position AID.SPE.PT. NA.42
^ Employment start date is pending completion of documentation in accordance with the law or district policy. * Salary and hourly rate pending completion of negotiations.												

APPOINTMENTS - SUBSTITUTES

8. RESOLVED, that the Roxbury Township Board of Education approve the following on an as needed basis:

	Name	Loc.	Position	Salary	Start Date	End Date	Discussion
*1	Babus, Haley	District	Substitute Teacher, Paraprofessional and Secretary	20/21 Sub Rate Bd. aprvd 5/11/2020	10/13/20	6/30/21	
*2	Bellardino, Alexis	District	Substitute Teacher, Paraprofessional and Secretary	20/21 Sub Rate Bd. aprvd 5/11/2020	10/13/20	6/30/21	
*3	Li, Dongmei	District	Substitute Teacher, Paraprofessional and Secretary	20/21 Sub Rate Bd. aprvd 5/11/2020	10/13/20	6/30/21	
*4	Herzog, Robert	District	Substitute Nurse	20/21 Sub Rate Bd. aprvd 5/11/2020	10/13/20^	6/30/21	
* 5	Vignali, Dominic	RHS	Substitute Teacher	20/21 Sub Rate Bd. aprvd 5/11/2020	10/13/20	10/16/20	
^ Start date is pending completion of documentation in accordance with the law or district policy.							

EXTRACURRICULAR APPOINTMENTS

9. RESOLVED, that the following personnel be appointed to the positions shown below for the 2020/2021 school year at the stipend indicated:

20/21 Club Appts							
	POS LOC	POS TYPE	POSITION	ASSIGNMENT	NAME	20/21 TOTAL Stipend	20/21 Notes about Assignment
1	EMS	CLUB/PA	Choral (Encores)	Co-Director (FTE 0.50)	Harrison Calderon, Jessica	\$1,707	Amends Assignment and 20/21 Total Stipend app'd 9/21/20.
2	EMS	CLUB/PA	Choral (Encores)	Co-Director (FTE 0.50)	PLACEHOLDER	\$1,707	
3	EMS	CLUB/PA	Choral (Harmonies)	Co-Director (FTE 0.50)	Harrison Calderon, Jessica	\$1,707	Amends Assignment and 20/21 Total Stipend app'd 9/21/20.
4	EMS	CLUB/PA	Choral (Harmonies)	Co-Director (FTE 0.50)	PLACEHOLDER	\$1,707	
* 5	RHS	CLUB	Class Advisor - Junior	Advisor	Mainiero, Melissa	\$1,748	Amends Assignment and 20/21 Total Stipend app'd 9/21/20.
* 6	RHS	CLUB	Class Advisor - Junior	Assistant Advisor	Gluck, Caitlin	\$874	Amends Assignment and 20/21 Total Stipend app'd 9/21/20.

- *10. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2020/2021 school year:

20/21 Athletic Event Worker Appts					
	Name	Position	Salary	Start Date	End Date
1	Bacchetta, Fred	Athletic Event Worker	20/21 Athl. Event Worker Rates Bd. aprvd 6/8/20	9/1/20	6/30/21
2	Henricksen, Roy	Athletic Event Worker	20/21 Athl. Event Worker Rates Bd. aprvd 6/8/20	9/1/20	6/30/21

SALARY ADJUSTMENTS - HOURLY EMPLOYEES

11. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Guide / Step	Hourly Rate	Hrs / Day	Days / Wk	Days / Year	Annual Salary	Start Date	End Date	Discussion
1	Hamberger, Kerry	NES	Title 1 Paraprof	REA Paraprof Step 6	\$18.21	4.5	5	187	\$15,324	9/1/20	6/30/21	Decreased from 5.5 hrs/day
2	Howard, Valerie	FES	Title 1 Paraprof	REA Paraprof Step 10	\$20.61	4.5	5	187	\$17,343	9/1/20	6/30/21	Increased from 4 hrs/day
3	Tweed, Elena	FES	Title 1 Paraprof	REA Paraprof Step 10	\$21.21	4.5	5	187	\$17,848	9/1/20	6/30/21	Increased from 4 hrs/day

SUMMER 2020 EMPLOYMENT FOR MANDATED SPECIAL EDUCATION

12. RESOLVED, that the staff listed below be approved at the rate indicated for conducting mandated meetings with parents and staff during August 2020 to determine evaluative status, IEPs, and other appropriate activities required under the New Jersey law governing Special Education.

	Name	Loc	Position	20/21 Hourly Rate	Discussion
* 1	Vergara, Alexis	RHS	School Psychologist	\$57.14	

SUMMER 2020 EMPLOYMENT OF EDUCATIONAL SERVICES PERSONNEL

13. RESOLVED, that the following staff be approved for working as described below at the per diem rate indicated.

	Name	Loc	Position	Effective during August 2020 for a total time period not to exceed:	Per Diem Rate based on 20/21 Base salary	Discussion
* 1	Susin, Jessica	RHS	School Social Worker	Five (5) days	\$325.41	

ASSISTANT SUPERINTENDENT MERIT GOAL

- *14. RESOLVED, that the Roxbury Township Board of Education hereby recognizes that Dr. Charles Seipp has met the criteria objectives as outlined in the Assistant Superintendent’s Merit Goal No. 3 (Qualitative ~ *Professional and Parental Learning Experiences*) for the 2020/21 school year; and achievement of this goal has been submitted to the Executive County Superintendent for approval.

STIPENDS - ADMINISTRATORS’ INNOVATIVE PROJECTS

15. RESOLVED, that the following Roxbury Administrators’ Association members have been approved by the Superintendent of Schools for the following proposed Innovative Projects for the 2020/2021 school year. Payment of the stipend indicated will be made in the final payroll in June 2021 upon completion of the said project and approval of the Superintendent.

Organized by Mt. Arlington vote:

	<i>Name</i>	<i>Innovative Project</i>	<i>Stipend per RAA 2020-2023 Contract</i>
1	Cosgrove, Melissa	Strong, Sustainable Staff	\$800
2	Ferrare, Lisa	Peer to Peer Academic Support	\$800
*	3 Fiscina, Jeffrey	Family and Consumer Science Publications	\$800
*	4 Gallagher, Amy	Trauma Informed Schools	\$800
*	5 Glenn, Denise	AOPA Pathways Program-Preparing the GAELS to Soar	\$800
6	Lynch, Danielle	Visible Learning - The Power of Self Efficacy	\$800
*	7 Mason, Stuart	Academy for Sports Medicine “Re-Branding”	\$800
*	8 Miller, Dominick	Administering the School Day Testing	\$800
*	9 Omegna, Elizabeth	Section 504 Process	\$800

TITLE I S.A.I.L. PARENT ACADEMY

16. RESOLVED, that the following personnel be appointed to the position shown below for the 2019/2020 school year at the stipend indicated:

	<i>Name</i>	<i>Position</i>	<i>Start Date</i>	<i>End Date</i>	<i>Stipend</i>	<i>Discussion</i>
1	Freund, Kelly	Title I S.A.I.L. Parent Academy Coordinator	9/1/20	6/30/21	\$3,500	Stipend to be paid out of Title IA grant allocation.

TITLE I PARENT ACADEMY MONITORS

17. RESOLVED, that the following personnel be approved as indicated on an as needed basis as Title I Parent Academy Monitors.

	<i>Name</i>	<i>Start Date</i>	<i>End Date</i>	<i>Salary Guide</i>	<i>Hourly Rate</i>	<i>Discussion</i>
1	Ackerman, Alexis	10/13/20	06/30/21	2020-23 REA Contract for Parent University	\$37.00/hr	Salaries to be paid from Title IA grant allocation.
2	Arms, Victoria	10/13/20	06/30/21			
3	Bellardino, Alyssa	10/13/20	06/30/21			
4	Cook, Christopher	10/13/20	06/30/21			
5	Demarest, Karen	10/13/20	06/30/21			
6	DelRosario, Monica	10/13/20	06/30/21			
7	DiLorenzo, Sarah	10/13/20	06/30/21			
8	Dranoff, Jennifer	10/13/20	06/30/21			
9	Echevarria, Stephanie	10/13/20	06/30/21			
10	Holsman, Kristina	10/13/20	06/30/21			
11	Kovarik, Karen	10/13/20	06/30/21			
12	LaCosta, Gail	10/13/20	06/30/21			
13	Manney, Lynn	10/13/20	06/30/21			
14	Maksymiv, Alyssa	10/13/20	06/30/21			
15	Martini, Anne	10/13/20	06/30/21			
16	Montano, Ashley	10/13/20	06/30/21			
17	Maurer, Jennifer	10/13/20	06/30/21			
18	McInnes, Cathy	10/13/20	06/30/21			
19	Saavedra, Julieth	10/13/20	06/30/21			
20	Sarrel, Marla	10/13/20	06/30/21			
21	Swanson, Erik	10/13/20	06/30/21			

MENTORING

- *18. RESOLVED, that the Roxbury Township Board of Education approve the mentoring assignments indicated below. The number of weeks shown encompasses weeks when school is in session; and when the novice teacher and mentor are present at school to collaborate:

	<i>Novice Teacher</i>				<i>Mentoring Term in Roxbury</i>				
	<i>Name</i>	<i>Loc</i>	<i>Instr. Cert.</i>	<i>No. of weeks of mentoring completed to date</i>	<i>Mentor</i>	<i>Start Date</i>	<i>End Date</i>	<i>No. of Wks</i>	<i>Fee</i>
1	Monaghan, Mark	EMS	CEAS	n/a	Sweer, Ryan (RHS)	9/1/20	4/1/21#	30#	\$550#
#Amends <i>End Date</i> , <i>No. of Wks</i> , and <i>Fee</i> app'd 8/31/20.									

COMMUNITY SCHOOL

- *19. RESOLVED, that the staff listed below be appointed for the 2020/2021 Roxbury Community School Course Offerings. All expenses will be paid out of collected tuitions and employment is dependent upon sufficient enrollment. Teachers/Instructors receive a percentage of tuition based on enrollment and agreement with the Community School.

Instructor	Fees		Program / Location / Dates
	Compensation	Tuition	
Monaghan, Mark	\$25//per half hour	\$27/per half hour	Applied Music Program Roxbury High School 2020-2021
VanDongen, Diane			
PLACEHOLDER	\$TBD/Hour, Teacher	Preschool Program* \$715/month Extended Care* (7-9 a.m. / 2-5 p.m.) Option 1: \$400/month Option 2: \$277.50/month Option 3: \$12/hour * Tuition rates prorated for September/October due to hybrid schedules	RCS Preschool Program Kennedy School October 2020-June 2021

D. Executive Session

- *1. WHEREAS, Chapter 231, P.L. 1975, also known as the Sunshine Law, authorizes a public body to meet in Executive Session under certain limited circumstances; and

WHEREAS, said law requires the Board of Education to adopt a resolution at a public meeting before it can meet in such an Executive Session; and

WHEREAS, the Board of Education is anticipating to hold a Regular Meeting hybrid on November 23, 2020 at 6:30 p.m. remotely and at Roxbury High School; and

WHEREAS, the Board of Education intends to discuss matters in Executive Session at this meeting;

NOW THEREFORE, BE IT RESOLVED, that the Roxbury Township Board of Education expects to discuss personnel, student matters, negotiations and matters covered by attorney client privilege during the aforementioned Executive Session; and

BE IT FURTHER RESOLVED, that the public portion of the aforementioned Roxbury Township Board of Education Regular Meeting will commence at 7:30 p.m.

- XVI. PUBLIC COMMENTS – There is a three-minute time limit, per Board Policy.
- XVII. BOARD MEMBER COMMENTS
- XVIII. EXECUTIVE SESSION - (IF NECESSARY)
- XIX. PUBLIC SESSION – (IF NECESSARY)
- XX. ADJOURNMENT

**DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
OCTOBER 12, 2020
REGULAR MEETING AGENDA**

**HYBRID - BOTH VIRTUAL
AND HELD AT
ROXBURY HIGH SCHOOL
1 Bryant Drive, Succasunna, New Jersey**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

ADDENDUM

I. ACTION ITEMS

A. Finances (*Resolutions 1-29*)

SETTLEMENT AGREEMENTS

- *28. RESOLVED, upon the recommendation of the Superintendent of Schools and Board Attorney, that the Settlement Agreement and Release for OAL Docket No.EDS-06922-2020 Agency Ref. No. 2020-31719 be approved and implemented.
- *29. RESOLVED, upon the recommendation of the Superintendent of Schools and Board Attorney, that the Settlement Agreement and Release for OAL Docket No.EDS-06923-2020 Agency Ref. No. 2020-31641 be approved and implemented.

POLICY

EXHIBIT #P1 – SECOND READING

Program
2464/Page 1 of 3
GIFTED AND TALENTED PUPILS (M)

2464 GIFTED AND TALENTED PUPILS (M)

M

The Board of Education recognizes its responsibility to identify gifted and talented students within the school district and to provide these students with appropriate instructional adaptations and services. To that end, the Board directs each such student in the school district be identified and offered an appropriate educational program and services.

~~For purposes of this Policy, "gifted and talented students" means students who possess or demonstrate high levels of ability, in one or more content areas, when compared to their chronological peers in the district and who require modification of their educational program if they are to achieve in accordance with their capabilities.~~

NJAC 6A:8-3.1 defines students who are gifted and talented as those students who possess or demonstrate high levels of ability in one or more content areas when compared to their chronological peers in the local district and who require modification of their educational program if they are to achieve in accordance with their capabilities.

For the purpose of this Policy, “instructional adaptation” means an adjustment or modification to instruction enabling a student who is gifted and talented to participate in, benefit from, and demonstrate knowledge and application of the New Jersey Student Learning Standards in one or more content areas at the instructional level of the student, not just the student’s grade level.

The Superintendent of Schools or designee shall ensure that the appropriate instructional adaptations are designed for students who are gifted and talented.

~~The Superintendent will develop appropriate curricular and instructional modifications used for gifted and talented students indicating content, process, products, and learning environments.~~

The Superintendent **or designee** will develop procedures for an ongoing Kindergarten through grade twelve identification process for gifted and talented students. That includes multiple measures in order to identify student strengths in intellectual ability, creativity, or a specific academic area. The district shall ensure equal access to a continuum of gifted and talented education services. The identification process shall include consideration of all students, including those who are English language learners and those with Individualized Education Plans or 504 Plans.



Multiple measures may include, but are not limited to: achievement test scores; grades; student performance or products; intelligence testing; parent, student, and/or teacher recommendation; and other appropriate measures. The identification methodology will be developmentally appropriate, non-discriminatory, and related to the programs and services offered by the district. The identification procedures will be reviewed annually.

The Superintendent **or designee** will take into consideration the **Pre-Kindergarten through Grade Twelve Gifted Programming Standards of the National Association of Gifted Children Position Statements, and White Papers of the National Association for Gifted Children in identifying and serving gifted and talented students** in developing programs for gifted and talented students. The educational program offered to gifted and talented students will encourage and challenge them in the specific areas of their abilities, but will not replace the basic instructional program of the various grades of this district. The program offered to gifted and talented students may include, but are not limited to: pull-out programs; classroom differentiated instruction; acceleration; flexible pacing; compacted curricula; distance learning; advanced classes; or individual programs infused into the student's regular instructional program, provided that a written description of the infusion has been prepared and filed in the student's record.

The district will provide the time and resources to develop, review, and enhance instructional tools with modifications for helping gifted and talented students acquire and demonstrate mastery of the required knowledge and skills specified by the standards at the instructional level of the student.

The district will actively assist and support professional development for teachers, educational services staff, and school leaders in the area of gifted and talented instruction.

The district shall file with the New Jersey Department of Education Coordinator for Gifted and Talented Services a report by October 1, 2020 and thereafter on a schedule that coincides with the school district's New Jersey Quality Single Accountability Continuum (QSAC) review pursuant to N.J.S.A. 18A:7A-11. The report shall include, but not be limited to, the gifted and talented continuum of services, policies, and procedures implemented in the school district; the total number of students receiving gifted and talented services in each grade level Kindergarten through grade twelve disaggregated by race, gender, special education designation, and English language learner designation; the professional development opportunities provided for teachers, educational services staff, and school leaders about gifted and talented students, their needs, and educational development; and the number of staff employed by the school district whose job responsibilities include identification of and providing services to gifted and talented



students. Programs for gifted and talented students will be periodically evaluated for their continuing efficacy and adjusted accordingly.

The parent of any student identified as gifted or talented shall be consulted regarding any program designed to address the student's particular needs.

An individual who believes the district has not complied with the provisions of N.J.S.A. 18A:35-34 et seq. may file a complaint with the Board of Education. This policy for filing a complaint shall be linked to the homepage of the Board's Internet website. The Board shall issue a decision, in writing, to affirm, reject, or modify the district's action in the matter. The individual may then file a petition of appeal of the Board's written decision to the Commissioner of Education through the Office of Controversies and Disputes in accordance with N.J.S.A. 18A:6-9 and the procedures set forth in State Board of Education regulations.

The district shall make detailed information available on its website regarding the policies and procedures used to identify students as gifted and talented and the continuum of services offered to gifted and talented students. The information shall include the criteria used for consideration for eligibility for the gifted and talented services, including the multiple measures used in the identification process to match a student's needs with services, and any applicable timelines in the identification process.

N.J.S.A. 18A:61A-2; 18A:35-4.16, **18A:35-34 through 39**
N.J.A.C. 6A:8-1.3; 6A:8-3.1(a)5.
P.L. 108-382, Sec. 10201 et seq.

Adopted: 14 October 2013
Revised: 08 May 2017
Revised: **12 October 2020**



REGULATION

ROXBURY TOWNSHIP
BOARD OF EDUCATION

EXHIBIT #P2 – SECOND READING

PROGRAM
R 2464/Page 1 of 6
GIFTED AND TALENTED PUPILS (M)

R 2464 GIFTED AND TALENTED PUPILS (M)

M

A. Identification and Selection

1. Classroom teachers will be familiar with the criteria for identifying gifted and talented students and will be alert to students who exhibit those criteria.
2. The Enrichment Specialist/classroom teacher will review the cumulative files of all students in grades Kindergarten through twelve against the criteria for identifying gifted and talented students. The review will include consideration of intelligence ratings, classroom achievements, the results of standardized testing, and teaching staff member observation reports.
3. The Enrichment Specialist/classroom teacher will confer with past and present teachers of any student identified in the review of files and of any student recommended for screening by a teacher.

B. Selection Criteria

A student will be considered for participation in the program for gifted and talented students who:

1. Has an I.Q. of 130 or higher;
2. Has standardized test scores in the 97th percentile in two or more subject areas;
3. Is highly motivated to achieve academically;
4. Consistently demonstrates academic performance at least 1-2 grade levels above his/her own;
5. Consistently demonstrates intellectual or creative ability of a nature not readily susceptible to testing; or



6. Displays an extraordinary artistic creative talent with a high degree of self-motivation.

C. Program

1. The theoretical basis for the Schoolwide Enrichment Program is developed on the Enrichment Triad Model designed and developed by Joseph Renzulli and other at the University of Connecticut.

Type I: General Exploration

Definition: Experiences designed to expose learners to topics or areas of study in which they may have an interest.

Target: All students.

Objectives:

To stimulate new interests that might lead to more intensive follow-up (Type I and II) individually or small groups of students.

Type II: Training Activities

Definition: Instruction is designed to promote the development of higher level thinking and feeling processes.

Target: All students according to interest and ability.

Objectives:

To develop learning and how-to-learn skills such as notetaking, interviewing, classifying, analyzing data, drawing conclusions.

To develop creative and critical thinking skills.

To develop affective processes such as appreciating and valuing.

To develop problem solving, communication skills.

Type III: Investigations



Definition: Activities in which the student becomes an actual investigator of real-life problem and topic.

Target: Individuals and small groups who pursue topics at advanced levels of involvement.

Objectives:

To provide opportunities for students to apply knowledge, creative ideas and task commitment to a self selected problem.

To acquire advanced level knowledge (content) and methodology (process), and understanding.

To develop authentic products.

To develop the ability to interact effectively with people (students, teachers, mentors, specialists).

2. When a student has been identified as gifted or talented, the Enrichment Specialist/subject area teacher will:
 - a. Interview each selected student for additional information about the student and for guidance in establishing an enriched educational program for the student, and
 - b. Confer with the student's teacher about a proposed educational program for the student.
3. Because the enrichment needs of gifted and talented students can be met through a wide variety of activities and teaching strategies, program content will be individually prescribed and based on students' unique interests and talents.
4. Each student's program will seek to involve the student in all subject areas that can provide growth and stimulation in higher cognitive processes such as interpretation, extrapolation, translation, application, analysis, synthesis, and evaluation.



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

PROGRAM
R 2464/Page 4 of 6
GIFTED AND TALENTED PUPILS (M)

5. No enrichment program will replace the basic instructional program appropriate to the student's grade level.
6. The enriched educational program for a gifted or talented student may consist of:
 - a. Additional classroom studies and assignments,
 - b. Special classes in appropriate studies,
 - c. Out-of-class sessions with the Enrichment Specialist, and/or
 - d. Independent projects in after-school sessions supervised by the Enrichment Specialist/mentor.
7. A classroom teacher may provide for the needs of gifted and talented students by:
 - a. Presenting content material that is related to broadbased issues, themes, or problems,
 - b. Integrating multiple disciplines into the study area,
 - c. Allowing for in-depth learning of a topic selected by the student within the study area,
 - d. Developing the student's independent and self-directed study skills,
 - e. Developing research skills and methods,
 - f. Integrating higher level thinking skills into the curriculum,
 - g. Focusing on open-ended tasks,
 - h. Using new techniques, materials, and forms,
 - i. Encouraging the development of self-understanding, and
 - j. Encouraging self-appraisal and evaluation.



D. Exit Procedures/Appeals:

1. Students in grades K-6 are afforded a variety of experiences through flexible periods as well as instructional tiering and differentiation as described in C.7, therefore an exit procedure is only necessary for students requesting an adjustment to his/her curricular program in grades 7-12; as it pertains to accelerated courses and elective programming. In these instances, the student, parent(s), counselor and teacher will be a part of the decision-making process.
 2. A parent or guardian shall have the right to appeal any decision as it relates to program enhancement/enrichment (K-6) or program change (7-12) using the following procedure:
 - a. A decision by the Principal can be appealed to the Assistant Superintendent. This must be in writing and should be specific and complete. The appeal must contain all relevant information and documentation.
 - b. A decision by the Assistant Superintendent may be appealed to the Superintendent. This appeal must be in writing and should be similarly specific and complete;
 - c. A decision by the Superintendent may be appealed to the Board of Education. This appeal must be in writing and should be similarly specific and complete;
 - d. A decision by the Board of Education may be appealed to the Commissioner of Education of the State of New Jersey. This must be in writing and should be similarly specific and complete.
- ~~1. Each student identified as gifted or talented will be assessed annually for the continuing appropriateness of his/her enriched program. Assessment will include:~~
- ~~a. Interviews with the student, the student's parent(s) or legal guardian(s), and teaching staff members educationally responsible for the student,~~
 - ~~b. Review of the student's file, including relevant test results, and~~



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

PROGRAM
R 2464/Page 6 of 6
GIFTED AND TALENTED PUPILS (M)

-
- c. — Review of the student's work in the preceding school year.
-
- 2. — The program will be revised as required to meet the student's needs and interests.
-
- 3. — The student may be withdrawn from the gifted and talented program when:
 -
 - a. — The student's academic record indicates a decline in performance,
 -
 - b. — The student wishes to withdraw and his/her parent(s) or legal guardian(s) consents to withdrawal, or
 -
 - c. — The student's parent(s) or legal guardian(s) requests withdrawal.
-
- 4. — A decision to withdraw a student from the gifted and talented program will be made by the student's classroom teacher, the Enrichment Specialist, the Principal/Guidance Counselor, the student's parent(s) or legal guardian(s), and, where appropriate, the student.

Issued: 14 October 2013

Revised: 12 October 2020

