

**DISTRICT OF ROXBURY TOWNSHIP
MINUTES OF THE REGULAR MEETING BOARD OF EDUCATION
May 13, 2024**

**REGULAR MEETING AGENDA
ROXBURY HIGH SCHOOL
1 Bryant Drive, Succasunna, NJ 07876**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

I. MEETING CALLED TO ORDER

The meeting was called to order at 6:31 p.m. in the Auditorium at the Roxbury High School. Board President, Mr. Leo Coakley, presiding.

Mr. Leo Coakley announced that this Regular meeting of the Roxbury Township Board of Education is being held to take action and hold a discussion on business before the Board tonight and that the New Jersey Open Public Meetings Law was enacted to ensure the right of public bodies at which any business affecting their interest is discussed or acted upon. In accordance with the provisions of this Act, the Roxbury Township Board of Education has caused written notice of tonight's meeting and copies of the agenda for tonight's meeting to be transmitted to:

Roxbury Register - Newspaper

Daily Record - Newspaper

Star Ledger - Newspaper

Roxbury Website – <https://www.roxbury.org/domain/83>

Municipal Clerk

Roxbury Public Library

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

II. ROLL CALL

MEMBERS PRESENT: Mr. Camilo Bonilla, Mr. Edwin Botero, Mr. Leo Coakley,
Mrs. Anne Colucci, Ms. Valerie Galdieri,
Mr. Christopher Milde, Mrs. Kathy Purcell,

MEMBERS ABSENT: Mrs. Sharon MacGregor-Nazzaro, Ms. Carol Scheneck,
Mr. Brian Staples

ADMINISTRATION PRESENT: Dr. Frank Santora, Mrs. Lisa Ferrare

OTHERS PRESENT: Mr. Marc G. Mucciolo, Esq., Busch Law Group LLC

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

Mr. Christopher Milde motioned and Mrs. Kathy Purcell seconded the motion that the resolution to meet in Executive Session at this time 6:32 p.m. be approved as presented.

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RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on May 13, 2024, regarding personnel matters, student matters, negotiations and attorney client privilege.

IV. PUBLIC SESSION - Public Session Reconvened at 7:37 p.m.

V. ROLL CALL

MEMBERS PRESENT: Mr. Camilo Bonilla, Mr. Edwin Botero, Mr. Leo Coakley,
Mrs. Anne Colucci, Ms. Valerie Galdieri,
Mrs. Sharon MacGregor-Nazzaro (joined at 6:39 p.m.),
Mr. Christopher Milde, Mrs. Kathy Purcell,

MEMBERS ABSENT: Ms. Carol Scheneck, Mr. Brian Staples

ADMINISTRATION PRESENT: Dr. Frank Santora, Dr. Charles Seipp, Mrs. Lisa Ferrare,

OTHERS PRESENT: Mr. Marc G. Mucciolo, Esq., Busch Law Group LLC

VI. PLEDGE OF ALLEGIANCE

Members of the Board, the Administration, and the Public participated in the salute to the flag.

VII. PRESENTATIONS

- Educators and Support Professionals of the Year

Educators and Support Professionals of the Year		
	Name	Nomination/School
1	Allison, Robert	Educator of the year-Franklin Elementary School
2	Mosher, Katherine	Educational Service Provider of the Year-Franklin Elementary School
3	Green, Christina	Educator of the Year-Jefferson Elementary School
4	Dexter, Carla	Educational Service Provider of the Year-Jefferson Elementary School
5	Kim, Erica	Educator of the Year-Kennedy Elementary School
6	Kocoski, Sanja	Educational Service Provider of the Year-Kennedy Elementary School
7	Freeborn, Rebecca	Educator of the Year-Nixon Elementary School
8	Evans, Danielle	Educational Service Provider of the year-Nixon Elementary School
9	Buchanan, Stacey	Educator of the Year-Lincoln Roosevelt School
10	Del Russo, Stefanie	Educational Service Provider of the Year-Lincoln Roosevelt School
11	Spargo, Justin	Educator of the Year-Eisenhower Middle School
12	Torres-Davis, Evelyn	Educational Service Provider of the Year-Eisenhower Middle School
13	Bewalder, Kevin	Educator of the Year-Roxbury High School
14	Kenny, Jennifer	Educational Service Provider of the Year-Roxbury High School

- Retiree Recognition

Certificated Personnel (Administrators, Teachers, Nurses, Counselors, etc.)				
	<i>Name</i>	<i>Position/School</i>	<i>Date of Retirement</i>	<i>No. Years in District</i>
1	Brookes, Joyce	Heath/PE Teacher EMS	02/29/24	26
2	Hellyer, Robin	Kindergarten Teacher FES	06/30/24	18
3	Howey, Michael	Social Studies Teacher RHS	06/30/24	24
4	Kasliner, Janet	Speech JES & LRS	10/31/23	20
5	Krumenaker, Terry	Special Education Teacher LRS	02/29/24	21
6	Poggi, Kevin	Health/PE Teacher RHS	06/30/24	32
7	Rubenstein, Jill	Special Education Teacher FES	02/29/24	21
8	Sarrel, Maria	Grade 2 Teacher FES	06/30/24	36
9	Szigeti, Elizabeth	Special Education Teacher JES	05/31/24	14
10	Wilson, Brenda	Reading Specialist JES & KES	06/30/24	37

Support Staff Personnel (Secretaries, Maintenance, Paraprofessionals, Bus Drivers, etc.)				
	<i>Name</i>	<i>Position/School</i>	<i>Date of Retirement</i>	<i>No. Years in District</i>
1	Crater, Susan	Security Guard District	01/31/24	21
2	Henricksen, Lisa	Special Education Paraprofessional RHS	04/30/24	18
3	Moskowitz, Steven	Groundskeeper Buildings & Grounds	12/31/23	10

Mr. Coakley declared a 10-minute break at 8:23 p.m.

The meeting resumed at 8:35 p.m.

VIII. CORRESPONDENCE

None

IX. STUDENT REPRESENTATIVE'S COMMENTS

Ms. Katie Ritger reported the following:

- Interact Club - Color Fun Run Fundraiser is on May 19, 2024, at 10:30 a.m. at Horseshoe Lake.
- The Art Show - May 16, 2024, at 7:00 p.m. Roxbury High School.
- Class of 2027 - Volleyball Fundraiser on May 29, 2024.
- Media Conference.
- AP Exams.
- NJSLA Testing May 13, 2024 - May 17, 2024.
- Congratulations and thank you to Mr. Bewalder and Ms. Kenny.

Mr. Coakley thanked Katey for being a student representative this year.

X. BOARD PRESIDENT'S COMMENTS

Mr. Coakley reported the following:

- We will honor students at the June 3, 2024, Board Meeting.
- MCSBA Celebrations - Roxbury hosted the May 2, 2024, meeting.
- Thank you to the following individuals:

May 13, 2024

- Roxbury District Administration.
- Roxbury students provided a corridor of warm welcome and cheerful smiles.
- The members of the Tri-M Music Honor Society for an outstanding musical interlude.
- Eisenhower Middle School and Roxbury High School students led the assembly in the Pledge of Allegiance and the National Anthem.
- Roxbury exceeded the expectations of the MCSBA President.
- Roxbury Recognitions on May 2, 2024, meeting:
 - Claire Silfies - recipient of the 2nd Annual Laura Bishop Communications Scholarship.
 - Kathy Purcell - recognized as a Certified Board Member.
 - Anne Colucci - recognized for Master Board Member Certification and for assisting in the organization of the May 2, 2024, event.
 - All Roxbury Board Members - renewal of NJSBA Board Certification (4-year cycle); Roxbury received Master Board Certification in 2018.
 - Requirements for continued certification involve 16 credits of training attended by at least 7 Board Members and the Superintendent, annual board self-evaluation, retreats, review of policies and contracts, and other governance requirements.
- The Superintendent's Evaluation is on schedule.

XI. SUPERINTENDENT'S REPORT

Dr. Santora reported the following:

Opening/Students

- Congratulations again to all of our retirees and teacher/education service providers.
- Happy belated Mother's Day!
- The Choir Department from Roxbury High School swept the competition at the WorldStrides Heritage Festival in Boston, Massachusetts.
- The SDF House move took place on April 30, 2024, it was truly amazing to witness our students "get down to work".
- Roxbury's TREPS Marketplace for fourth-grade students was held on May 1, 2024.
- Roxbury SEL Night was on May 2, 2024, and was devoted to Emotional Health and Wellness, with support from the district's school counseling department and, several district personnel and volunteers.
- SAIL Parent Academy was on May 8, 2024, with STEAM activities and a Mad Science presentation.
- Morris County School Board Association's Award Ceremony was proudly hosted by Roxbury and run by our staff and students highlighting phenomenal performances; congratulations to Mr. Coakley for winning the 2024 Irene LeFebvre Excellence in Boardmanship Award.
- I am very proud to serve as your Superintendent!
- Superintendent's Coffee will be held on May 29, 2024, at 7:00 p.m. with an opportunity to meet with our new Director of Special Services, Dr. Seminerio.

XII. BUSINESS ADMINISTRATOR'S REPORT

None

XIII. MINUTES

1. Minutes of the Regular Meeting of April 29, 2024.
2. Minutes of the Executive Session of April 29, 2024.

Mr. Christopher Milde motioned and Mr. Camilo Bonilla seconded the motion that the Regular Meeting Minutes from April 29, 2024, and the Executive Session Minutes from April 29, 2024, to be accepted as presented.

The motion was approved by roll call vote.

Mr. Bonilla: Yes; Mr. Botero: Yes; Mrs. Colucci: Yes; Ms. Galdieri: Yes; Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes; Mrs. Purcell: Yes; Mr. Coakley: Yes.

XIV.

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

- Mrs. Sharon MacGregor-Nazzaro reported the following:
- 2024 Distinguished Alumni Award.
- End of Year Recognitions.
- Upcoming Events.
- The next Committee meeting is scheduled virtually for June 18, 2024, at 6:00 p.m.

B. EDUCATION

None.

C. FACILITIES

- Mrs. Anne Colucci stated the May 7, 2024, meeting was canceled.
- The next Committee meeting is scheduled virtually for May 28, 2024.

D. FINANCE

- Mrs. Anne Colucci reported that the Committee met virtually on May 7, 2024.
- Solar Project discussion.
- The next Committee meeting is scheduled for May 28, 2024.

E. PERSONNEL

- Mrs. Anne Colucci reported that the Committee met virtually on May 9, 2024.
- Personnel resolutions on this agenda were discussed.
- The next Committee meeting is scheduled for May 30, 2024.

F. POLICIES/GOVERNANCE

- Mr. Christopher Milde stated that the Committee did not meet.

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- Due to Memorial Day the next Committee meeting is scheduled for May 29, 2024, at 5:00 p.m.

G. NEGOTIATIONS

None.

H. SUSTAINABILITY

None.

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

None.

XVI. ACTION ITEMS

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.

A. Finances (Resolutions 1-20)

Mrs. Anne Colucci motioned and Mr. Edwin Botero seconded the motion that The Finance Resolutions 1 through 20 to be accepted as presented.

Mrs. Anne Colucci asked a question regarding the Travel resolution dates.

Mr. Leo Coakley responded that in the future we should include the phrase “dates are subject to change”.

The motion was approved by roll call vote.

Mr. Bonilla: Yes; Mr. Botero: Yes; Mrs. Colucci: Yes; Ms. Galdieri: Yes;

Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes to all, however, Recuse item #8 in Resolution #7;

Mrs. Purcell: Yes; Mr. Coakley: Yes

STUDENT ACTIVITY ACCOUNTS

- *1. RESOLVED, that the Roxbury Township Board of Education approve the Student Activity Accounts monthly bills lists for the month of April 2024 as follows:

Roxbury High School	\$51,853.28	Franklin School	\$32.88
Athletics	\$408.00	Kennedy School	\$100.00
Eisenhower Middle School	\$327.96	Jefferson School	\$0
Lincoln Roosevelt School	\$18,156.50	Nixon School	\$1,704.00

BILLS LIST

- *2. RESOLVED, that the Roxbury Township Board of Education approve the May 2024 bills list totaling \$763,364.51.

TRANSFERS

- *3. RESOLVED, that the Roxbury Township Board of Education approve the April 2024 list of transfers between accounts as presented. Approval by the County Office is not required except as noted on the list.

SECRETARY'S REPORT

- *4. RESOLVED, that the Roxbury Township Board of Education approve the Board Secretary's Report for April 2024.

TREASURER'S REPORT

- *5. RESOLVED, that the Roxbury Township Board of Education approve the Treasurer's Report for April 2024.

MONTHLY FINANCIAL CERTIFICATION OF THE BOARD SECRETARY AND BOARD OF EDUCATION

- *6. 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 April 2024 that no major accounts and fund balances in the 2023/2024 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.

TRAVEL REQUESTS

- *7. 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 further 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.

	<i>Name</i>	<i>Workshop Title</i>		<i>Place*</i>	<i>Date of Workshop</i>	<i>Registration Fee</i>	<i>Total Estimated Expenses</i>
1.	Gluck, Caitlin	Enhancing School Mental Health Training	4 S-2	Sayreville, NJ	3/21/24, 5/21/24^	\$0	\$85.54
2.	Barbolini, Carissa	Enhancing School Mental Health Training	4	Sayreville, NJ	2/1/24, 3/21/24, 5/21/24^^	\$0	\$127.46
3.	Mann, Monica	Enhancing School Mental Health Training	4	Sayreville, NJ	12/12/23, 2/1/24, 3/21/24, 5/21/24^^^	\$0	\$0
4.	Peterson, Alexandra	Enhancing School Mental Health Training	4	Sayreville, NJ	2/1/24, 3/21/24, 5/21/24^^	\$0	\$128.31

5.	Vergara, Alexis	Enhancing School Mental Health Training	4	Sayreville, NJ	2/1/24, 3/21/24, 5/21/24^^	\$0	\$129.15
6.	Speranza, Jane-Frances	Enhancing School Mental Health Training	4	Sayreville, NJ	2/1/24, 3/21/24, 5/21/24^^	\$0	\$128.31
7.	Pinto, Joe	ESCNJ Vendor Expo	4	Edison, NJ	5/21/24	\$0	\$0
8.	Katz, Robert	STS General Meeting	4	Monroe Township, NJ	6/5/24	\$0	\$0
9.	Seminario, Christine	2024 NJSBA Workshop	4	Atlantic City, NJ	10/21/24-10/23/24	Group Registration*	\$648.92
<p>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.</p> <p>^Amends the original date of 5/23/24 in Resolution #XVIII.C.2, approved 3/4/24; new date is 5/21/24.</p> <p>^^Amends the original date of 5/23/24 in Resolution #XVI.A.7, approved 1/22/24; new date is 5/21/24.</p> <p>^^^Amends the original date of 5/23/24 in Resolution #XVI.A.7, approved 11/13/23; new date is 5/21/24.</p> <p>*Group Registration fee total amount of \$2100.00 which includes up to 25 members.</p>							

CONTRACTS

- *8. WHEREAS, the Roxbury Township Board of Education and Edvocate, Inc. entered into a consulting agreement on July 1, 2024 to provide consulting services for the District's Custodial Services Program, and the parties now desire to further amend the aforesaid agreement; now therefore

BE IT RESOLVED, that the Roxbury Township Board of Education approve an amendment to the contract as follows:

- a) Renew the agreement from July 1, 2024 to June 30, 2025.
- b) Paragraph 5.1 Agreement Price is hereby deleted in its entirety and the following is substituted therefore:

5.1 Agreement Price: In consideration of Edvocate's performance of its obligations under this Agreement, District shall pay Edvocate Twenty-Four Thousand Four Hundred Thirty-Two Dollars (\$24,432.00) for the term of this Agreement. The Agreement Price shall be paid in twelve (12) equal monthly installments ("Installment Payments") of Two Thousand Thirty-Six Dollars (\$2,036.00). This Agreement price covers the services as outlined above.

- c) This Amendment is effective July 1, 2024, and thereafter, unless amended. All other terms and conditions contained in the Agreement shall remain unchanged and in full force and effect.

- *9. RESOLVED, that the Roxbury Township Board of Education approve a contract with the Cintas Corporation, 1705 US Highway 46, Ledgewood, NJ to perform kitchen suppression system maintenance services at Eisenhower Middle School in the amount of \$9,086.02 and funded through Maintenance Reserve Account.

- *10. RESOLVED, that the Roxbury Township Board of Education approve a contract with Bayada Home Health Care, Inc., 99 Cherry Hill Road, Suite 302, Parsippany, NJ to provide RN nursing services for a student. This agreement will be in effect through June 13, 2024, for a total amount not exceeding \$6,630.00.

- *11. RESOLVED, that the Roxbury Township Board of Education approve a contract with Prime Healthcare Services - Saint Clare's LLC with offices located at 50 Morris Avenue, Denville, NJ to provide back-to-school evaluations to Roxbury Township School District students through June 30, 2024, at the rate of Two Hundred and Fifty (250.00) Dollars for each back-to-school evaluation on as-needed and as-requested basis for the 2023/2024 school year.
- *12. RESOLVED, that the Roxbury Township Board of Education approve a contract with Prime Healthcare Services - Saint Clare's LLC with offices located at 50 Morris Avenue, Denville, NJ to provide back-to-school evaluations to Roxbury Township School District students to commence on July 1, 2024, through June 30, 2025, at the rate of Two Hundred and Fifty (250.00) Dollars for each back-to-school evaluation on an as-needed and as-requested basis for the 2024/2025 school year.
- *13. RESOLVED, that the Roxbury Township Board of Education approve a contract with Center for Evaluation and Counseling, Inc., with offices located at 1719 Route 10 East, Suite 129, Parsippany, NJ to provide student risk assessment evaluations to Roxbury Township School District students through June 30, 2024, at the rate of Seven Hundred and Fifty (750.00) Dollars for each risk assessment evaluation on the as-needed and as-requested basis for the 2023/2024 school year and not to exceed \$7,500.00.

APPROVAL OF PURCHASES

- *14. RESOLVED, that the Roxbury Township Board of Education approve a purchase of building trap services from Public Sewer Service, 12 Fairfield Crescent, West Caldwell, NJ at Lincoln Roosevelt School in the amount of \$15,605.12 using Ed Data Bid #11647 and funded through Maintenance Reserve.
- 15. RESOLVED, that the Roxbury Township of Education approve a purchase and installation of the black chain link system with gates for the perimeter fence for Lincoln Roosevelt School Turf Field from Challenger Fence Inc., 53 Kentucky Ave., Paterson, NJ in the amount of \$108,360.00 and funded through Maintenance Reserve.
- 16. RESOLVED, that the Roxbury Township of Education approve a purchase of condensing unit for a walk-in-freezer at Kennedy Elementary School from Johnstone Supply, 48 South Jefferson Road, Whippany, NJ in the amount of \$5,006.68.

JOINT TRANSPORTATION AGREEMENT

- *17. RESOLVED, that the Roxbury Township Board of Education approve a Joint Transportation Agreement whereby the Roxbury Township Board of Education will act as the Host District providing transportation services as specified below to the Joiner District, the Mount Arlington Board of Education.

2024-2025 ESY Joint Transportation Agreement				
Start Date	End Date	Host District's Route Number	Destination	Joiner Cost

7/1/2024	8/2/2024		Mount Arlington Public Schools	\$7,230.79
7/1/2024	8/2/2024	CTC01	Celebrate the Children	\$3,013.00
			4% Administration Fee	\$409.75
			Joiner District to and From Total Route	\$10,653.54

APPROVAL OF GROUND INSTRUCTOR CERTIFICATION

- *18. RESOLVED, that the Roxbury Township Board of Education approve reimbursement of costs incurred for the successful completion of the Ground Instructor (Advanced) AGI exam in the amount of \$175.00 to Dr. Michael Gottfriend.

2024-2025 RENEWAL OF MEMBERSHIP IN THE MORRIS COUNTY COOPERATIVE PRICING COUNCIL

- *19. WHEREAS, the Morris County Cooperative Pricing Council ("MCCPC") was created in 1974 to conduct a voluntary cooperative pricing system with municipalities, boards of education, and other public bodies located in the County of Morris and adjoining counties; and

WHEREAS, the purpose of the MCCPC is to provide substantial savings on various goods and services to its members through the cooperative public bidding process; and

WHEREAS, the Roxbury Township Board of Education desires to enter into an Agreement with the MCCPC, which is administered by Randolph Township as Lead Agency, to renew.

RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF ROXBURY IN THE COUNTY OF MORRIS, NEW JERSEY APPOINTING A LESSOR RELATING TO THE LEASE PURCHASE OF TECHNOLOGY EQUIPMENT IN AN AMOUNT NOT TO EXCEED \$500,000. AND DETERMINING RELATED MATTERS IN CONNECTION THEREWITH

- *20. WHEREAS, the Board of Education of the Township of Roxbury in the County of Morris, New Jersey (the "Board") seeks to purchase technology equipment (the "Project") at a cost not to exceed \$500,000; and

WHEREAS, the Board intends to finance such Project through a tax-exempt, lease purchase financing in an aggregate amount not exceeding \$500,000 (the "Lease Purchase Financing"); and

WHEREAS, the Board sought quotes through the Hunterdon County Educational Services Commission for such Lease Purchase Financing; and

WHEREAS, the Board, on May 9, 2024, received quotes for the Lease Purchase Financing; and

WHEREAS, the quote of TD Equipment Finance Inc, NJ was the most advantageous quote to the Board; and

WHEREAS, the Board seeks to execute a lease purchase agreement (the "Lease") for the Lease Purchase Financing with TD Equipment Finance Inc, NJ in its capacity as lessor and in accordance with its quote as set forth below; and

WHEREAS, the Board desires to set forth the basic financial terms to be incorporated into the Lease and authorize the preparation, the execution and the delivery of the Lease and certain other agreements necessary or incidental to the transactions contemplated thereby;

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF ROXBURY IN THE COUNTY OF MORRIS, NEW JERSEY, as follows:

SECTION 1. The Board hereby approves to finance the acquisition and installation of the Project and other related costs and hereby awards the financing to TD Equipment Finance Inc, NJ (as defined above). The interest rate per annum, the principal maturities and the other terms of the financing shall be as described in the Lease and shall be consistent with the quote submitted by TD Equipment Finance Inc, NJ on May 9, 2024 (the "Quote"). In accordance with the Quote the interest rate shall be 4.78% or as indexed in the Quote.

SECTION 2. The Board hereby authorizes (i) the execution and the delivery of the Lease and other related documents, including an Escrow Agreement, and (ii) the performance by the Board of its obligations under the Lease and the Escrow Agreement, both to be dated the date of respective closing. The Board further authorizes and directs the Board President (or in every instance where the Board President is authorized to execute a document under this Resolution the same such authority shall also be given to the Vice President), the Business Administrator, the Assistant Business Administrator or the Superintendent to approve any non-material changes, additions or deletions to the Lease and the Escrow Agreement as may be necessary in the judgment of the Board's Bond Counsel. The Lease sets forth, among other things, the lease payments of the Board and their respective amounts. In all respects, the Lease shall be consistent with the terms of this Resolution.

SECTION 3. In exchange for its authorization and execution of the Lease, the Board will receive an aggregate amount not to exceed \$500,000, which will be used to finance the Project and other related costs. Lease payments under the Lease may occur on one or more dates, provided that the final lease payment shall not extend beyond August 15, 2028.

SECTION 4. The Board President, the Business Administrator, the Assistant Business Administrator and/or the Superintendent are hereby authorized and directed to execute and to deliver on behalf of the Board each of the agreements referred to in Section 2 of this Resolution and such other agreements and certificates as may be necessary to complete the transaction contemplated by the Lease and the Board President, the Business Administrator, the Assistant Business Administrator and/or the Superintendent are hereby authorized and directed to take, on behalf of the Board, such other actions as shall be necessary and appropriate to accomplish the lease purchase financing of the Project in accordance with the terms of the Lease and this Resolution and pursuant to the terms of the agreements and the instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board in respect thereof.

SECTION 5. The Board hereby covenants that it will comply with any conditions subsequently imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of interest on the Lease, including, if necessary, the requirement to rebate all net investment earnings on the gross proceeds

above the yield on the Lease. The Lease will be designated as "qualified tax-exempt obligations" for purposes of section 265(b)(3)(B)(ii) of the Code.

SECTION 6. The Board reasonably expects to reimburse its expenditure of Project costs paid prior to the issuance of the Lease with proceeds of the Lease. This resolution is intended to be and hereby is a declaration of the Board's official intent to reimburse the expenditure of Project costs paid prior to the issuance of the Lease with the proceeds of the Lease, in accordance with Treasury Regulations §150-2. The maximum principal amount of the Lease expected to be issued to finance the Equipment is \$500,000. The Project costs to be reimbursed with the proceeds of the Lease will be "capital expenditures" in accordance with the meaning of Section 150 of the Code. No reimbursement allocation will employ an "abusive arbitrage device" under Treasury Regulations §1.148-10 to avoid the arbitrage restrictions or to avoid the restrictions under Sections 142 through 147, inclusive, of the Code. The proceeds of the Lease used to reimburse the Board for Project costs, or funds corresponding to such amounts, will not be used in a manner that results in the creation of "replacement proceeds", including "sinking funds", "pledged funds" or funds subject to a "negative pledge" (as such terms are defined in Treasury Regulations §1.148-1), of the Lease or another issue of debt obligations of the Board, other than amounts deposited into a "bona fide debt service fund" (as defined in Treasury Regulations §1.148-1). All reimbursement allocations will occur not later than 18 months after the later of (i) the date the expenditure from a source other than the Lease is paid, or (ii) the date the Project is "placed in service" (within the meaning of Treasury Regulations §1.150-2) or abandoned, but in no event more than 3 years after the expenditure is paid.

SECTION 7. This Resolution shall take effect immediately upon its adoption.

B. Education (Resolutions 1-8)

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.

Mrs. Sharon MacGregor-Nazzaro motioned and Mr. Christopher Milde seconded the motion that The Education Resolutions 1 through 8 to be accepted as presented.

The motion was approved by roll call vote.

Mr. Bonilla: Yes; Mr. Botero: Yes; Mrs. Colucci: Yes; Ms. Galdieri: Yes;
Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes to all, however, Recuse item #77 and item #78 in Resolution #1; Mrs. Purcell: Yes; Mr. Coakley: Yes

HIB REPORT

- *1. RESOLVED, that the Roxbury Township Board of Education affirms the Superintendent's decisions provided in the Harassment, Intimidation, and Bullying Report for the 2023/2024 school year for Incident Nos. 76 through 80.
- *2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2023/2024 school year for Incident Nos. 81 through 84.

FIELD TRIPS / COMPETITIONS

3. RESOLVED, that the Roxbury Township Board of Education approve staff and students for participation in **community-based instructional trip requests** as listed, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

	<i>School</i>	<i>Group</i>	<i>Estimated # of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Faculty Sponsor</i>
1	NES	LLD	8	Franklin ES	Succasunna, NJ	J.Clark

4. RESOLVED, that the Roxbury Township Board of Education approve staff and students for participation in **same-day field trip requests** as listed, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

Organized by "School":

	<i>School</i>	<i>Group</i>	<i>Estimated # of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Faculty Sponsor</i>
1	EMS	SUMMIT	4	Roxbury Diner	Succasunna, NJ	M.DeAcetis; C.Thompson
2	LRS	Gr. 6 Band	75	Eisenhower MS	Succasunna, NJ	K.Barry; S.Bream; J.Conrad; M.Monaghan
* 3	RHS	Academy for Sports Medicine	40-45	Montclair State University	Montclair, NJ	C.Forlenza; J.Koch

OUT-OF-DISTRICT PLACEMENT/SERVICES - 2023/2024

- *5. RESOLVED, that the Roxbury Township Board of Education approve the 2023/2024 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>
6659412724	Terranova Group, Inc. dba Chapel Hill Academy	\$41,200.00*	1/16/24-6/30/24

*Amends the Total Cost originally approved on January 22, 2024.

OUT-OF-DISTRICT PLACEMENT/SERVICES - 2024/2025

- *6. RESOLVED, that the Roxbury Township Board of Education approve the 2024/2025 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>
4405592570	Cornerstone Day School, LLC	\$104,005.00	7/8/24-6/30/25
5413406118	P.G. Chambers School	\$104,953.80	7/8/24-6/30/25
7032947797	P.G. Chambers School	\$104,953.80	7/8/24-6/30/25
9257080803	P.G. Chambers School	\$104,953.80	7/8/24-6/30/25
3748593945	P.G. Chambers School	\$104,953.80	7/8/24-6/30/25

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 2024/2025 school year.

Student	Research Focus	Credits
206775	Journalism 4	5
207821	Journalism 4	5
206532	Aviation/Rox-THON	5
211187	Creation of Writing	5
206505	Rox-THON	5
206574	Advanced Video Game Design	5
206550	Horse Farm Volunteering	5
206580	Child Development/ Preschool Education	5
207164	Journalism IV	5

CURRICULUM WRITING

- *8. RESOLVED, that the courses listed below be approved for curriculum writing for the 2024/2025 school year as indicated.

	Course	School / Course Level	Grade Level	Course Duration (FY, Sem, Q)	New, Revision, or Rewrite	Proposed hours
1	Animation I	RHS	9 - 12	Sem	Rewrite	15
2	Animation II	RHS	9 - 12	Sem	Rewrite	15
3	AP Psychology	RHS	11 - 12	FY	Rewrite	20
4	Pop Culture (Summit/Vista)	RHS	9 - 12	FY	Rewrite	20

C. Policies (Resolution 1)

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

Mr. Christopher Milde motioned and Mrs. Anne Colucci seconded the motion that The Policies Resolution 1 to be accepted as presented.

The motion was approved by roll call vote.

**Mr. Bonilla: Yes; Mr. Botero: Yes; Mrs. Colucci: Yes; Ms. Galdieri: Yes;
Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes; Mrs. Purcell: Yes; Mr. Coakley: Yes.**

- *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 1140 Revised	Educational Equity Policies/Affirmative Action (M)	P1
b	Policy 1523 Revised	Comprehensive Equity Plan (M)	P2
c	Policy 1530 Revised	Equal Employment Opportunities (M)	P3
d	Regulation 1530 Revised	Equal Employment Opportunity Complaint Procedure (M)	P4
e	Policy 1550 Revised	Equal Employment/Anti-Discrimination Practices (M)	P5
f	Regulation 2200 Revised	Curriculum Content (M)	P6
g	Policy 2260 Revised	Equity in School and Classroom Practices (M)	P7
h	Regulation 2260 Revised	Equity in School and Classroom Practices Complaint Procedure (M)	P8
i	Regulation 2330 Revised	Homework	P9
j	Policy 2411 Revised	Guidance Counseling (M)	P10
k	Policy & Regulation 2423 Revised	Bilingual Education (M)	P11 & P12
l	Policy & Regulation 2431.4 Revised	Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)	P13 & P14
m	Regulation 2624 Revised	Grading System	P15
n	Policy 3211 Revised	Code of Ethics	P16
o	Regulation 5420 Revised	Reporting Student Progress (M)	P17
p	Regulation 5440 Revised	Honoring Student Achievement	P18
q	Policy 5570 Revised	Sportsmanship	P19
r	Policy 5750 Revised	Equitable Educational Opportunity (M)	P20
s	Policy 5755 Abolished	Equity in Educational Programs and Services (M)	P21
t	Policy 5841 Revised	Secret Societies	P22
u	Policy 5842 Revised	Equal Access of Student Organizations	P23
v	Policy & Regulation 7610 Revised	Vandalism	P24 & P25
w	Policy 8500.1 Revised	Senior Privilege	P26
x	Policy 9323 Revised	Notification of Juvenile Offender Case Disposition	P27
(M) = Mandated by law or monitoring standards			

D. Personnel (Resolutions 1-16)

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.)

Mr. Coakley announced two revisions in Personnel, in Resolution #1 item #12 added Ms. Erika Kelly's resignation, and in Resolution #11 item #1 Exhibit HR1 removed Ms. Erika Kelly's name from the reappointment table.

Mrs. Anne Colucci motioned and Mrs. Kathy Purcell seconded the motion that The Personnel Resolutions 1 through 16 to be accepted as amended.

The motion was approved by roll call vote.

Mr. Bonilla: Yes; Mr. Botero: Yes; Mrs. Colucci: Yes; Ms. Galdieri: Yes; Mrs. MacGregor-Nazzaro: Yes; Mr. Milde: Yes; Mrs. Purcell: Yes; Mr. Coakley: Yes.

RESIGNATIONS. RETIREMENTS. TERMINATIONS

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

	Name	Loc	Position	Action	Final day of employment	Discussion
1	Hollenberg, Amy	JES	Gr. 1 Teacher	Resignation for personal reasons	6/30/24	
* 2	Howey, Michael	RHS	Social Studies Teacher	Resignation for retirement purposes	6/30/24	
3	Kacmarcik, Ashley	FES	Title 1 Paraprofessional	Resignation for personal reasons	6/30/24	
4	Katz, Kate	LRS	Music Teacher	Resignation for personal reasons	6/30/24	
5	Leavy, Dana	KES	Permanent Substitute Teacher	Resignation for personal reasons	5/13/24	To accept Leave Repl position in district
* 6	Mann, Monica	DIST	Director of Guidance	Resignation for personal reasons	6/30/24	
7	Montan, Kristen	EMS	Special Education Teacher	Resignation for personal reasons	6/30/24	
* 8	Pereira, Carlos	TR	Bus Driver	Resignation for personal reasons	6/30/24	
9	Puopolo, Tiffany	FES	Special Education Paraprofessional	Resignation for personal reasons	5/15/24	
10	Szigei, Elizabeth	JES	Special Education Teacher	Resignation for retirement purposes	5/31/24	
11	Warden, Maureen	NES	School Nurse	Resignation for personal reasons	6/30/24	
12	Kelly, Erika	DIST	Supervisor of Applied Science, Gr. Pk-6	Resignation for personal reasons	6/30/24	

2. RESOLVED, that Employee 7687 be terminated for good cause in accordance with district policy with a final day of employment as May 17, 2024.

LEAVES OF ABSENCE

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

	<i>Employee</i>	<i>Leave Start Date</i>	<i>Paid Leave</i>	<i>Unpaid FMLA/ NJFLA ^</i>	<i>Return Date</i>	<i>Discussion</i>
* 1	14205	5/7/24	Using avail sick & personal days	n/a	8/26/24	
2	20208	4/15/24	n/a	FMLA/NJFLA	8/26/24 #	# Amendments to XVII.E.2.3 aprvd 4/15/24.
* 3	20823	5/7/24	N/A	FMLA	Upon release by physician	
4	21858	6/3/24 or sooner if nec ^^	n/a	FMLA/NJFLA	12/2/24	^^ Amendments to XVI.D.2.2 aprvd 4/29/24.
* 5	21918	5/14/24	n/a	FMLA	Upon release by physician	Amends D.2.3 app'd 4/29/24
^ Leave becomes unpaid when sick/personal days are depleted or released by physician, whichever occurs first.						

APPOINTMENTS

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

	<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	Rao, Veena	NES	Permanent Substitute Teacher (0.80)	N/A	\$160.00 per diem	5/23/24	6/30/24	Tenure-track replacement in position TCH.SUB.PERM.NES.01; not to exceed 4 days/week
^ Start date is pending completion of documentation in accordance with the law or district policy. # 10-month employees shall start on the first day of the board approved school calendar								

APPOINTMENTS - LEAVE REPLACEMENTS

5. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Leavy, Dana	KES	Leave-repl Gr. 3 Teacher	\$300.00 per diem	5/14/24	6/14/24	Replacement in position TCH.KEN.GR3.NA.01.

APPOINTMENTS - SUBSTITUTES

6. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions on an as needed basis:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	Alonso, Jessica	District	Substitute Teacher	23/24 Board approved Sub	5/20/24	6/30/24	

				Rate			
*	2	Corrigan, Amy	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	3	Murro, Tara	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	4	Rehe, Connor	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	5	Ridgway, Silas	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	6	Savarin, Danielle	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	7	Toupet, Jacob	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24 [^]	6/30/24
*	8	Townsend, Michael	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	9	Trotter, Morgan	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	5/14/24	6/30/24
*	10	Vogel, Jennifer	District	Substitute Teacher	23/24 Board approved Sub Rate	5/17/24	6/30/24
[^] Start date is pending completion of documentation in accordance with the law or district policy.							

SUBSTITUTES - TRANSPORTATION, TECHNOLOGY, SECURITY, MAINTENANCE/GROUNDS

- *7. RESOLVED, that the following substitutes be approved on an as needed basis at the board approved substitute rate of pay:

	Name	Position	Hourly Rate	Start Date	End Date	Discussion
1	Kein, Lauren	Substitute Computer Technician	\$16.00	5/14/24	6/30/24	Not to exceed 20 hrs/wk

APPOINTMENTS - EXTRACURRICULAR

- *8. RESOLVED, that the Roxbury Township Board of Education approve the following identified district nurses on an as needed basis to serve as the Registered Nurse on the 2023/2024 Roxbury High School's Unified Flag Football team's home games, and the team's away games approved by the Board at its meeting of April 29, 2024 in Resolutions XVI.B.5.3, 4, 6, & 8. Each game requires one nurse; and for time worked at these games that fall outside the nurse's contractual hours, the nurse will be compensated accordingly at the hourly rate indicated.

	<i>Name</i>	<i>23/24 Hourly Rate</i>
1	Hornung, Desiree	\$58.82
2	Hrynio, Lindsay	\$47.46

SALARY ADJUSTMENTS - CERTIFICATED STAFF

- *9. RESOLVED, that the Roxbury Township Board of Education approve the following teaching assignments for the staff indicated below for the 2023/2024 school year, with the understanding that these assignments are subject to change based on scheduling adjustments.

	<i>Name</i>	<i>Loc of Prog/C lass</i>	<i>Program/ Class</i>	<i>Extra Blocks assigned:</i>	<i>Effective</i>	<i>Salary Guide / Step</i>	<i>Addl. Salary not to exceed</i>	<i>Discussion</i>
1	Damelio, Kellie	RHS	Biology B	1 block during Block 8 on B days w/in A/B day schedule @ RHS	5/14/24-6/13/24	23/24 MA+30 Step 17-18	\$1,552	Coverage for position TCH.RHS.S Cl.NA.03.
2	Donegan, Brendan	RHS	Anatomy & Physiology	1 block during Block 2 on A days w/in A/B day schedule @ RHS	5/14/24-6/13/24	23/24 MA Step 23	\$1,655	
3	Shaw, James	RHS	Biology B	1 block during Block 6 on B days w/in A/B day schedule @ RHS	5/14/24-6/13/24	23/24 MA Step 15-16	\$1,432	
4	Terranova, Laurie	RHS	Anatomy & Physiology	1 block during Block 4 on A days w/in A/B day schedule @ RHS	5/14/24-6/13/24	23/24 MA+30 Step 17-18	\$1,411	

REASSIGNMENTS / TRANSFERS (CERTIFICATED STAFF)

10. RESOLVED, that the staff listed below be transferred to a new location and/or assignment for the 2024/2025 school year as indicated:

Related Transfers							
	Name	Former Assignment & Loc.		New Assignment & Loc.		Effective Date	Discussion
1	O'Shea, Nichole	Library Media Design Teacher	NES	Gr. 4 Teacher	NES	9/1/24 #	NO to replace D.Siegel.
		TCH.DS.COMP.NA.01		TCH.NIX.GR4.NA.01			
2	Siegel, David	Gr. 4 Teacher	NES	Library Media Design Teacher	NES	9/1/24 #	D.Siegel to replace NO.
		TCH.NIX.GR4.NA.01		TCH.DS.COMP.NA.01			
Individual Transfers							
	Name	Former Assignment & Loc.		New Assignment & Loc.		Effective Date	Discussion
3	Clark, Jennifer	Special Education Teacher (LLD)	NES	Special Education Teacher (LLD)	FES	9/1/24 #	

		TCH.SPE.LLD.NA.06		TCH.SPE.LLD.NA.06			
4	Matullo, Lauren	Special Education Teacher (RC)	LRS	Special Education Teacher (RC)	EMS	9/1/24 #	
		TCH.SPE.RES.NA.21		TCH.SPE.RES.NA.21			
5	Steghlens, Dana	Special Education Teacher (RC)	NES	Special Education Teacher (RC)	FES	9/1/24 #	
		TCH.SPE.RES.NA.43		TCH.SPE.RES.NA.43			
# 10-month employees shall start on the first day of the 2024-25 calendar for this bargaining unit / employee group.							

ANNUAL REAPPOINTMENTS

11. RESOLVED, that the Roxbury Township Board of Education reappoint the following staff members for the 2024-2025 school year as indicated in the attached Exhibits:

	<i>Exhibit Title</i>	<i>Exhibit Number</i>
1	Administrators and Supervisors	HR1
2	Teachers & Educational Services Personnel	HR2
3	Permanent Substitutes	HR3
4	Paraprofessionals (Title I, Special Education)	HR4
5	REA Secretaries	HR5
* 6	REA Maintenance, Grounds, Mechanics	HR6
* 7	Bus Drivers	HR7
* 8	Unaffiliated Salaried Employees	HR8
9	Unaffiliated Hourly Employees	HR9

CURRICULUM WRITING

12. RESOLVED, that the individuals listed in attached Exhibit HR10 be approved to write curriculum for the 2024/2025 school year as indicated at a salary of \$46 per hour per course, not to exceed thirty-five (35) hours per course by August 23, 2024.

STUDENT TEACHERS/INTERNS

13. RESOLVED, that the following student teacher/intern assignment be approved as per the placement requirements in Policy 9541- Student Teachers/Interns:

<i>Student-Teacher/Intern</i>					<i>Roxbury Cooperating Teacher</i>		
	<i>Name</i>	<i>College/Univ</i>	<i>Placement Sought</i>	<i>Term</i>	<i>Name</i>	<i>Position</i>	<i>Loc</i>
1	Kacmarcik, Ashley	Univ of Phoenix	Clinical Int- Elem Education	8/26/24 thru 12/20/24 for f/t	Freund, Kelly	Gr. 2 Teacher	FES

COMMUNITY SCHOOL

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

	Name	Loc	Title	Hourly Rate	Start Date	End Date	Discussion
1	Monaghan, Christine	RCS	Program Assistant	\$25.50	7/1/24	6/30/25	Not to exceed 29.5 hrs/wk with various district positions

15. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2023/2024 Roxbury Community School B.A.S.E.S. Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Name	Loc	Title	Hourly Rate	Start Date	End Date	Discussion
1	Riggs, Deana	K-4	Non-Certified	\$22.00	5/14/24	6/30/24	Not to exceed 29.5 hrs/wk with various district positions

- *16. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2023/2024 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Name	Loc	Title	Rate	Start Date	End Date	Discussion
1	Savitski, Kaitlin	RHS	Roxbury SAT Team	\$427.50/Student	5/14/24	5/29/24	Min: 5 Max: 15

E. Executive Session Regular Meeting

Mr. Christopher Milde motioned and Mr. Edwin Botero seconded the motion that the Executive Session Resolution 1 be accepted as presented.

The motion was approved unanimously.

- *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 on June 3, 2024 at 6:30 p.m. 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

May 13, 2024

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.

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

XVIII. BOARD MEMBER COMMENTS

Mrs. Kathy Purcell thanked Mrs. Anne Colucci for always recognizing and thanking everyone; and being a big part of the school board's program.

Mrs. Anne Colucci stated the School Board Meeting was a great night to be a Gael.

- Congratulations Mr. Leo Coakley.
- Thanked Mrs. Kathy Purcell for her help.
- EMS Concert.
- Franklin Elementary School TREPS.

Mr. Camilo Bonilla clarified the wife made the mugs and his son sold them; shoutout to his wife.

Mr. Edwin Botero spoke about the School Board meeting on May 2, 2024, and staying united as a board.

Mr. Leo Coakley thanked the Board Members for his nomination; and appreciated the Board's support and working together.

Dr. Frank Santora spoke about a proud moment as a Superintendent at the May 2, 2024, meeting; spoke about a generous donation of school supplies made by the family of a former teacher, Ms. Hunter, who was with the district from May 1964 through June 2012, which is a total of 48 years; thank you to the family of Ms. Hunter.

XIX. ADJOURNMENT

Mr. Christopher Milde motioned and Mrs. Kathy Purcell seconded the motion to adjourn the meeting at this time 9:09 p.m. The motion was approved by unanimous agreement.

Respectfully submitted,



Mrs. Lisa Ferrare
Director of Human Resources

Roxbury Public Schools

Bills And Claims Report By Vendor Name

for Batches 54,55

va_bill5.032923
05/01/2024

Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
A. C. DAUGHTRY, INC./ 14198							
	24-4338	11-000-261-420-050-600- -/ MAINT CONTRACTS	4671566	CF	MAINT CONTRACTS		276.96
					Total for A. C. DAUGHTRY, INC./ 14198		\$276.96
ALEXIS SAPPPIO/ 18701							
	24-4299	11-000-291-280-000-300- -/ TUITION REIMBURSEMENT	REIMB TUIT/24-4299	CF	TUITION REIMBURSEMENT		1,612.05
					Total for ALEXIS SAPPPIO/ 18701		\$1,612.05
ALLEGRO SCHOOL/ 1044							
	24-8624	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	MAY 10272	CF	TUITION PRIV IN STATE		11,646.44
		20-250-100-500-000-099- -/ IDEA BASIC TUITION	MAY 10272	CF	IDEA BASIC TUITION		174.76
		11-000-217-320-000-250- -/ PURCHASED SERVICES	MAY 10273	CF	PURCHASED SERVICES		3,000.00
		20-250-100-500-000-099- -/ IDEA BASIC TUITION	APR 10272	CF	IDEA BASIC TUITION		7,092.72
		11-000-217-320-000-250- -/ PURCHASED SERVICES	APR 10273	CF	PURCHASED SERVICES		1,800.00
					Total for ALLEGRO SCHOOL/ 1044		\$23,713.92
AMAZON.COM SERVICES, INC./ 14394							
	24-4154	11-190-100-610-713-300- -/ GENERAL SUPPLIES	1HGFCG3NHJY CF P		GENERAL SUPPLIES		314.89
	24-4185	11-190-100-610-104-300- -/ MATH GENERAL SUPPLIES	14LC3TWWNW CF 9J		MATH GENERAL SUPPLIES		124.75
	24-4203	11-190-100-610-713-300- -/ GENERAL SUPPLIES	1G6WXXKQ1K CF Q1		GENERAL SUPPLIES		254.70
	24-4211	11-000-261-610-600-003- -/ FRNKLN MNTNCE SPLS	1N6RX6M7C3W CF P		FRNKLN MNTNCE SPLS		99.18
		11-000-261-610-600-009- -/ NIXON MTNCNE SPLS	1N6RX6M7C3W CF P		NIXON MTNCNE SPLS		61.71
		11-000-263-610-054-600- -/ GROUNDS GENERAL SUPPLIES	1N6RX6M7C3W CF P		GROUNDS		46.98
	24-4246	20-232-100-600-000-099- -/ TITLE I INSTR SUPPLIES	1739N4MFKFV CF L		TITLE I INSTR SUPPLIES		114.95
	24-4264	11-000-266-610-000-800- -/ SECURITY GENERAL SUPPLIE	1CPPJTWCMF CF 67		SECURITY GENERAL SUPPLIE		330.66
	24-4237	11-000-261-610-600-002- -/ L/R MNTNCE SPLS	1KWWVH7MN6 CF GN		L/R MNTNCE SPLS		93.48

* CF -- Computer Full CP - Computer Partial HF - Hand Check Full HP - Hand Check Partial

Roxbury Public Schools

Bills And Claims Report By Vendor Name

for Batches 54,55

va_bill5.032923
05/01/2024

Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
	24-4265	11-190-100-610-713-300- -/ GENERAL SUPPLIES	196GH399WFF	CF	GENERAL SUPPLIES		385.00
			W				
	24-4204	11-240-100-610-000-300- -/ BILINGUAL GEN SUPPLIES	1LP1D13WGQY	CF	BILINGUAL GEN SUPPLIES		30.95
			6				
	24-4180	20-232-100-600-000-099- -/ TITLE I INSTR SUPPLIES	1YPVRF7QJVQ	CF	TITLE I INSTR SUPPLIES		236.80
			Q				
		20-232-100-600-000-099- -/ TITLE I INSTR SUPPLIES	1NKYDDN1FW	CF	TITLE I INSTR SUPPLIES		898.75
			LL				
	24-3206	11-190-100-610-713-300- -/ GENERAL SUPPLIES	1KGMF1JDKXP	CF	GENERAL SUPPLIES		46.95
			Y				
	24-4216	11-190-100-610-713-300- -/ GENERAL SUPPLIES	1LKJVHNR33H	CF	GENERAL SUPPLIES		17.09
			V				
		11-190-100-610-713-300- -/ GENERAL SUPPLIES	1XFKF19QJKT4	CF	GENERAL SUPPLIES		260.06
					Total for AMAZON.COM SERVICES, INC./ 14394		\$3,316.90
AMERICAN PAPER TOWEL CO./ 11454							
	24-4215	11-000-262-610-052-600- -/ CUSTODIAL SUPPLIES	J1371204	CF	CUSTODIAL SUPPLIES		500.00
		11-000-262-610-600-002- -/ L/R CUSTODIAL SUPPLIES	J1371204	CF	L/R CUSTODIAL SUPPLIES		2,000.00
		11-000-262-610-600-003- -/ FRANKLN CUSTODIAL SPLS	J1371204	CF	FRANKLN CUSTODIAL SPLS		500.00
		11-000-262-610-600-005- -/ EMS CUSTODIAL SPLS	J1371204	CF	EMS CUSTODIAL SPLS		2,000.00
		11-000-262-610-600-007- -/ RHS CUSTODIAL SPLS	J1371204	CF	RHS CUSTODIAL SPLS		1,266.24
					Total for AMERICAN PAPER TOWEL CO./ 11454		\$6,266.24
AMERIFLEX/ 15238							
	24-8014	11-000-291-270-000-900- -/ MEDICAL INSUR	MAY	CF	MEDICAL INSUR		375.40
			INV732880				
					Total for AMERIFLEX/ 15238		\$375.40
AMY L. RUBIN/ 16928							
	24-1583	20-271-200-320-000-099- -/ PURCHASED PROFESSIONAL A	3093-1	CF	PURCHASED PROFESSIONAL A		4,075.00
	24-1585	20-491-200-300-000-000- -/ MENTAL HEALTH STAFF SUPP	3093-2	CF	MENTAL HEALTH STAFF SUPP		200.00
					Total for AMY L. RUBIN/ 16928		\$4,275.00
ANNE NAPOLIELLO/ 16475							
	24-2109	11-000-223-580-878-707- -/ IMPRV INST TRVL CMPT SVC	REIMB	CF	IMPRV INST TRVL CMPT SVC		188.80
			MILE/24-2109				
					Total for ANNE NAPOLIELLO/ 16475		\$188.80

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Pending Payments							
AT & T/ 1245							
	24-8076	11-000-230-530-000-600- -/ DW COMMUNICATIONS	APR 005540165101	CF	DW COMMUNICATIONS		46.23
		11-000-230-530-000-600- -/ DW COMMUNICATIONS	APR 0305204640001	CF	DW COMMUNICATIONS		87.17
Total for AT & T/ 1245							\$133.40
ATLANTIC TOMORROW'S OFFICE INC./ 16242							
	24-8077	11-000-251-440-000-900- -/ BUS OFF COPIER RENTAL	APR 846916	CF	BUS OFF COPIER RENTAL		1,435.36
Total for ATLANTIC TOMORROW'S OFFICE INC./ 16242							\$1,435.36
BANYAN SCHOOL/ 1326							
	24-8523	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	MAY P.D. 5/24	CF	TUITION PRIV IN STATE		7,561.68
Total for BANYAN SCHOOL/ 1326							\$7,561.68
BAYADA HOME HEALTH CARE, INC./ 1360							
	24-8520	11-000-217-320-000-250- -/ PURCHASED SERVICES	19168765	CF	PURCHASED SERVICES		2,453.75
		11-000-217-320-000-250- -/ PURCHASED SERVICES	19150098	CF	PURCHASED SERVICES		2,405.00
	24-8603	11-000-217-320-000-250- -/ PURCHASED SERVICES	19168490	CF	PURCHASED SERVICES		2,226.25
		11-000-217-320-000-250- -/ PURCHASED SERVICES	19149836	CF	PURCHASED SERVICES		2,242.50
	24-4284	11-000-217-320-000-250- -/ PURCHASED SERVICES	19168774	CF	PURCHASED SERVICES		816.00
	24-4251	11-000-217-320-000-250- -/ PURCHASED SERVICES	19150111	CF	PURCHASED SERVICES		816.00
	24-4281	11-000-213-320-000-800- -/ HLTH PRCH SVC	24-4281	CF	HLTH PRCH SVC		952.00
Total for BAYADA HOME HEALTH CARE, INC./ 1360							\$11,911.50
BEN SHAFFER RECREATION, INC./ 14705							
	24-4035	11-000-263-610-054-600- -/ GROUNDS GENERAL SUPPLIES	BS240179ST	CF	GROUNDS GENERAL SUPPLIES		1,684.50
Total for BEN SHAFFER RECREATION, INC./ 14705							\$1,684.50
BETH DIBELLO/ 15687							
	24-8533	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	30539325	CF	TUITION PRIV IN STATE		4,555.00
Total for BETH DIBELLO/ 15687							\$4,555.00
BOGUSH, DBA PUBLIC SEWER SERVICE/ 16252							
	24-4309	11-000-261-420-600-002- -/ L/R MNTNCE CONTRACTS	342301	CF	L/R MNTNCE CONTRACTS		5,375.00
Total for BOGUSH, DBA PUBLIC SEWER SERVICE/ 16252							\$5,375.00
BRIANNA ARCIERI/ 18912							

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Pending Payments							
	24-4294	11-000-223-590-878-009- -/ NXN STF DVL TRVL	REIMB MILE/24-4294	CF	NXN STF DVL TRVL		36.19
			Total for BRIANNA ARCIERI/ 18912				\$36.19
BROADSTEP ACADEMY/ 12449							
	24-4253	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	TUITION REBILL	CF	TUITION PRIV IN STATE		39,776.00
			Total for BROADSTEP ACADEMY/ 12449				\$39,776.00
BSN SPORTS, LLC/ 14683							
	24-3841	11-000-240-610-000-007- -/ RHS SUPPLIES	925608728	CF	RHS SUPPLIES		381.60
			Total for BSN SPORTS, LLC/ 14683				\$381.60
BUS PARTS WAREHOUSE/ 2470							
	24-8038	11-000-270-610-000-700- -/ TRANSP SUPPLIES	IN167696	CF	TRANSP SUPPLIES		59.25
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	IN167797	CF	TRANSP SUPPLIES		444.52
			Total for BUS PARTS WAREHOUSE/ 2470				\$503.77
CABLEVISION LIGHTPATH, INC./ 13255							
	24-8020	11-190-100-500-000-707- -/ CMPTR SVCS PRCH SVCS	JUN 101269015	CF	CMPTR SVCS PRCH SVCS		7,622.85
		11-190-100-500-000-707- -/ CMPTR SVCS PRCH SVCS	JUN 101269016	CF	CMPTR SVCS PRCH SVCS		5,944.00
			Total for CABLEVISION LIGHTPATH, INC./ 13255				\$13,566.85
CALAIS SCHOOL, THE/ 1646							
	24-8534	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	MAY ROX052024A	CF	TUITION PRIV IN STATE		8,171.60
		11-000-100-566-000-250- -/ TUITION PRIV IN STATE	JUN ROX062024A	CF	TUITION PRIV IN STATE		6,128.70
	24-8535	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	JUN ROX062024	CF	TUITION PRIV IN STATE		6,128.70
		11-000-100-566-000-250- -/ TUITION PRIV IN STATE	MAY ROX052024	CF	TUITION PRIV IN STATE		8,171.60
			Total for CALAIS SCHOOL, THE/ 1646				\$28,600.60
CAMELBACK RESORT/ 1675							
	24-4340	61-425-100-500-002-950- -/ CS CAMELBACK	BAL DUE	CF	CS CAMELBACK		1,314.00
			Total for CAMELBACK RESORT/ 1675				\$1,314.00
CAMPBELL FREIGHTLINER/ 11061							

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Pending Payments							
	24-8039	11-000-270-610-000-700- -/ TRANSP SUPPLIES	C005085901:01	CF	TRANSP SUPPLIES		218.32
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	C005085901:02	CF	TRANSP SUPPLIES		218.32
			Total for CAMPBELL FREIGHTLINER/ 11061				\$436.64
CCBH INC./ 17152							
	24-3134	11-219-100-320-000-250- -/ HOME INSTR PURCH ED SV	8821	CF	HOME INSTR PURCH ED SV		2,850.00
			Total for CCBH INC./ 17152				\$2,850.00
CENGAGE LEARNING/ 13372							
	24-4130	11-190-100-640-220-310- -/ CRCLM SCIENCE TEXT	84234406	CF	CRCLM SCIENCE TEXT		4,881.25
			Total for CENGAGE LEARNING/ 13372				\$4,881.25
CENTER FOR EVALUATION & COUNSELING, INC./ 18908							
	24-4357	11-000-217-320-000-250- -/ PURCHASED SERVICES	13557	CF	PURCHASED SERVICES		750.00
			Total for CENTER FOR EVALUATION & COUNSELING, INC./ 18908				\$750.00
CEREBRAL PALSY LEAGUE/ 16108							
	24-8584	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	APR 18241	CF	TUITION PRIV IN STATE		7,122.15
			Total for CEREBRAL PALSY LEAGUE/ 16108				\$7,122.15
CHARACTER EDUCATION PARTNERSHIP/ 18288							
	24-3583	11-190-100-610-713-300- -/ GENERAL SUPPLIES	26740	CF	GENERAL SUPPLIES		175.00
			Total for CHARACTER EDUCATION PARTNERSHIP/ 18288				\$175.00
CHRISTINA LAMONICA/ 18631							
	24-4291	11-000-223-590-878-005- -/ EMS STAFF DVL TRVL	REIMB MILE/24-4291	CF	EMS STAFF DVL TRVL		55.98
			Total for CHRISTINA LAMONICA/ 18631				\$55.98
CINTAS CORP 101/ 16070							
	24-8017	11-000-262-441-000-600- -/ OTHER PURCH SERV- RENTAL	4190712840	CF	OTHER PURCH SERV- RENTAL		663.40
	24-8028	11-000-270-420-000-700- -/ TRANSP CONTRACT REPAIRS	4190712861	CF	TRANSP CONTRACT REPAIRS		149.76
		11-000-270-420-000-700- -/ TRANSP CONTRACT REPAIRS	4191419661	CF	TRANSP CONTRACT REPAIRS		157.13
	24-8017	11-000-262-441-000-600- -/ OTHER PURCH SERV- RENTAL	4191419551	CF	OTHER PURCH SERV- RENTAL		663.40
	24-8084	11-000-213-420-000-720- -/ HEALTH REPAR EQ	8406816349	CF	HEALTH REPAR EQ		2,403.00

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Pending Payments							
		11-000-213-420-000-720- -/ HEALTH REPAR EQ	8406816350	CF	HEALTH REPAR EQ		184.00
		11-000-213-420-000-720- -/ HEALTH REPAR EQ	8406816351	CF	HEALTH REPAR EQ		89.00
					Total for CINTAS CORP 101/ 16070		\$4,309.69
CLUB HOUSE GOLF CENTER/ 9819							
	24-4240	11-402-100-890-018-007- -/ MISC- GOLF	RECEIPT # 302373	CF	MISC- GOLF		500.00
					Total for CLUB HOUSE GOLF CENTER/ 9819		\$500.00
CORNERSTONE DAY SCHOOL/ 14303							
	24-8593	20-250-100-500-000-099- -/ IDEA BASIC TUITION	JUN 1035067	CF	IDEA BASIC TUITION		9,179.60
		20-250-100-500-000-099- -/ IDEA BASIC TUITION	MAY 1035132	CF	IDEA BASIC TUITION		9,638.58
	24-8625	11-000-100-569-000-250- -/ TUITION - OTHER	JUN 1035066	CF	TUITION - OTHER		9,179.60
		11-000-100-569-000-250- -/ TUITION - OTHER	MAY 1035110	CF	TUITION - OTHER		9,638.58
		11-000-100-569-000-250- -/ TUITION - OTHER	APR 1035109	CF	TUITION - OTHER		3,212.86
					Total for CORNERSTONE DAY SCHOOL/ 14303		\$40,849.22
COUNTY WELDING SUPPLY CO. INC./ 2296							
	24-8029	11-000-270-420-000-700- -/ TRANSP CONTRACT REPAIRS	252718	CF	TRANSP CONTRACT REPAIRS		5.50
					Total for COUNTY WELDING SUPPLY CO. INC./ 2296		\$5.50
CRAFTMASTER HARDWARE CO., INC./ 2312							
	24-4109	11-000-261-610-600-007- -/ RHS MTNCNE SPLS	1565963	CF	RHS MTNCNE SPLS		841.72
					Total for CRAFTMASTER HARDWARE CO., INC./ 2312		\$841.72
DEBORAH KROG/ 18610							
	24-4371	11-000-291-280-000-300- -/ TUITION REIMBURSEMENT	REIMB TUIT/24-4371	CF	TUITION REIMBURSEMENT		1,491.00
					Total for DEBORAH KROG/ 18610		\$1,491.00
DEBRA ANN COUTURIER FAGAN/ 18990							
	24-4346	11-000-217-320-000-250- -/ PURCHASED SERVICES	BOEHM	CF	PURCHASED SERVICES		3,500.00
					Total for DEBRA ANN COUTURIER FAGAN/ 18990		\$3,500.00
DELTA-T GROUP NORTH JERSEY, INC./ 15944							
	24-3848	11-000-219-320-000-250- -/ CST PRCH SVCS	200842027	CF	CST PRCH SVCS		1,885.00
		11-000-219-320-000-250- -/ CST PRCH SVCS	200842395	CF	CST PRCH SVCS		1,885.00
					Total for DELTA-T GROUP NORTH JERSEY, INC./ 15944		\$3,770.00

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Pending Payments							
DEMCO, INC./ 2625							
	24-3975	11-190-100-610-003-005- -/ EMS FURN SUPPLIES	7475611	CF	EMS FURN SUPPLIES		1,223.55
					Total for DEMCO, INC./ 2625		\$1,223.55
DOVER BRAKE AND CLUTCH/ 2781							
	24-8040	11-000-270-610-000-700- -/ TRANSP SUPPLIES	11N212921	CF	TRANSP SUPPLIES		1,024.50
					Total for DOVER BRAKE AND CLUTCH/ 2781		\$1,024.50
DR. ROBIN M. BARNES/ 18170							
	24-8054	11-000-270-390-000-700- -/ TRANSP PURCH PROF SV	1926	CF	TRANSP PURCH PROF SV		115.00
		11-000-270-390-000-700- -/ TRANSP PURCH PROF SV	2364	CF	TRANSP PURCH PROF SV		115.00
					Total for DR. ROBIN M. BARNES/ 18170		\$230.00
ECLC OF NEW JERSEY/ 9440							
	24-8522	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	JUN 98796	CF	TUITION PRIV IN STATE		4,643.99
					Total for ECLC OF NEW JERSEY/ 9440		\$4,643.99
EDUC. SERVICES COMMISSION OF MCTY/ 3009							
	24-8611	20-505-100-320-000-099- -/ CHAP 192 TRANSP	MAY 202402027	CF	CHAP 192 TRANSP		3,522.36
					Total for EDUC. SERVICES COMMISSION OF MCTY/ 3009		\$3,522.36
EDUCATIONAL SERV. COMM. OF MOR/ 3004							
	24-8587	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 202401939	CF	TUITION OTHER LEA SPEC		8,514.00
		11-000-217-320-000-250- -/ PURCHASED SERVICES	MAY 202401960	CF	PURCHASED SERVICES		3,276.00
	24-8588	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 202401944	CF	TUITION OTHER LEA SPEC		8,514.00
	24-8589	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 202401940	CF	TUITION OTHER LEA SPEC		8,514.00
		11-000-217-320-000-250- -/ PURCHASED SERVICES	MAY 202401961	CF	PURCHASED SERVICES		3,276.00
	24-8610	20-509-213-320-000-099- -/ NP NURSING- ST. THERESE	MAY 202400427	CF	NP NURSING- ST. THERESE		2,436.00
		20-509-213-320-001-099- -/ NP NURSING- AMERICAN	MAY 202400427	CF	NP NURSING- AMERICAN		1,464.00

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Pending Payments							
	24-8613	20-502-100-320-000-099- -/ CHAP 192 COMP ED	MAR 202401896	CF	CHAP 192 COMP ED		8,451.54
		20-506-100-320-000-099- -/ CHAP 193 SUPP INSTRUCTIO	MAR 202401896	CF	CHAP 193 SUPP INSTRUCTIO		2,065.00
		20-507-100-320-000-099- -/ CHAP 193 EXAM/CLASS	MAR 202401896	CF	CHAP 193 EXAM/CLASS		3,671.68
		20-508-100-320-000-099- -/ CHAP 193 CORR SPEECH	MAR 202401896	CF	CHAP 193 CORR SPEECH		2,790.00
	24-8614	20-250-200-320-001-099-NP -/ PURCH PROF SVS IDEA NP	MAR 202401912	CF	PURCH PROF SVS IDEA NP		4,957.50
	24-8621	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 202401938	CF	TUITION OTHER LEA SPEC		8,514.00
		11-000-217-320-000-250- -/ PURCHASED SERVICES	MAY 202401959	CF	PURCHASED SERVICES		3,276.00
	24-8618	11-000-216-320-000-250- -/ SP OT/PT PRCH SVC	OCT - MAR 202401976	CF	SP OT/PT PRCH SVC		1,746.00
Total for EDUCATIONAL SERV. COMM. OF MOR/ 3004							\$71,465.72
EDUCERE LLC/ 14173							
	24-4248	11-000-218-500-000-007- -/ RHS GUID PRCH SVC	ROXBURY2402	CF	RHS GUID PRCH SVC		195.00
Total for EDUCERE LLC/ 14173							\$195.00
EDVOCATE, INC/ 13402							
	24-8074	11-000-262-420-000-600- -/ CLEAN, REPAIR, MAINT.	APR 8005	CF	CLEAN, REPAIR, MAINT.		1,958.00
Total for EDVOCATE, INC/ 13402							\$1,958.00
ELIZABETH NISSIM/ 18991							
	24-3700	11-000-217-320-000-250- -/ PURCHASED SERVICES	13335	CF	PURCHASED SERVICES		1,800.00
Total for ELIZABETH NISSIM/ 18991							\$1,800.00
ERICA KIM/ 17007							
	24-4298	11-000-291-280-000-300- -/ TUITION REIMBURSEMENT	REIMB TUIT/24-4298	CF	TUITION REIMBURSEMENT		1,630.50
Total for ERICA KIM/ 17007							\$1,630.50
ESSEX VALLEY SCHOOL/ 13057							
	24-8545	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	JUN 20234/20233/20	CF	TUITION PRIV IN STATE		5,460.00

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Pending Payments							
	24-8545		23				
					Total for ESSEX VALLEY SCHOOL/ 13057		\$5,460.00
FERGUSON ENTERPRISES, LLC/ 16353							
	24-4133	11-000-261-610-600-009- -/ NIXON MTNCNE SPLS	0386827	CF	NIXON MTNCNE SPLS		205.92
	24-4169	11-000-261-610-600-002- -/ L/R MNTNCE SPLS	0751429	CF	L/R MNTNCE SPLS		8,671.00
					Total for FERGUSON ENTERPRISES, LLC/ 16353		\$8,876.92
FINALSITE/ 18829							
	24-4201	11-000-252-420-051-707- -/ CMPTR SVC PURCH SVC	INV065250	CF	CMPTR SVC PURCH SVC		1,200.00
					Total for FINALSITE/ 18829		\$1,200.00
FLANDERS VALLEY GOLF CLUB/ 13153							
	24-4241	11-402-100-890-018-007- -/ MISC- GOLF	ORDER # 362141607	CF	MISC- GOLF		105.00
		11-402-100-890-018-007- -/ MISC- GOLF	ORDER # 361282571	CF	MISC- GOLF		168.00
		11-402-100-890-018-007- -/ MISC- GOLF	ORDER # 361397169	CF	MISC- GOLF		183.00
					Total for FLANDERS VALLEY GOLF CLUB/ 13153		\$456.00
GINA LA CAPRA/ 10585							
	24-4186	11-000-223-590-878-007- -/ RHS STAFF DVL TRVL	REIMB MILE/24-4186	CF	RHS STAFF DVL TRVL		28.81
					Total for GINA LA CAPRA/ 10585		\$28.81
GLORIANA VARVAR/ 18148							
	24-4279	11-000-230-890-048-800- -/ GEN ADMIN MISC	REIMB FP/24-4279	CF	GEN ADMIN MISC		30.37
					Total for GLORIANA VARVAR/ 18148		\$30.37
GRAINGER, INC./ 3830							
	24-8005	11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	9089244025	CF	DW MAINTENANCE SPLS		541.60
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	9079402914	CF	DW MAINTENANCE SPLS		698.20
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	9096207304	CF	DW MAINTENANCE SPLS		925.44
					Total for GRAINGER, INC./ 3830		\$2,165.24
GREATAMERICA FINANCIAL SERVICES CORPORATION/ 18946							

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Pending Payments							
	24-8106	11-000-230-530-000-900- -/ BO COMMUNICATIONS	36381645	CF	BO COMMUNICATIONS		169.00
					Total for GREATAMERICA FINANCIAL SERVICES CORPORATION/ 18946		\$169.00
GRIFFITH-ALLIED TRUCKING, LLC/ 1053							
	24-8026	11-000-270-610-623-700- -/ TRANSP FUEL	497675	CF	TRANSP FUEL		2,853.51
		11-000-270-610-623-700- -/ TRANSP FUEL	504094	CF	TRANSP FUEL		8,579.27
					Total for GRIFFITH-ALLIED TRUCKING, LLC/ 1053		\$11,432.78
HANOVER SUPPLY/ 14489							
	24-8002	11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	R216507	CF	DW MAINTENANCE SPLS		1,812.50
					Total for HANOVER SUPPLY/ 14489		\$1,812.50
HERBERT HERTER/ 18688							
	24-4304	11-000-266-580-000-000- -/ TRAVEL - ALL OTHER	REIMB MILE/24-4304	CF	TRAVEL - ALL OTHER		88.36
					Total for HERBERT HERTER/ 18688		\$88.36
HERFF JONES/ 18335							
	24-1873	11-190-100-610-002-007- -/ RHS AV SUPPLIES	4268ROXHS05 0524	CF	RHS AV SUPPLIES		2,940.00
					Total for HERFF JONES/ 18335		\$2,940.00
HIGHLAND CLAIM SERVICES, INC./ 19039							
	24-4335	11-000-230-339-000-900- -/ OTHER PURCHASED PROFESSI	CLAIM # SPL003186	CF	OTHER PURCHASED PROFESSI		111.00
	24-4321	11-000-230-339-000-900- -/ OTHER PURCHASED PROFESSI	SPL002541-04	CF	OTHER PURCHASED PROFESSI		1,536.93
		11-000-230-339-000-900- -/ OTHER PURCHASED PROFESSI	SPL003245	CF	OTHER PURCHASED PROFESSI		10,000.00
		11-000-230-339-000-900- -/ OTHER PURCHASED PROFESSI	SPL003326	CF	OTHER PURCHASED PROFESSI		10,000.00
					Total for HIGHLAND CLAIM SERVICES, INC./ 19039		\$21,647.93
HOME DEPOT PRO/ 7401							
	24-8004	11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	801005455	CF	DW MAINTENANCE SPLS		10.98
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802152462	CF	DW MAINTENANCE SPLS		39.97
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802180273	CF	DW MAINTENANCE SPLS		30.82
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802396481	CF	DW MAINTENANCE SPLS		56.92
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802388074	CF	DW MAINTENANCE SPLS		14.76

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Pending Payments							
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802407429	CF	DW MAINTENANCE SPLS		34.44
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	802408187	CF	DW MAINTENANCE SPLS		27.97
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	803158104	CF	DW MAINTENANCE SPLS		103.69
		11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	803150929	CF	DW MAINTENANCE SPLS		37.89
		Total for HOME DEPOT PRO/ 7401					\$357.44
HUNTERDON COUNTY POLYTECH/ 14492							
	24-8616	20-250-100-500-000-099- -/ IDEA BASIC TUITION	MAY 202400019	CF	IDEA BASIC TUITION		826.30
		Total for HUNTERDON COUNTY POLYTECH/ 14492					\$826.30
INTEGRATED TRANSLATION SERVICES, LLC/ 18419							
	24-1586	11-000-219-500-000-250- -/ OTHER PURCHASED SERVICES	27	CF	OTHER PURCHASED SERVICES		179.85
		11-000-240-500-000-003- -/ OTHER PURCHASED SERVICES	27	CF	OTHER PURCHASED SERVICES		39.60
		11-000-240-500-000-009- -/ NES OTH PURCH SERV	27	CF	NES OTH PURCH SERV		84.15
		11-000-240-500-000-010- -/ OTHER PURCHASED SERVICES	27	CF	OTHER PURCHASED SERVICES		16.50
		11-000-240-890-000-005- -/ EMS MISC EXP	27	CF	EMS MISC EXP		23.10
		11-000-240-890-000-007- -/ RHS MISC EXP	27	CF	RHS MISC EXP		13.20
		11-000-252-890-051-707- -/ OTHER OBJECTS	27	CF	OTHER OBJECTS		24.75
		11-000-219-500-000-250- -/ OTHER PURCHASED SERVICES	28	CF	OTHER PURCHASED SERVICES		4.95
		11-000-240-500-000-003- -/ OTHER PURCHASED SERVICES	28	CF	OTHER PURCHASED SERVICES		8.25
		11-000-240-500-000-009- -/ NES OTH PURCH SERV	28	CF	NES OTH PURCH SERV		391.05
		11-000-240-890-000-007- -/ RHS MISC EXP	28	CF	RHS MISC EXP		13.20
		11-000-252-890-051-707- -/ OTHER OBJECTS	28	CF	OTHER OBJECTS		33.00
		Total for INTEGRATED TRANSLATION SERVICES, LLC/ 18419					\$831.60
J&B THERAPY, LLC/ 17067							
	24-8619	11-000-216-320-000-250- -/ SP OT/PT PRCH SVC	24051	CF	SP OT/PT PRCH SVC		548.38
		Total for J&B THERAPY, LLC/ 17067					\$548.38
JAMMIN JENN MUSIC THERAPY/ 16663							
	24-8595	11-000-216-320-000-250- -/ SP OT/PT PRCH SVC	19952	CF	SP OT/PT PRCH SVC		937.50
		Total for JAMMIN JENN MUSIC THERAPY/ 16663					\$937.50
JASON VIVIAN/ 19043							

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Pending Payments							
	NAP Check	DB:60-499- CR:60-101-		CF	My Schoolbucks Refund		89.05
					Total for JASON VIVIAN/ 19043		\$89.05
JEWEL ELECTRIC SUPPLY CO/ 4568							
	24-4171	11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594841.00	CF	L/R MNTNCE SPLS		419.05
			3				
		11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594968.00	CF	L/R MNTNCE SPLS		755.34
			1				
		11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594259.00	CF	L/R MNTNCE SPLS		687.50
			1				
		11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594968.00	CF	L/R MNTNCE SPLS		209.30
			2				
		11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594968.00	CF	L/R MNTNCE SPLS		46.08
			3				
		11-000-261-610-600-002- -/ L/R MNTNCE SPLS	S100594841.00	CF	L/R MNTNCE SPLS		156.03
			4				
					Total for JEWEL ELECTRIC SUPPLY CO/ 4568		\$2,273.30
JOAQUIN NEGRON/ 18948							
	24-4323	11-000-266-580-000-000- -/ TRAVEL - ALL OTHER	REIMB	CF	TRAVEL - ALL OTHER		33.79
			MILE/24-4323				
					Total for JOAQUIN NEGRON/ 18948		\$33.79
JOE MONDANARO/ 15242							
	24-4334	11-000-230-610-000-990- -/ PUBLIC RLTN SPLS	PETTY	CF	PUBLIC RLTN SPLS		100.00
			CASH/24-4334				
		20-040-100-610-000-000- -/ SSNJ DISTRICT GRANT	PETTY	CF	SSNJ DISTRICT GRANT		34.00
			CASH/24-4334				
		61-423-100-610-000-990- -/ CS GEN SUPPLIES	PETTY	CF	CS GEN SUPPLIES		110.00
			CASH/24-4334				
	24-4268	11-190-100-610-004-005- -/ EMS GENERAL SUPPLIES	PETTY CASH	CF	EMS GENERAL SUPPLIES		195.75
					Total for JOE MONDANARO/ 15242		\$439.75
JOE'S PIZZA/ 4576							
	24-4266	11-190-100-610-713-300- -/ GENERAL SUPPLIES	400148	CF	GENERAL SUPPLIES		565.00
					Total for JOE'S PIZZA/ 4576		\$565.00
JOELLEN HOPPER RHS/ 13141							

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Pending Payments							
	24-4188	11-000-223-590-878-007- -/ RHS STAFF DVL TRVL	REIMB	CF	RHS STAFF DVL TRVL		68.27
			MILE/24-4188				
			Total for JOELLEN HOPPER		RHS/ 13141		\$68.27
JOHN Q. MARTIN/ 18185							
	24-1969	11-190-100-320-000-300- -/ ARTIST IN RES PRGM	1025	CF	ARTIST IN RES PRGM		3,900.00
			Total for JOHN Q. MARTIN/ 18185				\$3,900.00
JOHNNY ON THE SPOT, LLC/ 15728							
	24-2772	11-000-261-420-600-007- -/ RHS CONTRACTS	INV-4461187	CF	RHS CONTRACTS		65.63
			Total for JOHNNY ON THE SPOT, LLC/ 15728				\$65.63
JOHNSTONE SUPPLY INC./ 15578							
	24-8006	11-000-261-420-050-600- -/ MAINT CONTRACTS	S6087496.001	CF	MAINT CONTRACTS		407.65
		11-000-261-420-050-600- -/ MAINT CONTRACTS	S6093779.001	CF	MAINT CONTRACTS		2,910.51
			Total for JOHNSTONE SUPPLY INC./ 15578				\$3,318.16
JOSEPH PINTO B&G/ 11080							
	24-4244	11-000-291-290-000-600- -/ MAINTENANCE UNIFORMS	REIMB BOOTS	CF	MAINTENANCE UNIFORMS		199.95
			Total for JOSEPH PINTO		B&G/ 11080		\$199.95
KAYLA GANGEMI/ 18554							
	24-4355	11-000-223-320-000-250- -/ PROFESSIONAL DEVELOPMENT	REIMB	CF	PROFESSIONAL DEVELOPMENT		150.00
			WS/24-4355				
		11-000-223-590-878-250- -/ SP SVC STF DVL TRVL	REIMB	CF	SP SVC STF DVL TRVL		27.22
			WS/24-4355				
			Total for KAYLA GANGEMI/ 18554				\$177.22
KENVIL POWER MOWER/ 4733							
	24-8102	11-000-263-610-054-600- -/ GROUNDS GENERAL SUPPLIES	235907	CF	GROUNDS GENERAL SUPPLIES		37.84
			Total for KENVIL POWER MOWER/ 4733				\$37.84
KUIKEN BROTHERS COMPANY, INC./ 14656							
	24-8007	11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	RX-1935284	CF	DW MAINTENANCE SPLS		37.92
			Total for KUIKEN BROTHERS COMPANY, INC./ 14656				\$37.92
LAURIE TERRANOVA RHS/ 16056							
	24-4060	11-000-223-590-878-007- -/ RHS STAFF DVL TRVL	REIMB	CF	RHS STAFF DVL TRVL		22.65
			MILE/24-4060				
			Total for LAURIE TERRANOVA		RHS/ 16056		\$22.65

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Pending Payments							
LEARNWELL/ 12232							
	24-4125	11-150-100-320-000-250- / HOME INSTRCN PRCH SV	INV191334	CF	HOME INSTRCN PRCH SV		195.51
	24-4278	11-219-100-320-000-250- / HOME INSTR PURCH ED SV	INV192887	CF	HOME INSTR PURCH ED SV		84.46
					Total for LEARNWELL/ 12232		\$279.97
MACMILLAN OIL CO., OF ALLENTOWN/ 11592							
	24-8044	11-000-270-610-000-700- / TRANSP SUPPLIES	128802	CF	TRANSP SUPPLIES		101.64
		11-000-270-610-000-700- / TRANSP SUPPLIES	129099	CF	TRANSP SUPPLIES		426.40
					Total for MACMILLAN OIL CO., OF ALLENTOWN/ 11592		\$528.04
MAD SCIENCE OF NORTHEAST NJ/ 18455							
	24-4098	20-232-100-600-000-099- / TITLE I INSTR SUPPLIES	WREG-1640990	CF	TITLE I INSTR SUPPLIES		950.00
					Total for MAD SCIENCE OF NORTHEAST NJ/ 18455		\$950.00
MAIREAD MULLEN - SPEC. ED. AIDE @ RHS/ 15011							
	24-4064	11-000-223-590-878-007- / RHS STAFF DVL TRVL	REIMB MILE/24-4064	CF	RHS STAFF DVL TRVL		26.41
					Total for MAIREAD MULLEN - SPEC. ED. AIDE @ RHS/ 15011		\$26.41
MANDY LEONARD/ 13710							
	24-4348	11-000-217-320-000-250- / PURCHASED SERVICES	24-4348	CF	PURCHASED SERVICES		1,500.00
					Total for MANDY LEONARD/ 13710		\$1,500.00
MARIA MOLITORIS/ 16696							
	24-8532	11-000-270-514-000-700- / SP SVCS CONTR PARENT	MAY 24-8532	CF	SP SVCS CONTR PARENT		2,083.33
					Total for MARIA MOLITORIS/ 16696		\$2,083.33
MCSSADA/ 19032							
	24-4220	11-402-100-890-018-007- / MISC- GOLF	ENTRY FEE/GOLF TOURN	CF	MISC- GOLF		175.00
					Total for MCSSADA/ 19032		\$175.00
MCSSADA/ 19037							
	24-4293	11-402-100-890-026-007- / MISC- B OUTDOOR TRACK	1845850	CF	MISC- B OUTDOOR TRACK		729.00
					Total for MCSSADA/ 19037		\$729.00

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Pending Payments							
MCTCA/ 16584							
	24-4252	11-402-100-890-059-007- -/ MISC- G OUTDOOR TRACK	1817505	CF	MISC- G OUTDOOR TRACK		324.00
					Total for MCTCA/ 16584		\$324.00
MEGAN WISNER/ 19044							
	24-4364	11-000-291-280-000-300- -/ TUITION REIMBURSEMENT	REIMB TUIT/24-4364	CF	TUITION REIMBURSEMENT		2,464.89
					Total for MEGAN WISNER/ 19044		\$2,464.89
MELISSA MAINIERO - RHS/ 15128							
	24-4276	11-190-100-580-000-007- -/ RHS TRAVEL	REIMB MILE/24-4276	CF	RHS TRAVEL		31.81
					Total for MELISSA MAINIERO - RHS/ 15128		\$31.81
MORRIS HILLS SPIKED SHOE CLUB/ 16031							
	24-4239	11-402-100-890-026-007- -/ MISC- B OUTDOOR TRACK	1757691	CF	MISC- B OUTDOOR TRACK		600.00
					Total for MORRIS HILLS SPIKED SHOE CLUB/ 16031		\$600.00
MOUNTAIN LAKES BD OF EDUCATION/ 5685							
	24-8608	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 24-00208	CF	TUITION OTHER LEA SPEC		8,420.00
					Total for MOUNTAIN LAKES BD OF EDUCATION/ 5685		\$8,420.00
MT. OLIVE BOARD OF EDUCATION/ 11394							
	24-8599	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 24-8599	CF	TUITION OTHER LEA SPEC		2,551.70
					Total for MT. OLIVE BOARD OF EDUCATION/ 11394		\$2,551.70
MUNICIPAL CAPITAL FINANCE/ 16261							
	24-8062	11-190-100-440-000-900- -/ OTHER PURCHASED SERVICES	PMNT #24/160331	CF	OTHER PURCHASED SERVICES		1,260.00
					Total for MUNICIPAL CAPITAL FINANCE/ 16261		\$1,260.00
NAPA CORPORATE/ 15070							
	24-8045	11-000-270-610-000-700- -/ TRANSP SUPPLIES	5720-599799	CF	TRANSP SUPPLIES		77.88
	24-4301	11-000-262-610-055-600- -/ B&G VEHICLE SPLS	5720-600220	CF	B&G VEHICLE SPLS		125.37
	24-4354	11-000-262-610-055-600- -/ B&G VEHICLE SPLS	5720-600462	CF	B&G VEHICLE SPLS		211.04
					Total for NAPA CORPORATE/ 15070		\$414.29
NATIONAL FUEL OIL, INC./ 15922							
	24-8027	11-000-270-610-623-700- -/ TRANSP FUEL	93128	CF	TRANSP FUEL		11,138.78
					Total for NATIONAL FUEL OIL, INC./ 15922		\$11,138.78

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Pending Payments							
NEW BEGINNINGS/ 9915							
	24-8543	11-000-100-566-000-250- -/ TUITION PRIV IN STATE	JUN NB2950592	CF	TUITION PRIV IN STATE		6,048.00
	24-8612	20-250-100-500-000-099- -/ IDEA BASIC TUITION	JUN NB2950593	CF	IDEA BASIC TUITION		6,048.00
		11-000-217-320-000-250- -/ PURCHASED SERVICES	JUN NB2950594	CF	PURCHASED SERVICES		3,920.00
Total for NEW BEGINNINGS/ 9915							\$16,016.00
NEW JERSEY MVC/ 5851							
	24-8053	11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 27 REG	CF	TRANSP SUPPLIES		50.00
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 42 REG	CF	TRANSP SUPPLIES		50.00
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 43 REG	CF	TRANSP SUPPLIES		50.00
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 50 REG	CF	TRANSP SUPPLIES		50.00
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 71 REG	CF	TRANSP SUPPLIES		50.00
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	BUS 72 REG	CF	TRANSP SUPPLIES		50.00
Total for NEW JERSEY MVC/ 5851							\$300.00
NICKERSON NEW JERSEY/ 18353							
	24-3554	11-000-261-420-999-999- -/ MAINT. RES - PURCH SERV	00026084	CF	MAINT. RES - PURCH SERV		94,301.04
Total for NICKERSON NEW JERSEY/ 18353							\$94,301.04
NJ ADVANCE MEDIA/ 7797							
	24-4269	11-000-230-590-000-800- -/ LEGAL AD	0010854209	CF	LEGAL AD		1,006.36
	24-4367	11-000-230-590-000-800- -/ LEGAL AD	0010859694	CF	LEGAL AD		234.28
Total for NJ ADVANCE MEDIA/ 7797							\$1,240.64
NJASBO/ 5918							
	24-4322	11-000-251-592-878-900- -/ BO TRAVEL	200020540	CF	BO TRAVEL		125.00
		11-000-251-592-878-900- -/ BO TRAVEL	200020541	CF	BO TRAVEL		125.00
		11-000-251-592-878-900- -/ BO TRAVEL	200020543	CF	BO TRAVEL		125.00
		11-000-251-592-878-900- -/ BO TRAVEL	200020546	CF	BO TRAVEL		125.00
	24-1749	11-000-251-592-878-900- -/ BO TRAVEL	200020677	CF	BO TRAVEL		375.00
Total for NJASBO/ 5918							\$875.00
NJSCA INC./ 10524							
	24-4148	11-000-223-590-878-009- -/ NXN STF DVL TRVL	06126	CF	NXN STF DVL TRVL		35.00

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Pending Payments							
					Total for NJSCA INC./ 10524		\$35.00
NJSIAA/ 5929	24-4290	11-402-100-890-018-007- -/ MISC- GOLF	GOLF ENTRY FEE	CF	MISC- GOLF		150.00
					Total for NJSIAA/ 5929		\$150.00
NORTH JERSEY TUTORS, LLC/ 18888							
	24-3983	11-150-100-320-000-250- -/ HOME INSTRCN PRCH SV	24-3983	CF	HOME INSTRCN PRCH SV		2,600.00
	24-4145	11-219-100-320-000-250- -/ HOME INSTR PURCH ED SV	24-4145	CF	HOME INSTR PURCH ED SV		4,160.00
					Total for NORTH JERSEY TUTORS, LLC/ 18888		\$6,760.00
NORTHERN ELITE GYMNASTICS & CHEER/ 16660							
	24-1784	11-402-100-610-076-007- -/ SUPPLIES - GYMNASTICS	GYM SPACE RENTAL	CF	SUPPLIES - GYMNASTICS		4,400.00
		11-402-100-890-076-007- -/ MISC. - GYMNASTICS	GYM SPACE RENTAL	CF	MISC. - GYMNASTICS		8,620.00
					Total for NORTHERN ELITE GYMNASTICS & CHEER/ 16660		\$13,020.00
OPTIMUM/ 15005							
	24-8022	11-000-230-530-000-600- -/ DW COMMUNICATIONS	MAY 504750103	CF	DW COMMUNICATIONS		22.03
	24-8021	11-000-230-530-000-600- -/ DW COMMUNICATIONS	MAY 505250017	CF	DW COMMUNICATIONS		34.09
					Total for OPTIMUM/ 15005		\$56.12
PARTAC PEAT CORPORATION/ 12141							
	24-4066	11-000-263-610-054-600- -/ GROUNDS GENERAL SUPPLIES	2024-46532	CF	GROUNDS GENERAL SUPPLIES		2,128.47
					Total for PARTAC PEAT CORPORATION/ 12141		\$2,128.47
PARTS AUTHORITY, LLC/ 18721							
	24-8047	11-000-270-610-000-700- -/ TRANSP SUPPLIES	009-652487	CF	TRANSP SUPPLIES		54.20
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	033-259884	CF	TRANSP SUPPLIES		41.87
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	124-314710	CF	TRANSP SUPPLIES		486.81
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	127-380543	CF	TRANSP SUPPLIES		63.27
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	300-569130	CF	TRANSP SUPPLIES		63.27
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	331-454038	CF	TRANSP SUPPLIES		41.87

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Bills And Claims Report By Vendor Name

for Batches 54,55

va_bill5.032923
05/01/2024

Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
Total for PARTS AUTHORITY, LLC/ 18721							\$751.29
PC PARTS PLUS LLC DBA CHROMEBOOK PARTS.COM/ 18926							
	24-3603	11-190-100-610-000-707- -/ CMPTR SVCS SUPPLIES	194166	CF	CMPTR SVCS SUPPLIES		1,628.90
		11-190-100-610-000-707- -/ CMPTR SVCS SUPPLIES	200658	CF	CMPTR SVCS SUPPLIES		219.90
Total for PC PARTS PLUS LLC DBA CHROMEBOOK PARTS.COM/ 18926							\$1,848.80
PEARSON CLINICAL ASSESSMENT/ 14039							
	24-4271	11-213-100-610-000-250- -/ RES CNTR GEN SUPPLIES	25262609	CF	RES CNTR GEN SUPPLIES		2,298.75
Total for PEARSON CLINICAL ASSESSMENT/ 14039							\$2,298.75
PETRO-MECHANICS, INC/ 13998							
	24-8034	11-000-270-420-000-700- -/ TRANSP CONTRACT REPAIRS	99854	CF	TRANSP CONTRACT REPAIRS		140.00
Total for PETRO-MECHANICS, INC/ 13998							\$140.00
POWER PLACE/ 6423							
	24-4213	11-000-263-610-054-600- -/ GROUNDS GENERAL SUPPLIES	1196204	CF	GROUNDS GENERAL SUPPLIES		3,141.28
Total for POWER PLACE/ 6423							\$3,141.28
RAINBOW THERAPEUTIC SERVICES, LLC/ 14298							
	24-3801	11-000-217-320-000-250- -/ PURCHASED SERVICES	24-3801	CF	PURCHASED SERVICES		1,500.00
	24-3299	11-000-219-320-000-250- -/ CST PRCH SVCS	TRANSLATION SERV	CF	CST PRCH SVCS		600.00
Total for RAINBOW THERAPEUTIC SERVICES, LLC/ 14298							\$2,100.00
RANDOLPH TRACK CLUB/ 16037							
	24-4292	11-402-100-890-026-007- -/ MISC- B OUTDOOR TRACK	1837741	CF	MISC- B OUTDOOR TRACK		630.00
Total for RANDOLPH TRACK CLUB/ 16037							\$630.00
RHODES, ANN/ 13183							
	24-4333	11-000-230-610-000-990- -/ PUBLIC RLTN SPLS	REIMB MISC/24-4333	CF	PUBLIC RLTN SPLS		208.47
		61-423-100-610-000-990- -/ CS GEN SUPPLIES	REIMB MISC/24-4333	CF	CS GEN SUPPLIES		213.10
		61-450-100-610-001-990- -/ CS BASES SUPPLIES	REIMB MISC/24-4333	CF	CS BASES SUPPLIES		1,074.09

* CF -- Computer Full CP - Computer Partial HF - Hand Check Full HP - Hand Check Partial

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Roxbury Public Schools

Bills And Claims Report By Vendor Name

for Batches 54,55

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Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
					Total for RHODES, ANN/ 13183		\$1,495.66
RICCIARDI BROTHERS/ 12940							
	24-8070	11-000-261-610-600-007- -/ RHS MTNCNE SPLS	5923	CF	RHS MTNCNE SPLS		1,123.40
					Total for RICCIARDI BROTHERS/ 12940		\$1,123.40
RICHARD LAGRASSA/ 19036							
	24-4280	11-000-230-890-048-800- -/ GEN ADMIN MISC	REIMB FP/24-4280	CF	GEN ADMIN MISC		30.37
					Total for RICHARD LAGRASSA/ 19036		\$30.37
RIDDELL ALL AMERICAN CORP./ 6809							
	24-1832	11-402-100-420-000-007- -/ PURCH SERV- ADMIN	952056894	CF	PURCH SERV- ADMIN		8,762.92
					Total for RIDDELL ALL AMERICAN CORP./ 6809		\$8,762.92
ROCKAWAY LANES/ 11085							
	24-4274	11-209-100-890-000-250- -/ BD TRIPS	042624	CF	BD TRIPS		24.00
	24-4249	11-209-100-890-000-250- -/ BD TRIPS	041824	CF	BD TRIPS		60.00
					Total for ROCKAWAY LANES/ 11085		\$84.00
RONETCO SUPERMARKETS INC./ 6895							
	24-1320	11-190-100-610-204-007- -/ RHS SCI GEN SPLS	4-29/281/464	CF	RHS SCI GEN SPLS		26.05
		11-190-100-610-204-007- -/ RHS SCI GEN SPLS	4-25/281/464	CF	RHS SCI GEN SPLS		28.00
		11-190-100-610-204-007- -/ RHS SCI GEN SPLS	4-24/281/464	CF	RHS SCI GEN SPLS		16.77
					Total for RONETCO SUPERMARKETS INC./ 6895		\$70.82
ROXBURY COMMUNITY SCHOOL/ 10951							
	24-8606	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 24-8606	CF	TUITION OTHER LEA SPEC		1,000.00
					Total for ROXBURY COMMUNITY SCHOOL/ 10951		\$1,000.00
RUTGERS, THE STATE UNIV. OF N./ 7027							
	24-4242	11-402-100-890-010-007- -/ MISC- BASEBALL	BASEBALL GAME 4/29	CF	MISC- BASEBALL		375.00
					Total for RUTGERS, THE STATE UNIV. OF N./ 7027		\$375.00
SAGE THRIVE INC./ 14063							
	24-8090	11-000-218-320-000-007- -/ GUIDANCE PRCH SVCS	MAY INV93921A	CF	GUIDANCE PRCH SVCS		5,665.00
	24-8586	11-000-216-320-000-250- -/ SP OT/PT PRCH SVC	MAY INV93921	CF	SP OT/PT PRCH SVC		53,148.00
					Total for SAGE THRIVE INC./ 14063		\$58,813.00

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Roxbury Public Schools

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Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
SAMANTHA DARLING/ 19045							
	24-4370	11-000-291-280-000-300- -/ TUITION REIMBURSEMENT	REIMB TUIT/24-4370	CF	TUITION REIMBURSEMENT		3,600.00
					Total for SAMANTHA DARLING/ 19045		\$3,600.00
SARAH HUNTER/ 15131							
	24-2345	61-423-100-300-001-990- -/ CS MUSIC PROF SVCS	W/E 4-20/24-2345	CF	CS MUSIC PROF SVCS		25.00
		61-423-100-300-001-990- -/ CS MUSIC PROF SVCS	W/E 5-4/24-2345	CF	CS MUSIC PROF SVCS		50.00
					Total for SARAH HUNTER/ 15131		\$75.00
SCHOLASTIC BOOK CLUB/ 11917							
	24-3635	20-025-100-610-000-002- -/ L/R LIFETOUCH SUPPLIES	10235281	CF	L/R LIFETOUCH SUPPLIES		152.54
		20-071-100-610-000-002- -/ THE PAPER STORE	10235281	CF	THE PAPER STORE		105.45
					Total for SCHOLASTIC BOOK CLUB/ 11917		\$257.99
SCHOLASTIC MAGAZINES/ 7190							
	24-4325	11-190-100-610-304-003- -/ FRNKLN LA GEN SPLS	M7407528	CF	FRNKLN LA GEN SPLS		98.84
					Total for SCHOLASTIC MAGAZINES/ 7190		\$98.84
SERVICE TIRE TRUCK CENTERS, INC./ 9331							
	24-8048	11-000-270-610-000-700- -/ TRANSP SUPPLIES	0542253/05146 46	CF	TRANSP SUPPLIES		389.52
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	24-0542253-007	CF	TRANSP SUPPLIES		3,422.84
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	24-0542709-007	CF	TRANSP SUPPLIES		63.00
					Total for SERVICE TIRE TRUCK CENTERS, INC./ 9331		\$3,875.36
SHEAFFER SUPPLY INC./ 7420							
	24-8049	11-000-270-610-000-700- -/ TRANSP SUPPLIES	1225999-01	CF	TRANSP SUPPLIES		8.40
	24-8086	11-000-261-610-052-600- -/ DW MAINTENANCE SPLS	1225999-0001-0 1	CF	DW MAINTENANCE SPLS		8.40
					Total for SHEAFFER SUPPLY INC./ 7420		\$16.80
SHOP SPECIALTIES, INC./ 15932							
	24-4181	20-281-400-732-000-099- -/ NONINSTRUCTIONAL EQUIPME	B-6601	CF	NONINSTRUCTIONAL EQUIPME		15,599.00
					Total for SHOP SPECIALTIES, INC./ 15932		\$15,599.00
SIGMAWEAR, LLC (DBA EXCLAIM)/ 19025							

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Roxbury Public Schools

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Pending Payments							
	24-4168	11-000-252-600-002-707- -/ CMPTR CTR SUPPLIES	EX-14310	CF	CMPTR CTR SUPPLIES		1,236.82
					Total for SIGMAWEAR, LLC (DBA EXCLAIM)/ 19025		\$1,236.82
SIGNARAMA/ 7476							
	24-4267	11-000-261-610-600-007- -/ RHS MTNCNE SPLS	45212	CF	RHS MTNCNE SPLS		1,764.00
					Total for SIGNARAMA/ 7476		\$1,764.00
SILVERGATE PREPARATORY/ 16012							
	24-4138	11-150-100-320-000-250- -/ HOME INSTRCN PRCH SV	46898	CF	HOME INSTRCN PRCH SV		210.00
					Total for SILVERGATE PREPARATORY/ 16012		\$210.00
SIOBHAN CASHMAN/ 16765							
	24-8066	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	APR	CF	TUITION OTHER LEA SPEC		5,500.00
					Total for SIOBHAN CASHMAN/ 16765		\$5,500.00
SPIRIT ADVENTURES/ 16694							
	24-2131	11-190-100-420-713-007- -/ RHS EQUIP REPAIR	00585	CF	RHS EQUIP REPAIR		2,020.00
					Total for SPIRIT ADVENTURES/ 16694		\$2,020.00
STEPPING FORWARD COUNSELING LLC/ 16294							
	24-4235	11-150-100-320-000-250- -/ HOME INSTRCN PRCH SV	28789	CF	HOME INSTRCN PRCH SV		1,400.00
					Total for STEPPING FORWARD COUNSELING LLC/ 16294		\$1,400.00
SUSSEX CTY. REGIONAL COOP./ 7956							
	24-8093	11-000-270-515-000-700- -/ TRANSP JNT SCHL SP	S18-001216	CF	TRANSP JNT SCHL SP		62,228.03
					Total for SUSSEX CTY. REGIONAL COOP./ 7956		\$62,228.03
TANNER NORTH JERSEY, INC./ 11699							
	24-3789	11-190-100-610-003-010- -/ KNDY FURN SUPPLIES	AS40505A	CF	KNDY FURN SUPPLIES		595.17
	24-3773	11-190-100-610-003-002- -/ L/R FRN SPLS	AS40483A	CF	L/R FRN SPLS		6,199.68
					Total for TANNER NORTH JERSEY, INC./ 11699		\$6,794.85
TERRANOVA GROUP T/A CHAPEL HILL/ 1861							
	24-8592	20-250-100-500-000-099- -/ IDEA BASIC TUITION	JUN 0624-045	CF	IDEA BASIC TUITION		5,356.00
					Total for TERRANOVA GROUP T/A CHAPEL HILL/ 1861		\$5,356.00
THE JUICE PLUS COMPANY, LLC/ 18890							
	24-4144	20-046-100-610-000-005- -/ EMS SJFS GRANT	US1101412369	CF	EMS SJFS GRANT		1,968.00
					Total for THE JUICE PLUS COMPANY, LLC/ 18890		\$1,968.00

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Bills And Claims Report By Vendor Name

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Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
THE UNCOMMON THREAD/ 18989							
	24-3926	11-000-217-320-000-250- -/ PURCHASED SERVICES	3398645	CF	PURCHASED SERVICES		1,600.00
					Total for THE UNCOMMON THREAD/ 18989		\$1,600.00
TJ'S SPORTWIDE TROPHY/ 8190							
	24-2677	11-401-100-610-611-007- -/ RHS COCRC MUSIC SPLS	695384	CF	RHS COCRC MUSIC SPLS		1,392.30
					Total for TJ'S SPORTWIDE TROPHY/ 8190		\$1,392.30
TULPEHOCKEN SPRING WATER/ 16899							
	24-8087	11-000-230-890-048-800- -/ GEN ADMIN MISC	7368877	CF	GEN ADMIN MISC		66.99
		11-000-230-890-048-800- -/ GEN ADMIN MISC	7376396	CF	GEN ADMIN MISC		20.00
	24-8094	11-000-219-610-000-250- -/ CST SUPPLIES	7376397	CF	CST SUPPLIES		10.00
	24-8057	11-000-270-610-000-700- -/ TRANSP SUPPLIES	7370462	CF	TRANSP SUPPLIES		14.93
		11-000-270-610-000-700- -/ TRANSP SUPPLIES	7368876	CF	TRANSP SUPPLIES		15.99
					Total for TULPEHOCKEN SPRING WATER/ 16899		\$127.91
UNITED RENTALS, INC./ 9665							
	24-3974	11-000-261-420-050-600- -/ MAINT CONTRACTS	231440617-001	CF	MAINT CONTRACTS		707.39
		11-000-261-420-050-600- -/ MAINT CONTRACTS	231441009-001	CF	MAINT CONTRACTS		343.12
					Total for UNITED RENTALS, INC./ 9665		\$1,050.51
UNITED SUPPLY CORP./ 15751							
	24-3806	11-190-100-610-004-010- -/ KNDY GENERAL SUPPLIES	704789	CF	KNDY GENERAL SUPPLIES		390.95
					Total for UNITED SUPPLY CORP./ 15751		\$390.95
UNITY CHARTER SCHOOL/ 13321							
	24-8615	10-000-100-560-000-900- -/ TRANSF CHARTER SCHOOL	APRIL 24-8615	CF	TRANSF CHARTER SCHOOL		2,500.00
					Total for UNITY CHARTER SCHOOL/ 13321		\$2,500.00
URBAN, TARA/ 18564							
	24-4319	11-000-223-590-878-002- -/ L/R STAFF DVL TRAVEL	REIMB WS/24-4319	CF	L/R STAFF DVL TRAVEL		55.31
					Total for URBAN, TARA/ 18564		\$55.31
US FOODS/ 12045							
	24-4250	11-190-100-610-509-007- -/ RHS HOME ECON SUPPL	2126097	CF	RHS HOME ECON SUPPL		1,555.26
					Total for US FOODS/ 12045		\$1,555.26
VERIZON WIRELESS/ 14509							

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Bills And Claims Report By Vendor Name

for Batches 54,55

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Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Pending Payments							
	24-8082	11-000-230-530-000-600- -/ DW COMMUNICATIONS	APR 9962703295	CF	DW COMMUNICATIONS		1,417.90
					Total for VERIZON WIRELESS/ 14509		\$1,417.90
VINCENT BUZZELLI/ 18928							
	24-4336	61-423-100-300-001-990- -/ CS MUSIC PROF SVCS	W/E 4-20/24-4336	CF	CS MUSIC PROF SVCS		50.00
		61-423-100-300-001-990- -/ CS MUSIC PROF SVCS	W/E 4-27/24-4336	CF	CS MUSIC PROF SVCS		25.00
					Total for VINCENT BUZZELLI/ 18928		\$75.00
WEST MORRIS AREA YMCA/ 16164							
	24-8604	11-000-216-320-000-250- -/ SP OT/PT PRCH SVC	1189	CF	SP OT/PT PRCH SVC		1,050.00
					Total for WEST MORRIS AREA YMCA/ 16164		\$1,050.00
WEST MORRIS REG. HIGH SCHOOL DISTRICT/ 18675							
	24-8585	11-000-100-562-000-250- -/ TUITION OTHER LEA SPEC	MAY 24-8585	CF	TUITION OTHER LEA SPEC		1,142.85
					Total for WEST MORRIS REG. HIGH SCHOOL DISTRICT/ 18675		\$1,142.85
WESTERN PEST SERVICES/ 18056							
	24-8000	11-000-261-420-050-600- -/ MAINT CONTRACTS	IN-8926512	CF	MAINT CONTRACTS		78.61
					Total for WESTERN PEST SERVICES/ 18056		\$78.61
WILLIAM CRISPINO/ 18706							
	24-4305	11-000-223-590-878-007- -/ RHS STAFF DVL TRVL	REIMB MILE/24-4305	CF	RHS STAFF DVL TRVL		281.06
					Total for WILLIAM CRISPINO/ 18706		\$281.06
Total for Pending Payments							\$762,873.28

* CF -- Computer Full CP - Computer Partial HF - Hand Check Full HP - Hand Check Partial

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Roxbury Public Schools
Bills And Claims Report By Vendor Name
for Batches 54,55

va_bill5.032923
05/01/2024

Resolution that the list of claims for goods received and services rendered and certified to be correct by the Business Administrator, be approved for payment and further that the Secretary's and Treasurer's financial reports be accepted as filed. Run on 05/09/2024 at 12:41:16 PM

Fund Summary	Fund Category	Sub Fund	Computer Checks	Computer Checks Non/AP	Hand Checks	Hand Checks Non/AP	Total Checks
	10	10	\$2,500.00				\$2,500.00
	10	11	\$665,414.51				\$665,414.51
	Fund 10	TOTAL	\$667,914.51				\$667,914.51
	20	20	\$92,008.53				\$92,008.53
	60	60		\$89.05			\$89.05
	61	61	\$2,861.19				\$2,861.19
	GRAND	TOTAL	\$762,784.23	\$89.05	\$0.00	\$0.00	\$762,873.28

Chairman Finance Committee

Member Finance Committee

Roxbury Public Schools
Bills And Claims Report By Account Number
for Batch 61 and Check Date is from 04/30/2024 to 05/01/2024

va_bill1.060623
04/01/2024

Account #	PO #	Inv #	Vendor # / Name	Check Type *	Check Description or Multi Remit To Check Name	Check#	Check Amount
Description							

UNPOSTED CHECKS

11-000-270-390-000-700- -							
TRANSP PURCH PROF SV	24-4297	SUMMON 19035 / CITY OF PHILADELPHIA S 92368180 3	CF	TRANSP PURCH PROF SV	119989	51.00	

Total for 11-000-270-390-000-700- - TRANSP PURCH PROF SV \$51.00

Total for Unposted Checks \$51.00

* CF -- Computer Full CP - Computer Partial HF - Hand Check Full HP - Hand Check Partial

Roxbury Public Schools
Bills And Claims Report By Account Number

va_bill1.060623
04/01/2024

for Batch 61 and Check Date is from 04/30/2024 to 05/01/2024

Resolution that the list of claims for goods received and services rendered and certified to be correct by the Business Administrator, Run on 05/01/2024 at 08:27:11 AM
be approved for payment and further that the Secretary's and Treasurer's financial reports be accepted as filed.

Fund Summary	Fund	Sub	Computer	Computer	Hand	Hand	Total
	Category	Fund	Checks	Checks Non/AP	Checks	Checks Non/AP	Checks
	10	11	\$51.00				\$51.00
	GRAND	TOTAL	\$51.00	\$0.00	\$0.00	\$0.00	\$51.00

Chairman Finance Committee

Member Finance Committee

Roxbury Public Schools

Bills And Claims Report By Vendor Name

for Batch 60 and Check Date is 05/03/2024

va_bill5.032923
04/01/2024

Vendor # / Name	PO #	Account # / Description	Inv #	Check Type *	Check Description or Multi Remit To Check Name	Check #	Check Amount
Unposted Checks							
JOE MONDANARO/ 15242							
	24-4315	95-009-000-000-000-001- -/ NES COFFEE CART	PETTY	CF	NES COFFEE CART	119990	310.00
			CASH/24-4315				
	24-4313	95-009-000-000-000-001- -/ NES COFFEE CART	PETTY	CF	NES COFFEE CART	119990	130.23
			CASH/24-4313				
Total for JOE MONDANARO/ 15242							\$440.23
Total for Unposted Checks							\$440.23

* CF -- Computer Full CP - Computer Partial HF - Hand Check Full HP - Hand Check Partial

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Roxbury Public Schools

Bills And Claims Report By Vendor Name

for Batch 60 and Check Date is 05/03/2024

va_bill5.032923

04/01/2024

*Resolution that the list of claims for goods received and services rendered and certified to be correct by the Business Administrator,
be approved for payment and further that the Secretary's and Treasurer's financial reports be accepted as filed.*

Run on 05/03/2024 at 10:09:15 AM

Fund Summary

Fund Category	Sub Fund	Computer Checks	Computer Checks Non/AP	Hand Checks	Hand Checks Non/AP	Total Checks
95	95	\$440.23				\$440.23
GRAND	TOTAL	\$440.23	\$0.00	\$0.00	\$0.00	\$440.23

Chairman Finance Committee

Member Finance Committee

va_s1701
04/01/2024

Roxbury Public Schools Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
INSTRUCTION									
Regular Programs	11-1XX-100-XXX 12-1XX-100-XXX 13-1XX-100-XXX 15-1XX-100-XXX	23,455,230.13	73,962.32	23,529,192.45	2,352,919.25	(170,955.23)	-0.73	2,181,964.02	926,423.38
Special Education, Basic Skills/Remedial and Bilingual Instruction and Speech/OT/PT and Ex	1X-2XX-100-XXX 1X-000-216-XXX 1X-000-217-XXX	10,755,197.00	102,961.02	10,858,158.02	1,085,815.80	(108,037.72)	-0.99	977,778.08	370,775.19
Vocational Programs-Local	1X-3XX-100-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
School-Spon. Co/Extra-Curr. Activities, School Sponsored Athletics, and Other Instructiona	11-4XX-100-XXX 11-4XX-200-XXX 12-4XX-100-XXX 15-4XX-100-XXX 15-4XX-200-XXX	1,742,698.00	16,726.14	1,759,424.14	175,942.41	12,292.65	0.70	188,235.06	470,486.21
Community Services Programs/Operations	1X-800-330-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL INSTRUCTIONAL EXPENSE		35,953,125.13	193,649.48	36,146,774.61					1,767,684.78
UNDISTRIBUTED EXPENDITURES									
Tuition	11-000-100-XXX	3,813,730.00	84,821.06	3,898,551.06	389,855.11	(203,307.38)	-5.21	186,547.73	584,155.25
Attendance and Social Work, Health, Guidance, Child Study Teams, Education Media Services/	1X-000-211-XXX 1X-000-213-XXX 1X-000-218-XXX 1X-000-219-XXX 1X-000-222-XXX	4,378,831.00	4,836.78	4,383,667.78	438,366.78	232,302.68	5.30	670,669.46	46,146.45
Improvement of Instruction Services and Instructional Staff Training Services	1X-000-221-XXX 1X-000-223-XXX	1,028,589.00	583.58	1,029,172.58	102,917.26	227.82	0.02	103,145.08	127,410.97
General Administration	1X-000-230-XXX	962,269.00	79,687.46	1,041,956.46	104,195.65	(87,991.61)	-8.44	16,204.04	67,133.60
School Administration	1X-000-240-XXX	2,869,726.00	5,886.42	2,875,612.42	287,561.24	15,275.65	0.53	302,836.89	38,770.33
Central Services & Administrative Information Technology	1X-000-25X-XXX	2,067,677.00	56,400.42	2,124,077.42	212,407.74	(11,716.58)	-0.55	200,691.16	141,379.41
Operation and Maintenance of Plant Services	1X-000-26X-XXX	8,395,857.00	293,246.29	8,689,103.29	868,910.33	212,452.97	2.45	1,081,363.30	673,655.80
Student Transportation Services	1X-000-270-XXX	6,435,461.00	29,939.36	6,465,400.36	646,540.04	41,233.15	0.64	687,773.19	446,045.32

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Roxbury Public Schools Monthly Transfer Report

Budget Category	Accounts	Original Budget	Revenues Allowed + Pr Yr Reserve	Orig + Rvnues Allowed + Pr Yr Reserve	Maximum Transfer Out Allowed	YTD Net Transfers	% change of Transfers	Remaining Transfers Out Allowed	Account Balance
Personal Services-Employee Benefits	1X-XXX-XXX-2XX	14,277,821.00	0.00	14,277,821.00	1,427,782.10	0.00	0.00	1,427,782.10	1,414,266.39
Food Services	11-000-310-XXX	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer Property Sale Proceedes to Debt Service Reserve	11-000-520-934	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfer from General Fund Surplus to Debt Service Fund to Repay CDL	11-000-520-936	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL UNDISTRIBUTED EXPENSE		44,229,961.00	555,401.37	44,785,362.37					3,538,963.52
TOTAL GENERAL CURRENT EXPENSE		80,183,086.13	749,050.85	80,932,136.98					5,306,648.30
Equipment	12-XXX-XXX-73X 15-XXX-XXX-73X	537,909.00	53,535.31	591,444.31	59,144.43	427,063.57	72.21	486,208.00	15,704.91
Facilities Acquisition and Construction Services	12-000-4XX-XXX	82,664.00	836,560.00	919,224.00	0.00	0.00	0.00	0.00	189,100.16
Capital Reserve-Transfer to Capital Expend. Fund	12-000-4XX-931	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Capital Reserve-Transfer to Repayment of Debt	12-000-4XX-933	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CAPITAL EXPENDITURES		620,573.00	890,095.31	1,510,668.31					204,805.07
TOTAL SPECIAL SCHOOLS	13-XXX-XXX-XXX	187,600.00	0.00	187,600.00	18,760.00	34,268.25	18.27	53,028.25	0.00
Transfer of Funds to Charter Schools	10-000-100-56X	73,293.00	0.00	73,293.00	7,329.30	0.00	0.00	7,329.30	43,969.00
Transfer of Funds to Renaissance	10-000-100-571	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Fund Contribution to School Based Budgets	10-000-520-930	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
OPERATING BUDGET GRAND TOTAL		81,064,552.13	1,639,146.16	82,703,698.29					5,555,422.37


School Business Administrator Signature


Date

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Roxbury Public Schools

Expense Account Adjustment Analysis By Account#

Current Cycle : April

Account #	Account Description	Description	Adj #	Date	User	Old Amount	Adjustment	New Balance
Current Appropriation Adjustments								
11-000-100-566-000-250-	TUITION PRIV IN STATE	nursing services	000278	04/01/2024	JMONDANARO	\$2,028,895.97	(\$32,047.63)	\$1,996,848.34
11-000-213-104-001-100-	SAL NURSE SUB	nursing services	000278	04/01/2024	JMONDANARO	\$15,573.76	\$2,711.56	\$18,285.32
		month end	000288	04/01/2024	JMONDANARO	\$18,285.32	\$2,002.53	\$20,287.85
Total For Account # 11-000-213-104-001-100- -							\$4,714.09	
11-000-213-104-091-100-	PERM SUB NURSE	nursing services	000278	04/01/2024	JMONDANARO	\$49,101.42	\$4,336.07	\$53,437.49
		month end	000288	04/01/2024	JMONDANARO	\$53,437.49	\$855.00	\$54,292.49
Total For Account # 11-000-213-104-091-100- -							\$5,191.07	
11-000-213-320-000-800-	HLTH PRCH SVC	nursing services	000278	04/01/2024	JMONDANARO	\$25,339.89	\$25,000.00	\$50,339.89
11-000-216-320-000-250-	SP OT/PT PRCH SVC	month end	000288	04/01/2024	JMONDANARO	\$739,476.00	(\$2,857.53)	\$736,618.47
11-000-218-610-000-005-	EMS GUID SPLS	registration fee	000275	04/01/2024	JMONDANARO	\$6,950.00	(\$75.00)	\$6,875.00
11-000-219-104-039-100-	STIPEND	month end	000289	04/01/2024	JMONDANARO	\$0.00	\$2,433.55	\$2,433.55
11-000-219-390-000-250-	CST PRCH OTHR SVCS	home instruction	000286	04/01/2024	JMONDANARO	\$54,625.00	(\$20,000.00)	\$34,625.00
11-000-221-102-000-999-	SUP EX COMP	month end	000289	04/01/2024	JMONDANARO	\$1,800.00	\$400.00	\$2,200.00
11-000-221-102-001-100-	LEAVE REPL SVR	month end	000289	04/01/2024	JMONDANARO	\$25,125.00	\$4,500.00	\$29,625.00
11-000-221-104-001-100-	SAL CURRIC WRITING	month end	000289	04/01/2024	JMONDANARO	\$50,000.00	(\$7,333.55)	\$42,666.45
11-000-223-590-878-002-	L/R STAFF DVL TRAVEL	staff devel.	000284	04/01/2024	JMONDANARO	\$4,400.00	\$100.00	\$4,500.00
11-000-230-339-000-900-	OTHER PURCHASED PROFESSI	month end	000290	04/01/2024	JMONDANARO	\$10,000.00	\$11,758.93	\$21,758.93
11-000-230-339-044-800-	LEGAL NEGOTIATIONS	month end	000290	04/01/2024	JMONDANARO	\$29,503.20	(\$12,523.93)	\$16,979.27
11-000-230-500-000-990-	ADMIN OTHER PRCH SVC	month end	000290	04/01/2024	JMONDANARO	\$5,000.00	\$765.00	\$5,765.00
11-000-230-590-000-800-	LEGAL AD	month end	000291	04/01/2024	JMONDANARO	\$4,000.00	\$700.00	\$4,700.00
11-000-240-103-101-100-	PRINCIPAL LEAVE REPLACE	month end	000291	04/01/2024	JMONDANARO	\$0.00	\$7,250.00	\$7,250.00
11-000-240-105-900-100-	SALARIES OF SECRET. SUB	month end	000291	04/01/2024	JMONDANARO	\$4,734.90	\$528.00	\$5,262.90
11-000-240-199-000-100-	UNUSED VAC. PAYMENT TO T	month end	000291	04/01/2024	JMONDANARO	\$46,580.00	(\$8,832.90)	\$37,747.10
11-000-240-500-000-009-	NES OTH PURCH SERV	month end	000291	04/01/2024	JMONDANARO	\$930.35	\$304.90	\$1,235.25
11-000-240-500-000-010-	OTHER PURCHASED SERVICES	month end	000291	04/01/2024	JMONDANARO	\$0.00	\$50.00	\$50.00
11-000-240-610-000-007-	RHS SUPPLIES	lawn	000282	04/01/2024	JMONDANARO	\$16,000.00	\$2,500.00	\$18,500.00
11-000-261-100-601-100-	SAL MAINTENANCE OT	month end	000292	04/01/2024	JMONDANARO	\$74,213.27	\$8,282.04	\$82,495.31
11-000-261-420-050-600-	MAINT CONTRACTS	month end	000292	04/01/2024	JMONDANARO	\$84,327.65	(\$32,892.97)	\$51,434.68
11-000-261-420-600-007-	RHS CONTRACTS	month end	000292	04/01/2024	JMONDANARO	\$180,000.00	\$24,610.93	\$204,610.93
11-000-261-420-999-999-	MAINT. RES - PURCH SERV	fire suppression	000280	04/01/2024	JMONDANARO	\$345,615.47	\$47,492.75	\$393,108.22

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Roxbury Public Schools

Expense Account Adjustment Analysis By Account#

Current Cycle : April

Account #	Account Description	Description	Adj #	Date	User	Old Amount	Adjustment	New Balance
11-000-262-100-101-999- -	FACILITY MANAGER	month end	000293	04/01/2024	JMONDANARO	\$13,380.25	\$2,847.00	\$16,227.25
11-000-262-917- - - -	PRINCIPAL - ESIP	month end	000293	04/01/2024	JMONDANARO	\$330,000.00	\$4,331.25	\$334,331.25
11-000-263-420-054-600- -	UE C&UG CLN, RPR, MNT SV	month end	000293	04/01/2024	JMONDANARO	\$66,768.73	(\$9,340.02)	\$57,428.71
11-000-266-100-999-100- -	SECURITY EXTRA STIPEND	month end	000293	04/01/2024	JMONDANARO	\$24,426.43	\$2,161.77	\$26,588.20
11-000-266-580-000-000- -	TRAVEL - ALL OTHER	security jackets	000277	04/01/2024	JMONDANARO	\$3,600.00	(\$300.00)	\$3,300.00
		batteries	000285	04/01/2024	JMONDANARO	\$3,300.00	(\$830.00)	\$2,470.00
Total For Account # 11-000-266-580-000-000- -							(\$1,130.00)	
11-000-266-610-000-800- -	SECURITY GENERAL SUPPLIE	security jackets	000277	04/01/2024	JMONDANARO	\$9,100.00	\$300.00	\$9,400.00
		batteries	000285	04/01/2024	JMONDANARO	\$9,400.00	\$830.00	\$10,230.00
Total For Account # 11-000-266-610-000-800- -							\$1,130.00	
11-000-270-162-001-007- -	TRAVEL CO CURRIC	month end	000294	04/01/2024	JMONDANARO	\$22,348.52	\$4,307.35	\$26,655.87
11-000-270-162-080-007- -	TRANSP TRIPS RHS	month end	000294	04/01/2024	JMONDANARO	\$18,000.00	(\$8,317.25)	\$9,682.75
11-000-270-162-080-100- -	TRANSP TRPS SP SVCS	month end	000294	04/01/2024	JMONDANARO	\$32,171.34	\$4,009.90	\$36,181.24
11-000-270-593-000-700- -	TRANS SOFTWARE	autel scanner update	000283	04/01/2024	JMONDANARO	\$81,378.26	\$1,926.00	\$83,304.26
11-000-270-800-000-700- -	TRANSP MISC	autel scanner update	000283	04/01/2024	JMONDANARO	\$4,000.00	(\$1,926.00)	\$2,074.00
11-110-100-101-091-100- -	PREK-KINDER PERM SUB	month end	000295	04/01/2024	JMONDANARO	\$4,000.00	\$480.00	\$4,480.00
11-120-100-101-000-101- -	GRADES 1-5 - PREP DUTY	month end	000295	04/01/2024	JMONDANARO	\$3,069.00	\$726.00	\$3,795.00
11-120-100-101-002-101- -	LRS EXTRA BLOCK	month end	000295	04/01/2024	JMONDANARO	\$22,794.10	\$3,256.30	\$26,050.40
11-120-100-101-090-100- -	SAL 1-5 SUBSTITUTES	month end	000295	04/01/2024	JMONDANARO	\$120,923.70	(\$4,462.30)	\$116,461.40
11-130-100-101-000-100- -	GRADES 6-8 - EX.BLK	month ned	000296	04/01/2024	JMONDANARO	\$56,382.58	\$11,673.44	\$68,056.02
11-130-100-101-000-101- -	GRADES 6-8 PREP DUTY	month ned	000296	04/01/2024	JMONDANARO	\$5,412.00	\$891.00	\$6,303.00
11-130-100-101-999-002- -	GR.6 LEAVE REPLACE LRS	month ned	000296	04/01/2024	JMONDANARO	\$16,399.98	\$5,666.68	\$22,066.66
11-130-100-101-999-100- -	GRADES 6-8 - LEAVE REPLA	month ned	000296	04/01/2024	JMONDANARO	\$87,410.27	(\$18,231.12)	\$69,179.15
11-140-100-101-000-101- -	RHS PREP/LUNCH	month end	000297	04/01/2024	JMONDANARO	\$58,410.00	\$8,118.00	\$66,528.00
11-140-100-101-000-102- -	RHS SATURDAY DETENTION	month end	000297	04/01/2024	JMONDANARO	\$2,871.00	\$198.00	\$3,069.00
11-140-100-101-999-100- -	GR 9-12 - LEAVE REPLACE	month end	000297	04/01/2024	JMONDANARO	\$150,000.00	(\$8,316.00)	\$141,684.00
11-150-100-320-000-250- -	HOME INSTRCN PRCH SV	home instruction	000286	04/01/2024	JMONDANARO	\$48,349.18	\$10,000.00	\$58,349.18
11-190-100-320-000-300- -	ARTIST IN RES PRGM	accompaniast	000279	04/01/2024	JMONDANARO	\$35,200.00	\$300.00	\$35,500.00
11-190-100-320-507-007- -	PURCHASED PROFESSIONAL-E	accompaniast	000279	04/01/2024	JMONDANARO	\$2,000.00	(\$300.00)	\$1,700.00
11-190-100-440-000-707- -	COMPUTER LEASE	month end	000304	04/01/2024	JMONDANARO	\$450,150.13	(\$25,747.52)	\$424,402.61

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Roxbury Public Schools

Expense Account Adjustment Analysis By Account#

Current Cycle : April

Account #	Account Description	Description	Adj #	Date	User	Old Amount	Adjustment	New Balance	
11-190-100-500-000-707-	-	CMPTR SVCS PRCH SVCS	month end	000305	04/01/2024	JMONDANARO	\$814,449.00	(\$52,000.00)	\$762,449.00
11-190-100-610-003-002-	-	L/R FRN SPLS	staff devel.	000284	04/01/2024	JMONDANARO	\$19,900.00	(\$100.00)	\$19,800.00
11-190-100-610-304-300-	-	CRCLM LA GEN SPLS	foundations	000287	04/01/2024	JMONDANARO	\$65,000.00	\$9,600.00	\$74,600.00
11-190-100-610-507-007-	-	RHS TECHNOLOGY SPLSI	lawn	000282	04/01/2024	JMONDANARO	\$44,000.00	(\$2,500.00)	\$41,500.00
11-190-100-610-507-310-	-	9-12 SUPLS IS,FCS,BUSINE	foundations	000287	04/01/2024	JMONDANARO	\$21,000.00	(\$9,600.00)	\$11,400.00
11-204-100-101-000-100-	-	SAL LLD	month end	000301	04/01/2024	JMONDANARO	\$408,682.51	(\$3,186.88)	\$405,495.63
			month end	000303	04/01/2024	JMONDANARO	\$405,495.63	(\$13,000.00)	\$392,495.63
			month end	000306	04/01/2024	JMONDANARO	\$392,495.63	\$102,666.00	\$495,161.63
Total For Account # 11-204-100-101-000-100-							-	\$86,479.12	
11-209-100-101-000-100-	-	SAL TCHR BD	month end	000298	04/01/2024	JMONDANARO	\$404,093.86	(\$33,905.00)	\$370,188.86
			month end	000302	04/01/2024	JMONDANARO	\$370,188.86	(\$6,373.76)	\$363,815.10
Total For Account # 11-209-100-101-000-100-							-	(\$40,278.76)	
11-212-100-101-999-100-	-	MD LEAVE REPLACEMENT	month end	000298	04/01/2024	JMONDANARO	\$11,200.00	\$5,600.00	\$16,800.00
11-213-100-101-001-100-	-	RR SUBS	month end	000298	04/01/2024	JMONDANARO	\$67,185.00	\$9,805.00	\$76,990.00
11-213-100-101-999-100-	-	RESOURCE LEAVE REPLACEME	month end	000298	04/01/2024	JMONDANARO	\$91,249.98	\$11,500.00	\$102,749.98
			month end	000299	04/01/2024	JMONDANARO	\$102,749.98	\$83.32	\$102,833.30
			month end	000300	04/01/2024	JMONDANARO	\$102,833.30	\$166.64	\$102,999.94
			month end	000301	04/01/2024	JMONDANARO	\$102,999.94	\$333.28	\$103,333.22
			month end	000302	04/01/2024	JMONDANARO	\$103,333.22	\$666.56	\$103,999.78
			month end	000303	04/01/2024	JMONDANARO	\$103,999.78	\$1,500.00	\$105,499.78
			month end	000304	04/01/2024	JMONDANARO	\$105,499.78	\$2,833.12	\$108,332.90
			month end	000305	04/01/2024	JMONDANARO	\$108,332.90	\$6,000.00	\$114,332.90
			month end	000306	04/01/2024	JMONDANARO	\$114,332.90	(\$11,666.00)	\$102,666.90
Total For Account # 11-213-100-101-999-100-							-	\$11,416.92	
11-213-100-101-999-101-	-	RESOURCE EXTRA BLOCK	month end	000298	04/01/2024	JMONDANARO	\$50,785.20	\$7,000.00	\$57,785.20
			month end	000299	04/01/2024	JMONDANARO	\$57,785.20	\$713.40	\$58,498.60
			month end	000300	04/01/2024	JMONDANARO	\$58,498.60	\$1,426.80	\$59,925.40
			month end	000301	04/01/2024	JMONDANARO	\$59,925.40	\$2,853.60	\$62,779.00
			month end	000302	04/01/2024	JMONDANARO	\$62,779.00	\$5,707.20	\$68,486.20
			month end	000303	04/01/2024	JMONDANARO	\$68,486.20	\$11,500.00	\$79,986.20
			month end	000304	04/01/2024	JMONDANARO	\$79,986.20	\$22,914.40	\$102,900.60
			month end	000305	04/01/2024	JMONDANARO	\$102,900.60	\$46,000.00	\$148,900.60
			month end	000306	04/01/2024	JMONDANARO	\$148,900.60	(\$91,000.00)	\$57,900.60
Total For Account # 11-213-100-101-999-101-							-	\$7,115.40	
11-213-100-610-000-250-	-	RES CNTR GEN SUPPLIES	month end	000299	04/01/2024	JMONDANARO	\$18,800.00	(\$796.72)	\$18,003.28

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Roxbury Public Schools
Expense Account Adjustment Analysis By Account#
Current Cycle : April

Account #	Account Description	Description	Adj #	Date	User	Old Amount	Adjustment	New Balance
Current Appropriation Adjustments								
11-213-100-610-000-250- -	RES CNTR GEN SUPPLIES	month end	000300	04/01/2024	JMONDANARO	\$18,003.28	(\$1,593.44)	\$16,409.84
Total For Account # 11-213-100-610-000-250- -							(\$2,390.16)	
11-219-100-320-000-250- -	HOME INSTR PURCH ED SV	home instruction	000286	04/01/2024	JMONDANARO	\$51,568.81	\$10,000.00	\$61,568.81
11-401-100-610-000-005- -	EMS CO CURRC SPLS	registration fee	000275	04/01/2024	JMONDANARO	\$1,000.00	\$75.00	\$1,075.00
11-402-100-420-000-007- -	PURCH SERV- ADMIN	helemt reconditioning	000281	04/01/2024	JMONDANARO	\$33,326.05	\$6,151.67	\$39,477.72
11-402-100-420-005-005- -	PURCH SERV- EMS	helemt reconditioning	000281	04/01/2024	JMONDANARO	\$9,000.00	(\$6,151.67)	\$2,848.33
11-402-100-610-010-007- -	SUPPLIES- BASEBALL	baseball rutgers	000276	04/01/2024	JMONDANARO	\$4,875.00	(\$350.00)	\$4,525.00
11-402-100-890-010-007- -	MISC- BASEBALL	baseball rutgers	000276	04/01/2024	JMONDANARO	\$800.00	\$350.00	\$1,150.00
20-271-200-320-000-099- -	PURCHASED PROFESSIONAL A	non pub pd	000270	04/01/2024	JMONDANARO	\$80,608.32	(\$2,245.00)	\$78,363.32
		rev	000271	04/01/2024	JMONDANARO	\$78,363.32	\$2,245.00	\$80,608.32
Total For Account # 20-271-200-320-000-099- -							\$0.00	
20-271-200-320-000-099-NP -	PURCH. PROF. NP	rev	000271	04/01/2024	JMONDANARO	\$4,880.00	(\$2,245.00)	\$2,635.00
20-271-200-500-000-099-NP -	TITLE IIA OPS NP	non pub pd	000270	04/01/2024	JMONDANARO	\$4,876.00	\$2,245.00	\$7,121.00
20-281-100-600-000-099- -	TITLE IV SUPPLIES	reclass title iv	000273	04/01/2024	JMONDANARO	\$12,595.00	(\$8,708.00)	\$3,887.00
20-281-200-100-000-099- -	TITLE IV SAL	reclass title iv	000273	04/01/2024	JMONDANARO	\$6,401.00	(\$6,401.00)	\$0.00
20-281-200-200-000-099- -	TITLE IV BENEFITS	reclass title iv	000273	04/01/2024	JMONDANARO	\$490.00	(\$490.00)	\$0.00
20-281-400-732-000-099- -	NONINSTRUCTIONAL EQUIPME	planer	000272	04/01/2024	JMONDANARO	\$0.00	\$15,599.00	\$15,599.00
20-511-100-610-001-099- -	NP SECURITY AMERICAN	REVISE NON PUB SEC	000274	04/01/2024	JMONDANARO	\$24,600.00	\$410.00	\$25,010.00
Total Current Appr.							\$47,902.75	

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
General Fund - Fund 10
Interim Balance Sheet
For 10 Month Period Ending 04/30/2024

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		\$7,656,621.67
116	Capital reserve Account		\$3,209,833.01
117	Maint. Reserve Account		\$2,877,301.39
118	Investments - Cur. Exp. Emergency Rsrv.		\$216,105.87
	Accounts receivable:		
132	Interfund	\$20,876.01	
141	Intergovernmental - State	\$2,137,036.29	
143	Intergovernmental - Other	(\$946,355.57)	
			\$1,211,556.73
	Other Current Assets		\$0.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$76,982,256.00	
302	Less Revenues	(\$63,211,347.92)	
			\$13,770,908.08
	Total assets and resources		\$28,942,326.75

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
General Fund - Fund 10
Interim Balance Sheet
For 10 Month Period Ending 04/30/2024

LIABILITIES AND FUND EQUITY

--- L I A B I L I T I E S ---

421	Accounts Payable	\$657,439.12
481	Deferred Revenues	\$125.00

TOTAL LIABILITIES

\$657,564.12

FUND BALANCE

--- A p p r o p r i a t e d ---

753	Reserve for Encumbrances - Current Year		\$11,276,380.62
754	Reserve for Encumbrance - Prior Year		\$6,923.99
	Reserved fund balance:		
761	Capital reserve account -	\$3,209,833.01	
			\$3,209,833.01
766	Reserve for Current Expense Emergencies	\$216,105.87	
			\$216,105.87
764	Reserve for Maintenance	\$2,877,301.39	
			\$2,877,301.39
601	Appropriations	\$83,096,806.51	
602	Less : Expenditures	\$66,258,079.53	
603	Encumbrances	\$11,283,304.61	
		(\$77,541,384.14)	
			<u>\$5,555,422.37</u>

Total Appropriated

\$23,141,967.25

--- U n a p p r o p r i a t e d ---

770	Unreserved Fund Balance -		\$9,618,199.73
303	Budgeted Fund Balance		(\$4,475,404.35)

TOTAL FUND BALANCE

\$28,284,762.63

TOTAL LIABILITIES AND FUND EQUITY

\$28,942,326.75

Roxbury Public Schools
General Fund - Fund 10
Interim Balance Sheet
For 10 Month Period Ending 04/30/2024

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$83,096,806.51	\$77,541,384.14	\$5,555,422.37
Revenues	(\$76,982,256.00)	(\$63,211,347.92)	(\$13,770,908.08)
	<u>\$6,114,550.51</u>	<u>\$14,330,036.22</u>	<u>(\$8,215,485.71)</u>
Less: Adjust for prior year encumb.	<u>(\$1,639,146.16)</u>	<u>(\$1,639,146.16)</u>	
Budgeted Fund Balance	<u>\$4,475,404.35</u>	<u>\$12,690,890.06</u>	<u>(\$8,215,485.71)</u>
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	\$4,475,404.35	\$12,690,890.06	(\$8,215,485.71)
TOTAL Budgeted Fund Balance	<u><u>\$4,475,404.35</u></u>	<u><u>\$12,690,890.06</u></u>	<u><u>(\$8,215,485.71)</u></u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 10 Month Period Ending 04/30/2024

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	\$67,488,889.00	\$55,393,701.47		\$12,095,187.53
3XXX	From State Sources	\$9,399,481.00	\$7,776,268.00		\$1,623,213.00
4XXX	From Federal Sources	\$93,886.00	\$41,378.45		\$52,507.55
TOTAL REVENUE/SOURCES OF FUNDS		\$76,982,256.00	\$63,211,347.92		\$13,770,908.08
*** EXPENDITURES ***					AVAILABLE BALANCE

CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$23,358,237.22	\$18,559,984.16	\$3,871,829.68	\$926,423.38
11-2XX-100-XXX	Special Education - Instruction	\$6,978,546.62	\$5,470,001.96	\$1,293,282.47	\$215,262.19
11-230-100-XXX	Basic Skills - Remedial Instruction	\$766,531.60	\$608,656.52	\$151,875.08	\$6,000.00
11-240-100-XXX	Bilingual Education - Instruction	\$295,865.60	\$236,391.49	\$58,039.32	\$1,434.79
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$406,538.54	\$156,487.72	\$71,565.00	\$178,485.82
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,365,178.25	\$1,021,258.15	\$51,919.71	\$292,000.39

UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$3,695,243.68	\$2,508,037.89	\$603,050.54	\$584,155.25
11-000-211-XXX	Attendance and Social Work Services	\$106,532.84	\$87,279.60	\$19,253.24	\$0.00
11-000-213-XXX	Health Services	\$840,915.94	\$671,691.73	\$166,764.08	\$2,460.13
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$1,692,982.45	\$1,390,115.68	\$277,952.69	\$24,914.08
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$1,016,194.03	\$723,019.65	\$170,010.25	\$123,164.13
11-000-218-XXX	Guidance	\$1,390,002.84	\$1,118,703.09	\$251,536.83	\$19,762.92
11-000-219-XXX	Child Study Teams	\$1,750,316.62	\$1,431,167.15	\$302,532.24	\$16,617.23
11-000-219-592	Misc Purch Ser	\$2,625.00	\$924.04	\$1,670.08	\$30.88
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$516,425.95	\$425,379.26	\$53,256.98	\$37,789.71
11-000-222-XXX	Educational Media Serv/School Library	\$525,577.22	\$430,198.45	\$88,103.48	\$7,275.29
11-000-223-XXX	Instructional Staff Training Services	\$512,974.45	\$356,788.44	\$66,564.75	\$89,621.26
11-000-230-XXX	Supp. Serv.-General Administration	\$953,964.85	\$707,084.38	\$179,746.87	\$67,133.60
11-000-240-XXX	Supp. Serv.-School Administration	\$2,890,888.07	\$2,387,655.64	\$464,462.10	\$38,770.33
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$2,112,360.84	\$1,701,901.52	\$269,079.91	\$141,379.41
11-000-261-XXX	Require Maint. for School Facilities	\$2,282,259.46	\$1,642,490.08	\$442,024.76	\$197,744.62
11-000-262-XXX	Custodial Services	\$5,886,289.48	\$4,922,657.21	\$570,471.37	\$393,160.90
11-000-263-XXX	Care and Upkeep of Grounds	\$412,553.41	\$294,320.59	\$49,506.41	\$68,726.41
11-000-266-XXX	Security	\$320,453.91	\$254,994.84	\$51,435.20	\$14,023.87
11-000-270-XXX	Student Transportation Services	\$6,506,633.51	\$5,031,632.64	\$1,028,955.55	\$446,045.32
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$14,277,821.00	\$12,605,610.52	\$257,944.09	\$1,414,266.39
TOTAL GENERAL CURRENT EXPENSE					
EXPENDITURES/USES OF FUNDS		\$80,863,913.38	\$64,744,432.40	\$10,812,832.68	\$5,306,648.30

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 10 Month Period Ending 04/30/2024

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$1,018,507.88	\$544,255.03	\$458,547.94	\$15,704.91
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$919,224.00	\$723,199.85	\$6,923.99	\$189,100.16
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 <u>\$1,937,731.88</u>	 <u>\$1,267,454.88</u>	 <u>\$465,471.93</u>	 <u>\$204,805.07</u>
*** SPECIAL SCHOOLS ***				
13-4XX-100-XXX Other spec. schools-instruction	\$214,825.75	\$214,825.75	\$0.00	\$0.00
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
 TOTAL SPECIAL SCHOOLS EXPENDITURES/USES OF FUNDS	 <u>\$214,825.75</u>	 <u>\$214,825.75</u>	 <u>\$0.00</u>	 <u>\$0.00</u>
 10-000-100-56X Transfer of Funds to Charter Schools	 \$73,293.00	 \$24,324.00	 \$5,000.00	 \$43,969.00
 TOTAL GENERAL FUND EXPENDITURES	 <u>\$83,089,764.01</u>	 <u>\$66,251,037.03</u>	 <u>\$11,283,304.61</u>	 <u>\$5,555,422.37</u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
GENERAL FUND - FUND 10
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 10 Month Period Ending 04/30/2024

	ESTIMATED	ACTUAL	UNREALIZED
	-----	-----	-----
--- LOCAL SOURCES ---			
1210 Local Tax Levy	\$61,143,749.00	\$50,953,125.00	\$10,190,624.00
1320 Tuition from LEAs Within State	\$3,930,146.00	\$2,131,161.70	\$1,798,984.30
1410 Transp Fees from Individuals	\$130,000.00	\$40,832.50	\$89,167.50
1420-1440 Transp Fees from Other LEAs	\$1,806,309.00	\$1,358,254.59	\$448,054.41
1910 Rents and Royalties	\$43,685.00	\$27,221.50	\$16,463.50
1XXX Miscellaneous	\$435,000.00	\$883,106.18	(\$448,106.18)
	-----	-----	-----
TOTAL LOCAL	\$67,488,889.00	\$55,393,701.47	\$12,095,187.53
	=====	=====	=====
--- STATE SOURCES ---			
3116 School Choice Aid	\$347,736.00	\$265,821.31	\$81,914.69
3121 Categorical Transportation Aid		\$426,503.94	(\$426,503.94)
3131 Extraordinary Aid	\$664,274.00	\$1,042,266.00	(\$377,992.00)
3132 Categorical Special Education Aid		\$1,860,319.72	(\$1,860,319.72)
3176 Equalization	\$5,333,588.00	\$4,076,585.44	\$1,257,002.56
3177 Categorical Security	\$61,433.00	\$47,453.59	\$13,979.41
3190 Other Unrestricted State Aid		\$57,318.00	(\$57,318.00)
3XXX Other State Aids	\$2,992,450.00	\$0.00	\$2,992,450.00
	-----	-----	-----
TOTAL	\$9,399,481.00	\$7,776,268.00	\$1,623,213.00
	=====	=====	=====
--- FEDERAL SOURCES ---			
4200 Federal Grants including Medicaid Reimbursement			
	\$93,886.00	\$41,378.45	\$52,507.55
	-----	-----	-----
TOTAL	\$93,886.00	\$41,378.45	\$52,507.55
	=====	=====	=====
--- OTHER FINANCING SOURCES ---			
TOTAL REVENUES/SOURCES OF FUNDS	\$76,982,256.00	\$63,211,347.92	\$13,770,908.08
	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-110-100-101 Kindergarten - Salaries of Teachers	\$782,437.00	\$627,265.60	\$154,171.40	\$1,000.00
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$6,221,965.19	\$4,913,933.60	\$1,137,576.33	\$170,455.26
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$4,391,825.47	\$3,529,218.52	\$813,758.06	\$48,848.89
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$8,800,151.49	\$6,796,656.08	\$1,647,025.50	\$356,469.91
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$25,000.00	\$3,902.50	\$0.00	\$21,097.50
11-150-100-320 Purchased Prof.-Ed. Services	\$62,718.54	\$34,331.25	\$14,002.38	\$14,384.91
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$350,437.21	\$304,193.22	\$46,243.99	.00
11-190-100-320 Purchased Prof.-Ed. Services	\$43,700.00	\$33,023.50	\$6,505.00	\$4,171.50
11-190-100-500 Other Purch. Serv. (400-500 series)	\$1,336,648.17	\$1,203,116.04	\$19,063.61	\$114,468.52
11-190-100-610 General Supplies	\$1,061,626.44	\$961,127.84	\$19,859.04	\$80,639.56
11-190-100-640 Textbooks	\$275,526.71	\$151,620.01	\$11,304.37	\$112,602.33
11-190-100-800 Other Objects	\$6,201.00	\$1,596.00	\$2,320.00	\$2,285.00
TOTAL	\$23,358,237.22	\$18,559,984.16	\$3,871,829.68	\$926,423.38
--- SPECIAL EDUCATION - INSTRUCTION ---				
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$495,161.63	\$277,795.20	\$69,448.80	\$147,917.63
11-204-100-106 Other Salaries for Instruction	\$343,902.00	\$253,394.06	\$70,801.29	\$19,706.65
11-204-100-610 General Supplies	\$4,600.00	\$3,530.59	.00	\$1,069.41
TOTAL	\$843,663.63	\$534,719.85	\$140,250.09	\$168,693.69
Emotional Regulation Impairment:				
11-209-100-101 Salaries of Teachers	\$363,815.10	\$275,666.55	\$76,585.20	\$11,563.35
11-209-100-106 Other Salaries for Instruction	\$341,894.40	\$270,966.73	\$70,927.67	.00
11-209-100-610 General supplies	\$4,484.30	\$4,481.88	.00	\$2.42
11-209-100-800 Other Objects	\$2,940.00	\$1,143.34	.00	\$1,796.66
TOTAL	\$713,133.80	\$552,258.50	\$147,512.87	\$13,362.43
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$218,303.00	\$178,002.40	\$40,300.60	\$0.00
11-212-100-106 Other Salaries for Instruction	\$230,865.74	\$177,251.06	\$53,614.68	.00
11-212-100-320 Purchased Prof.-Ed. Services	\$63,000.00	\$46,350.00	\$13,775.00	\$2,875.00
11-212-100-610 General supplies	\$14,000.00	\$13,985.80	.00	\$14.20
11-212-100-640 Textbooks	\$500.00	\$202.98	.00	\$297.02
11-212-100-800 Other Objects	\$4,200.00	\$4,200.00	.00	.00
TOTAL	\$530,868.74	\$419,992.24	\$107,690.28	\$3,186.22
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$3,609,641.80	\$2,935,536.24	\$673,276.52	\$829.04
11-213-100-106 Other Salaries for Instruction	\$407,792.63	\$333,902.81	\$73,889.82	.00
11-213-100-610 General supplies	\$16,409.84	\$13,891.16	.00	\$2,518.68
11-213-100-640 Textbooks	\$1,000.00	.00	.00	\$1,000.00

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$4,034,844.27	\$3,283,330.21	\$747,166.34	\$4,347.72
Autism:				
11-214-100-101 Salaries of Teachers	\$56,425.00	\$45,140.00	\$11,285.00	\$0.00
11-214-100-106 Other Salaries for Instruction	\$177,761.78	\$156,426.60	\$21,335.18	.00
11-214-100-610 General Supplies	\$6,000.00	\$4,673.56	.00	\$1,326.44
11-214-100-640 Textbooks	\$500.00	.00	.00	\$500.00
11-214-100-800 Other Objects	\$2,800.00	\$2,800.00	.00	.00
TOTAL	\$243,486.78	\$209,040.16	\$32,620.18	\$1,826.44
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$309,765.00	\$247,812.00	\$61,953.00	\$0.00
11-216-100-106 Other Salaries for Instruction	\$222,415.59	\$173,409.42	\$49,006.17	.00
11-216-100-600 General Supplies	\$2,500.00	\$2,285.83	.00	\$214.17
TOTAL	\$534,680.59	\$423,507.25	\$110,959.17	\$214.17
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$15,000.00	\$9,866.50	\$0.00	\$5,133.50
11-219-100-320 Purchased Prof.-Ed. Services	\$62,868.81	\$37,287.25	\$7,083.54	\$18,498.02
TOTAL	\$77,868.81	\$47,153.75	\$7,083.54	\$23,631.52
TOTAL SPECIAL ED - INSTRUCTION	\$6,978,546.62	\$5,470,001.96	\$1,293,282.47	\$215,262.19
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$760,531.60	\$608,656.52	\$151,875.08	\$0.00
11-230-100-610 General Supplies	\$6,000.00	.00	.00	\$6,000.00
TOTAL	\$766,531.60	\$608,656.52	\$151,875.08	\$6,000.00
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$290,196.60	\$232,157.28	\$58,039.32	\$0.00
11-240-100-500 Other Purch. Serv.(400-500 series)	\$500.00	\$355.08	.00	\$144.92
11-240-100-610 General Supplies	\$5,169.00	\$3,879.13	.00	\$1,289.87
TOTAL	\$295,865.60	\$236,391.49	\$58,039.32	\$1,434.79
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$257,000.00	\$83,376.06	.00	\$173,623.94
11-401-100-500 Purchased Services (300-500 series)	\$21,091.89	\$18,880.53	.00	\$2,211.36
11-401-100-600 Supplies and Materials	\$88,446.65	\$16,768.45	\$69,415.00	\$2,263.20
11-401-100-800 Other Objects	\$40,000.00	\$37,462.68	\$2,150.00	\$387.32
TOTAL	\$406,538.54	\$156,487.72	\$71,565.00	\$178,485.82
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$863,184.90	\$592,648.00	\$25,828.00	\$244,708.90
11-402-100-500 Purchased Services (300-500 series)	\$215,394.85	\$190,633.47	\$7,272.75	\$17,488.63
11-402-100-600 Supplies and Materials	\$154,100.52	\$123,439.57	\$16,630.02	\$14,030.93
11-402-100-800 Other Objects	\$132,497.98	\$114,537.11	\$2,188.94	\$15,771.93
TOTAL	\$1,365,178.25	\$1,021,258.15	\$51,919.71	\$292,000.39
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-562 Tuition to Other LEAs within State Special	\$567,281.78	\$386,059.47	\$65,263.91	\$115,958.40

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$792,779.95	\$329,295.35	\$233,365.05	\$230,119.55
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$47,868.55	\$37,635.25	\$10,233.30	.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$2,010,845.46	\$1,575,235.32	\$253,683.92	\$181,926.22
11-000-100-567 Tuition Priv Sch Disbl & Otr LEA o/s State	\$103,000.00	\$68,666.64	\$34,333.36	.00
11-000-100-568 Tuition - State Facilities	\$4,500.00	.00	.00	\$4,500.00
11-000-100-569 Tuition - Other	\$168,967.94	\$111,145.86	\$6,171.00	\$51,651.08
TOTAL	\$3,695,243.68	\$2,508,037.89	\$603,050.54	\$584,155.25
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$106,032.84	\$86,779.60	\$19,253.24	.00
11-000-211-600 Supplies and Materials	\$500.00	\$500.00	.00	.00
TOTAL	\$106,532.84	\$87,279.60	\$19,253.24	\$0.00
--- Health services ---				
11-000-213-100 Salaries	\$714,318.50	\$592,276.97	\$121,434.08	\$607.45
11-000-213-300 Purchased Prof. & Tech. Svc.	\$75,839.89	\$35,748.37	\$39,521.00	\$570.52
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$34,829.00	\$29,376.00	\$5,334.00	\$119.00
11-000-213-600 Supplies and Materials	\$15,928.55	\$14,290.39	\$475.00	\$1,163.16
TOTAL	\$840,915.94	\$671,691.73	\$166,764.08	\$2,460.13
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$938,363.98	\$761,953.73	\$176,222.25	\$188.00
11-000-216-320 Purchased Prof. Ed. Services	\$739,118.47	\$622,732.44	\$101,730.44	\$14,655.59
11-000-216-600 Supplies and Materials	\$15,500.00	\$5,429.51	.00	\$10,070.49
TOTAL	\$1,692,982.45	\$1,390,115.68	\$277,952.69	\$24,914.08
--- Other support services - Students - Extra Srvc				
11-000-217-320 Purchased Prof. Ed. Services	\$1,016,194.03	\$723,019.65	\$170,010.25	\$123,164.13
TOTAL	\$1,016,194.03	\$723,019.65	\$170,010.25	\$123,164.13
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$1,101,452.84	\$884,571.05	\$216,881.79	.00
11-000-218-105 Sal Secr. & Clerical Asst.	\$155,526.00	\$125,731.63	\$28,825.04	\$969.33
11-000-218-320 Purchased Prof. - Ed. Services	\$83,000.00	\$71,579.40	\$5,785.00	\$5,635.60
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$4,050.00	\$1,120.15	.00	\$2,929.85
11-000-218-500 Other Purchased Services (400-500 series)	\$17,959.00	\$16,273.64	.00	\$1,685.36
11-000-218-600 Supplies and Materials	\$25,275.00	\$18,028.22	\$45.00	\$7,201.78
11-000-218-800 Other Objects	\$2,740.00	\$1,399.00	.00	\$1,341.00
TOTAL	\$1,390,002.84	\$1,118,703.09	\$251,536.83	\$19,762.92
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$1,408,319.52	\$1,176,744.52	\$231,575.00	.00
11-000-219-105 Sal Secr. & Clerical Asst.	\$221,618.50	\$174,019.61	\$37,940.88	\$9,658.01
11-000-219-320 Purchased Prof. - Ed. Services	\$50,055.53	\$22,301.00	\$26,963.00	\$791.53
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$34,625.00	\$30,793.45	\$2,475.00	\$1,356.55
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$7,585.00	\$1,499.89	\$5,054.23	\$1,030.88
11-000-219-600 Supplies and Materials	\$28,738.07	\$25,898.72	\$194.21	\$2,645.14
11-000-219-800 Other Objects	\$2,000.00	\$834.00	.00	\$1,166.00

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,752,941.62	\$1,432,091.19	\$304,202.32	\$16,648.11
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$330,620.00	\$263,341.60	\$47,744.50	\$19,533.90
11-000-221-104 Salaries Other Prof. Staff	\$42,666.45	\$27,912.00	.00	\$14,754.45
11-000-221-105 Sal Secr. & Clerical Asst.	\$33,139.50	\$27,562.40	\$5,512.48	\$64.62
11-000-221-600 Supplies and Materials	\$110,000.00	\$106,563.26	.00	\$3,436.74
TOTAL	\$516,425.95	\$425,379.26	\$53,256.98	\$37,789.71
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$438,901.00	\$351,120.80	\$87,780.20	.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$21,205.00	\$21,192.99	.00	\$12.01
11-000-222-600 Supplies and Materials	\$65,471.22	\$57,884.66	\$323.28	\$7,263.28
TOTAL	\$525,577.22	\$430,198.45	\$88,103.48	\$7,275.29
--- Instructional Staff Training Services ---				
11-000-223-102 Salaries Superv. of Instruction	\$279,161.72	\$231,417.10	\$47,744.62	.00
11-000-223-105 Sal Secr. & Clerical Asst.	\$33,139.50	\$27,562.60	\$5,512.52	\$64.38
11-000-223-11X Other Salaries	\$11,750.00	\$4,836.37	.00	\$6,913.63
11-000-223-320 Purchased Prof. - Ed. Services	\$141,150.00	\$62,259.00	\$12,000.00	\$66,891.00
11-000-223-500 Other Purchased Services (400-500 series)	\$47,373.23	\$30,713.37	\$1,307.61	\$15,352.25
11-000-223-600 Supplies and Materials	\$400.00	.00	.00	\$400.00
TOTAL	\$512,974.45	\$356,788.44	\$66,564.75	\$89,621.26
--- Support services-general administration ---				
11-000-230-100 Salaries	\$494,957.50	\$413,199.58	\$81,602.92	\$155.00
11-000-230-331 Legal Services	\$101,305.98	\$48,063.50	\$45,192.50	\$8,049.98
11-000-230-332 Audit Fees	\$64,000.00	\$63,415.00	.00	\$585.00
11-000-230-334 Architectural/Engineering Services	\$41,750.00	\$41,750.00	.00	.00
11-000-230-339 Other Purchased Prof. Svc.	\$62,169.20	\$24,740.93	\$5,170.00	\$32,258.27
11-000-230-530 Communications/Telephone	\$112,289.35	\$48,775.03	\$45,351.15	\$18,163.17
11-000-230-580 Travel - All Other	\$6,041.08	\$5,390.91	.00	\$650.17
11-000-230-585 BOE Other Purchased Prof. Svc.	\$5,040.00	\$3,780.00	.00	\$1,260.00
11-000-230-590 Misc Purchased Services (400-500)	\$10,465.00	\$8,215.58	\$2,234.28	\$15.14
11-000-230-610 General Supplies	\$12,625.00	\$9,713.03	.00	\$2,911.97
11-000-230-890 Misc. Expenditures	\$13,628.73	\$11,828.67	\$196.02	\$1,604.04
11-000-230-895 BOE Membership Dues and Fees	\$29,693.01	\$28,212.15	.00	\$1,480.86
TOTAL	\$953,964.85	\$707,084.38	\$179,746.87	\$67,133.60
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$1,550,163.20	\$1,308,069.88	\$242,093.32	.00
11-000-240-104 Salaries Other Prof. Staff	\$394,919.00	\$328,462.20	\$65,692.44	\$764.36
11-000-240-105 Sal Secr. & Clerical Asst.	\$772,223.10	\$638,223.86	\$133,999.24	.00
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$37,747.10	\$8,981.13	.00	\$28,765.97
11-000-240-300 Purchased Prof. & Tech. Svc.	\$13,500.00	\$3,750.00	\$9,750.00	.00
11-000-240-500 Other Purchased Services (400-500 series)	\$10,743.10	\$6,410.59	\$3,565.90	\$766.61
11-000-240-600 Supplies and Materials	\$60,770.41	\$49,356.79	\$4,719.11	\$6,694.51
11-000-240-800 Other Objects	\$50,822.16	\$44,401.19	\$4,642.09	\$1,778.88

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$2,890,888.07	\$2,387,655.64	\$464,462.10	\$38,770.33
--- Central Services ---				
11-000-251-100 Salaries	\$761,152.20	\$633,607.60	\$125,283.52	\$2,261.08
11-000-251-330 Purchased Prof. Services	\$5,000.00	\$1,600.00	.00	\$3,400.00
11-000-251-340 Purchased Technical Services	\$116,491.68	\$111,249.07	.00	\$5,242.61
11-000-251-592 Misc Pur Serv (400-500 series)	\$120,500.26	\$82,625.48	\$26,064.26	\$11,810.52
11-000-251-600 Supplies and Materials	\$14,306.20	\$10,767.08	\$150.05	\$3,389.07
11-000-251-89X Other Objects	\$10,771.34	\$10,771.34	.00	.00
TOTAL	\$1,028,221.68	\$850,620.57	\$151,497.83	\$26,103.28
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$729,188.00	\$602,909.18	\$116,367.68	\$9,911.14
11-000-252-500 Other Pur Serv. (400-500 series)	\$132,780.00	\$38,088.55	.00	\$94,691.45
11-000-252-600 Supplies and Materials	\$219,766.16	\$209,612.62	.00	\$10,153.54
11-000-252-800 Other Objects	\$2,405.00	\$670.60	\$1,214.40	\$520.00
TOTAL	\$1,084,139.16	\$851,280.95	\$117,582.08	\$115,276.13
TOTAL Cent. Svcs. & Admin IT	\$2,112,360.84	\$1,701,901.52	\$269,079.91	\$141,379.41
--- Required Maint.for School Facilities ---				
11-000-261-100 Salaries	\$633,977.27	\$547,809.08	\$77,043.18	\$9,125.01
11-000-261-199 Unused Vac Payment to Term/Ret Staff	\$6,529.54	\$6,529.54	.00	.00
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,240,232.43	\$849,494.51	\$316,688.15	\$74,049.77
11-000-261-610 General Supplies	\$400,546.72	\$238,656.95	\$48,293.43	\$113,596.34
11-000-261-800 Other Objects	\$973.50	.00	.00	\$973.50
TOTAL	\$2,282,259.46	\$1,642,490.08	\$442,024.76	\$197,744.62
--- Custodial Services ---				
11-000-262-1XX Salaries	\$310,749.57	\$257,298.57	\$52,535.72	\$915.28
11-000-262-300 Purchased Prof. & Tech. Svc.	\$53,581.96	.00	.00	\$53,581.96
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$2,774,712.00	\$2,388,418.00	\$299,878.00	\$86,416.00
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$35,000.00	\$29,189.60	\$5,307.20	\$503.20
11-000-262-490 Other Purchased Property Svc.	\$251,862.20	\$130,361.88	\$109,444.32	\$12,056.00
11-000-262-520 Insurance	\$631,544.92	\$622,544.92	.00	\$9,000.00
11-000-262-590 Misc. Purchased Services	\$2,500.00	\$1,831.10	.00	\$668.90
11-000-262-610 General Supplies	\$150,946.50	\$133,843.46	\$3,059.06	\$14,043.98
11-000-262-621 Energy (Natural Gas)	\$434,436.08	\$271,379.95	\$28,620.05	\$134,436.08
11-000-262-622 Energy (Electricity)	\$700,000.00	\$592,790.34	\$27,209.66	\$80,000.00
11-000-262-8XX Other Objects	\$7,500.00	\$5,960.50	\$0.00	\$1,539.50
11-000-262-837 Interest-Energy Savings Bonds	\$199,125.00	\$154,707.64	\$44,417.36	.00
11-000-262-917 Principal-Energy Savings Bonds	\$334,331.25	\$334,331.25	.00	.00
TOTAL	\$5,886,289.48	\$4,922,657.21	\$570,471.37	\$393,160.90
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$274,478.22	\$219,055.59	\$45,692.44	\$9,730.19
11-000-263-199 Unused Vac Payment to Term/Ret Staff	\$8,161.34	\$8,161.34	.00	.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$57,428.71	.00	.00	\$57,428.71

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-263-610 General Supplies	\$72,485.14	\$67,103.66	\$3,813.97	\$1,567.51
TOTAL	\$412,553.41	\$294,320.59	\$49,506.41	\$68,726.41
--- Security ---				
11-000-266-100 Salaries	\$300,153.28	\$243,082.91	\$50,607.32	\$6,463.05
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$3,500.00	.00	.00	\$3,500.00
11-000-266-580 Travel - All Other	\$5,092.23	\$1,036.25	.00	\$4,055.98
11-000-266-610 General Supplies	\$11,708.40	\$10,875.68	\$827.88	\$4.84
TOTAL	\$320,453.91	\$254,994.84	\$51,435.20	\$14,023.87
TOTAL Oper & Maint of Plant Services	\$8,901,556.26	\$7,114,462.72	\$1,113,437.74	\$673,655.80
--- Student transportation services ---				
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$2,815,458.44	\$2,238,100.14	\$467,024.03	\$110,334.27
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$357,436.92	\$182,159.57	\$70,582.13	\$104,695.22
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$87,345.50	\$73,814.73	.00	\$13,530.77
11-000-270-163 Sal Pupil Trans(Bet Home & Sch)NonPublic	\$79,500.00	\$63,072.59	.00	\$16,427.41
11-000-270-199 Unused Vac Payment to Term/Ret Staff	\$6,758.34	\$6,758.34	.00	.00
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$17,168.00	\$9,328.00	\$7,300.00	\$540.00
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$58,350.63	\$38,155.59	\$19,018.27	\$1,176.77
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$102,602.06	\$50,015.35	\$46,600.00	\$5,986.71
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$5,000.00	.00	.00	\$5,000.00
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$25,000.00	\$22,916.63	\$2,083.37	.00
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$1,760,000.00	\$1,562,549.68	\$190,506.01	\$6,944.31
11-000-270-517 Contract Svc (reg std) - ESCs	\$283,970.00	\$173,507.38	\$87,998.04	\$22,464.58
11-000-270-580 Travel	\$1,250.00	\$806.70	.00	\$443.30
11-000-270-593 Misc. Purchased Svc.- Transp.	\$143,304.26	\$141,378.26	.00	\$1,926.00
11-000-270-610 General Supplies	\$755,003.01	\$463,938.82	\$136,812.21	\$154,251.98
11-000-270-800 Misc. Expenditures	\$8,486.35	\$5,130.86	\$1,031.49	\$2,324.00
TOTAL	\$6,506,633.51	\$5,031,632.64	\$1,028,955.55	\$446,045.32
--- Personal Services-Employee Benefits---				
11-XXX-XXX-220 Social Security Contributions	\$1,017,286.00	\$815,703.61	\$171,711.67	\$29,870.72
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$970,324.00	\$954,983.00	.00	\$15,341.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$140,180.00	\$116,926.69	\$2,073.31	\$21,180.00
11-XXX-XXX-250 Unemployment Compensation	\$82,912.50	\$1,344.00	.00	\$81,568.50
11-XXX-XXX-260 Workman's Compensation	\$430,000.00	\$397,334.00	.00	\$32,666.00
11-XXX-XXX-270 Health Benefits	\$11,012,418.50	\$9,999,411.81	\$76,603.22	\$936,403.47
11-XXX-XXX-280 Tuition Reimbursement	\$172,200.00	\$83,458.32	\$7,555.89	\$81,185.79
11-XXX-XXX-290 Other Employee Benefits	\$332,500.00	\$163,727.67	.00	\$168,772.33
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$120,000.00	\$72,721.42	.00	\$47,278.58
TOTAL	\$14,277,821.00	\$12,605,610.52	\$257,944.09	\$1,414,266.39
Total Undistributed Expenditures	\$47,693,015.55	\$38,691,652.40	\$5,314,321.42	\$3,687,041.73
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	\$80,863,913.38	\$64,744,432.40	\$10,812,832.68	\$5,306,648.30
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	\$80,863,913.38	\$64,744,432.40	\$10,812,832.68	\$5,306,648.30

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
	<hr/>	<hr/>	<hr/>	<hr/>
*** CAPITAL OUTLAY ***				
--- EQUIPMENT ---				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$2,000.00	.00	.00	\$2,000.00
12-140-100-730 Grades 9-12	\$23,000.00	\$17,141.99	\$5,400.00	\$458.01
Special education - instruction				
12-212-100-730 Multiple Disabilities	\$2,500.00	\$439.85	.00	\$2,060.15
12-4XX-100-730 School-spons. & oth instr prog	\$31,256.76	\$17,659.36	\$8,597.40	\$5,000.00
12-000-252-730 Admin. Info. Tech.	\$105,920.27	\$105,736.37	.00	\$183.90
12-000-262-730 Undist. Exp.-Custodial Services	\$134,989.61	\$128,986.76	.00	\$6,002.85
Undist. Exp. - Non-instructional Services				
12-000-270-733 School buses - regular	\$590,107.62	\$145,557.08	\$444,550.54	.00
12-000-270-734 School buses - special	\$128,733.62	\$128,733.62	.00	.00
TOTAL	<hr/> \$1,018,507.88	<hr/> \$544,255.03	<hr/> \$458,547.94	<hr/> \$15,704.91
--- Facilities acquisition and construction services ---				
12-000-400-390 Other Purchased Prof. & Tech Services	\$68,988.00	\$62,064.01	\$6,923.99	.00
12-000-400-450 Construction Services	\$767,572.00	\$661,135.84	.00	\$106,436.16
12-000-400-800 Other objects	\$82,664.00	.00	.00	\$82,664.00
Sub Total	<hr/> \$919,224.00	<hr/> \$723,199.85	<hr/> \$6,923.99	<hr/> \$189,100.16
TOTAL	<hr/> \$919,224.00	<hr/> \$723,199.85	<hr/> \$6,923.99	<hr/> \$189,100.16
TOTAL CAPITAL OUTLAY EXPENDITURES	<hr/> \$1,937,731.88	<hr/> \$1,267,454.88	<hr/> \$465,471.93	<hr/> \$204,805.07
*** SPECIAL SCHOOLS ***				
--- Other special schools - instruction ---				
13-4XX-100-101 Salaries of Teachers	\$135,841.00	\$135,841.00	\$0.00	\$0.00
13-4XX-100-106 Other salaries of instruction	\$78,984.75	\$78,984.75	\$0.00	\$0.00
TOTAL	<hr/> \$214,825.75	<hr/> \$214,825.75	<hr/> \$0.00	<hr/> \$0.00
TOTAL OTHER SPECIAL SCHOOLS	<hr/> \$214,825.75	<hr/> \$214,825.75	<hr/> \$0.00	<hr/> \$0.00
TOTAL SPECIAL SCHOOLS EXPENDITURES	<hr/> \$214,825.75	<hr/> \$214,825.75	<hr/> \$0.00	<hr/> \$0.00

Roxbury Public Schools
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$73,293.00	\$24,324.00	\$5,000.00	\$43,969.00
TOTAL GENERAL FUND EXPENDITURES	\$83,089,764.01	\$66,251,037.03	\$11,283,304.61	\$5,555,422.37

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
Roxbury Public Schools
General Fund - Fund 10

For 10 Month Period Ending 04/30/2024

I, JOE MONDANILLO, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.



Board Secretary/Business Administrator

5/9/24

Date

Accounts that are not included in Details of the REPORT OF THE SECRETARY

ACCOUNT NUMBER	DESCRIPTION	APPROPRIATION	EXPENDITURE	ENCUMBERANCES	AVAILABLE BALANCE
11-999-999-999	NET PAY ADJUSTMENT	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00
13-427-214-104	SAL EXT YEAR NURSE	\$ 7,042.50	\$ 7,042.50	\$ 0.00	\$ 0.00
13-4XX-100-106	OTHER SALARIES FOR I	\$ 0.00	\$ 0.00	\$ 0.00	\$ 0.00

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 10 Month Period Ending 04/30/24

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		(\$210,076.13)
	Accounts receivable:		
141	Intergovernmental - State	\$4,806.70	
142	Intergovernmental - Federal	\$1,815,060.63	
153,154	Other (net of estimated uncollectible of \$____)	\$11,205.60	
			<hr/>
			\$1,831,072.93
	Other Current Assets		\$0.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$2,535,833.55	
302	Less Revenues	(\$3,280,429.09)	
			<hr/>
			(\$744,595.54)
			<hr/>
	Total assets and resources		\$876,401.26
			<hr/>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
Special Revenue Fund - Fund 20
Interim Balance Sheet
For 10 Month Period Ending 04/30/24

LIABILITIES AND FUND EQUITY

--- L I A B I L I T I E S ---

411	Intergovernmental accounts payable - State	\$7,489.11
412	Intergovernmental accounts payable - Federal	\$1,373.99
421	Accounts Payable	\$132,264.20
481	Deferred revenues	\$464,298.10
TOTAL LIABILITIES		\$605,425.40

FUND BALANCE

--- A p p r o p r i a t e d ---

753	Reserve for encumbrances - Current Year	\$366,999.06
754	Reserve for encumbrances - Prior Year	\$9,400.96
601	Appropriations	\$3,149,801.91
602	Less: Expenditures	\$2,274,258.65
603	Encumbrances	\$366,999.06
		(\$2,641,257.71)
		\$508,544.20
TOTAL FUND BALANCE		\$884,944.22
TOTAL LIABILITIES AND FUND EQUITY		\$1,490,369.62

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
Special Revenue Fund - Fund 20
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 10 Month Period Ending 04/30/24

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$55,961.58	\$65,561.58		(\$9,600.00)
3XXX From State Sources	\$463,204.00	\$450,215.00		\$12,989.00
4XXX From Federal Sources	\$2,016,667.97	\$2,764,652.51		(\$747,984.54)
TOTAL REVENUE/SOURCES OF FUNDS	\$2,535,833.55	\$3,280,429.09		(\$744,595.54)
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$56,908.56	\$14,338.72	\$405.49	\$42,164.35
TOTAL LOCAL PROJECTS	\$56,908.56	\$14,338.72	\$405.49	\$42,164.35
STATE PROJECTS:				
SDA Emergent Needs & Capital Maintenance (492)	\$167,531.00	.00	.00	\$167,531.00
Nonpublic textbooks (501)	\$18,788.00	\$18,770.05	.00	\$17.95
Nonpublic auxiliary services (502)	\$117,507.35	\$88,270.03	\$29,237.32	.00
Nonpublic handicapped services (506)	\$69,138.00	\$40,150.61	\$28,987.39	.00
Nonpublic nursing services (509)	\$39,000.00	\$35,100.00	\$3,900.00	.00
Nonpublic Technology Aid (510)	\$15,925.00	\$13,601.31	\$562.35	\$1,761.34
Nonpublic School Programs (511)	\$67,445.00	\$59,759.77	\$3,920.69	\$3,764.54
TOTAL STATE PROJECTS	\$495,334.35	\$255,651.77	\$66,607.75	\$173,074.83
FEDERAL PROJECTS:				
ARP - IDEA Basic Grant Program (223)	\$21,013.32	\$8,625.34	.00	\$12,387.98
ARP - IDEA Preschool Grant Program (224)	\$10,679.00	\$10,679.00	.00	.00
ESSA Title I - Part A/D (231-239)	\$305,624.00	\$176,758.74	\$30,764.21	\$98,101.05
ESSA Title III - English Lang Enhancement (241-245)	\$20,353.00	\$18,489.91	\$875.00	\$988.09
I.D.E.A. Part B (Handicapped) (250-259)	\$1,036,023.00	\$925,280.43	\$110,736.57	\$6.00
ESSA Title II - Part A/D (270-279)	\$108,639.00	\$66,767.32	\$28,076.00	\$13,795.68
ESSA Title IV (280-289)	\$21,408.00	\$21,244.13	.00	\$163.87
CARES Act Education Stabilization Fund (477)	\$15,785.72	.00	.00	\$15,785.72
CRRSA-ESSER II Grant Program (483)	\$189,632.79	\$173,783.89	.00	\$15,848.90
CRRSA Act-Learning Acceleration Grant Program (484)	\$2,275.13	\$2,274.94	.00	\$0.19
CRRSA Act-Mental Health Grant Program (485)	\$30,355.01	\$5,693.07	.00	\$24,661.94
ACERS Program (486)	\$354,130.79	\$353,728.27	.00	\$402.52
ARP - ESSER Grant Program (487)	\$365,109.24	\$132,317.11	\$123,985.00	\$108,807.13
ARP - ESSER Accelerated Learning Coaching (488)	\$30,981.00	\$23,826.01	\$5,349.04	\$1,805.95
ARP - ESSER Evidence-Based Summer Learning (489)	\$40,000.00	\$40,000.00	.00	.00
ARP - ESSER Evidence-Based Comprehensive (490)	\$40,000.00	\$40,000.00	.00	.00
ARP - ESSER NJ Tiered System of Supports (491)	\$5,550.00	\$4,800.00	\$200.00	\$550.00
TOTAL FEDERAL PROJECTS	\$2,597,559.00	\$2,004,268.16	\$299,985.82	\$293,305.02
*** TOTAL EXPENDITURES ***	\$3,149,801.91	\$2,274,258.65	\$366,999.06	\$508,544.20

*** EXPENDITURES ***

APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
<hr/>	<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>	<hr/>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
SPECIAL REVENUE - FUND 20
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 10 Month Period Ending 04/30/24

		ESTIMATED	ACTUAL	UNREALIZED
1XXX	Other Revenue from Local Sources	\$55,961.58	\$65,561.58	(\$9,600.00)
	Total Revenues from Local Sources	\$55,961.58	\$65,561.58	(\$9,600.00)
--- STATE SOURCES ---				
3257	SDA Emergent Needs & Capital Maintenance	\$167,531.00	\$167,531.00	.00
3291	Climate Awareness Education Grant	\$5,280.00	\$5,028.00	\$252.00
32XX	Other Restricted Entitlements	\$290,393.00	\$277,656.00	\$12,737.00
	Total Revenue from State Sources	\$463,204.00	\$450,215.00	\$12,989.00
--- FEDERAL SOURCES ---				
4411-16	Title I	\$324,565.88	\$242,653.00	\$81,912.88
4451-55	Title II	\$108,639.00	\$34,061.00	\$74,578.00
4491-94	Title III	\$43,563.26	\$37,698.00	\$5,865.26
4419	ARP - IDEA Basic	\$8,754.32	\$108,395.00	(\$99,640.68)
4420-29	I.D.E.A. Part B (Handicapped)	\$1,036,023.00	\$1,030,484.00	\$5,539.00
4530	CARES Act Education Stabilization Fund	\$15,785.72	\$15,785.72	.00
4534	CRRSA Act - ESSER II		\$229,419.00	(\$229,419.00)
4535	CRRSA Act - Learning Acceleration Grant	\$962.00	\$41,815.00	(\$40,853.00)
4536	CRRSA Act - Mental Health Grant	\$28,544.62	\$21,275.00	\$7,269.62
4537	ACSERS Special Ed and Related Services	\$9,272.79	\$577,449.79	(\$568,177.00)
4540	ARP-ESSER Grant Program	\$308,378.38	\$278,341.00	\$30,037.38
4541	ARP-ESSER Accelerated Learning Coaching	\$132,179.00	\$23,826.00	\$108,353.00
4542	ARP-ESSER Evidence-Based Summer Learning		\$40,000.00	(\$40,000.00)
4543	ARP-ESSER Evidence-Based Comprehensive Beyond the School Day		\$40,000.00	(\$40,000.00)
4544	ARP-ESSER NJ NTiered System of Supports		\$43,450.00	(\$43,450.00)
	Total Revenues from Federal Sources	\$2,016,667.97	\$2,764,652.51	(\$747,984.54)
	TOTAL REVENUES/SOURCES OF FUNDS	\$2,535,833.55	\$3,280,429.09	(\$744,595.54)

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
Special Revenue Fund - Fund 20
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 10 Month Period Ending 04/30/24

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$56,908.56	\$14,338.72	\$405.49	\$42,164.35
TOTAL LOCAL PROJECTS	\$56,908.56	\$14,338.72	\$405.49	\$42,164.35
State Projects:				
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$327,803.35	\$255,651.77	\$66,607.75	\$5,543.83
20-492-XXX-XXX SDA Emergent Needs & Capital Maintenance	\$167,531.00	.00	.00	\$167,531.00
-- TOTAL Other State Programs --	\$495,334.35	\$255,651.77	\$66,607.75	\$173,074.83
TOTAL STATE PROJECTS	\$495,334.35	\$255,651.77	\$66,607.75	\$173,074.83
Federal Projects:				
--- CARES Act Educational Stabilization Fund ---				
--- Support Services ---				
20-477-200-600 Supplies and Materials	\$15,785.72	.00	.00	\$15,785.72
Total Support Services	\$15,785.72	\$0.00	\$0.00	\$15,785.72
TOTAL CARES Act Education Stabilization Fund	\$15,785.72	\$0.00	\$0.00	\$15,785.72
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-223-XXX-XXX ARP-IDEA Basic Grant Program	\$21,013.32	\$8,625.34	.00	\$12,387.98
20-224-XXX-XXX ARP-IDEA Preschool Grant Program	\$10,679.00	\$10,679.00	.00	.00
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$305,624.00	\$176,758.74	\$30,764.21	\$98,101.05
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$20,353.00	\$18,489.91	\$875.00	\$988.09
20-25X-XXX-XXX I.D.E.A. Part B	\$1,036,023.00	\$925,280.43	\$110,736.57	\$6.00
20-27X-XXX-XXX ESSA Title II - Part A/D	\$108,639.00	\$66,767.32	\$28,076.00	\$13,795.68
20-28X-XXX-XXX ESSA Title IV	\$21,408.00	\$21,244.13	.00	\$163.87
20-483-XXX-XXX CRRSA-ESSER II Grant Program	\$189,632.79	\$173,783.89	.00	\$15,848.90
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program				
	\$2,275.13	\$2,274.94	.00	\$0.19
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$30,355.01	\$5,693.07	.00	\$24,661.94
20-486-XXX-XXX ACSERS Special Ed and Related Services Program				
	\$354,130.79	\$353,728.27	.00	\$402.52
20-487-XXX-XXX ARP-ESSER Grant Program	\$365,109.24	\$132,317.11	\$123,985.00	\$108,807.13
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$30,981.00	\$23,826.01	\$5,349.04	\$1,805.95
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$40,000.00	\$40,000.00	.00	.00
20-490-XXX-XXX ARP-ESSER Evidence-Based Comprehensive	\$40,000.00	\$40,000.00	.00	.00
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$5,550.00	\$4,800.00	\$200.00	\$550.00
TOTAL Other Federal Programs	\$2,581,773.28	\$2,004,268.16	\$299,985.82	\$277,519.30
TOTAL FEDERAL PROJECTS	\$2,597,559.00	\$2,004,268.16	\$299,985.82	\$293,305.02

	Appropriations	Expenditures	Encumbrances	Available Balance
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$0.00	\$0.00	\$0.00	\$0.00
 T O T A L E X P E N D I T U R E S	 \$3,149,801.91	 \$2,274,258.65	 \$366,999.06	 \$508,544.20
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
Roxbury Public Schools

Special Revenue Fund - Fund 20
For 10 Month Period Ending 04/30/24

I, JOE MONDANARO, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.



Board Secretary/Business Administrator

5/9/24

Date

5/9 11:05am

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools
Capital Projects Fund - Fund 30
Interim Balance Sheet
For 10 Month Period Ending 04/30/24

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank	(\$92,952.78)
-----	--------------	---------------

--- R E S O U R C E S ---

Total assets and resources

(\$92,952.78)

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 10 Month Period Ending 04/30/24

LIABILITIES AND FUND EQUITY

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year		\$27,000.00
601	Appropriations	\$1,436,512.67	
602	Less : Expenditures	\$1,574,490.45	
603	Encumbrances	\$27,000.00	
		(\$1,601,490.45)	
			<hr/> (\$164,977.78)
	Total Appropriated		<hr/> (\$137,977.78)

--- Unappropriated ---

770	Fund balance	\$1,558,634.00
-----	--------------	----------------

TOTAL FUND BALANCE \$1,420,656.22

TOTAL LIABILITIES AND FUND EQUITY \$1,420,656.22

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
Roxbury Public Schools

Capital Projects Fund - Fund 30
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 10 Month Period Ending 04/30/24

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE

Facilities acquisition and constr. serv. ---				
30-000-4XX-390 Other purchased prof. & tech. serv.	\$58,513.67	\$70,033.45	\$27,000.00	(\$38,519.78)
30-000-4XX-450 Construction services	\$1,377,999.00	\$1,504,457.00	.00	(\$126,458.00)
Total fac.acq.and constr. serv.	\$1,436,512.67	\$1,574,490.45	\$27,000.00	(\$164,977.78)
TOTAL EXPENDITURES	\$1,436,512.67	\$1,574,490.45	\$27,000.00	(\$164,977.78)
*** TOTAL EXPENDITURES AND TRANSFERS	\$1,436,512.67	\$1,574,490.45	\$27,000.00	(\$164,977.78)

REPORT OF THE SECRETARY CERTIFICATION PAGE
TO THE BOARD OF EDUCATION
Roxbury Public Schools

Capital Projects Fund - Fund 30
For 10 Month Period Ending 04/30/24

I, JOE MONDANARO, Board Secretary/Business Administrator
certify that no line item account has encumbrances and expenditures,
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.



Board Secretary/Business Administrator

5/9/24

Date

**ROXBURY TOWNSHIP
SCHOOL DISTRICT
Treasurer's Report
ALL FUNDS
Month Ending
APRIL 30, 2024**

FUNDS	Beginning Cash Balances	Cash Adjustments	Cash Receipts	Cash Disbursements	Ending Cash Balances
GOVERNMENT FUNDS					
General Fund - Fund 10-101/111	8,616,137.39		6,929,001.36	7,888,517.08	7,656,621.67
General Fund - Petty Cash 10-103	0.00				0.00
Capital Reserve - Fund 10-116	3,209,833.01				3,209,833.01
Maintenance Reserve - Fund 10-117	2,877,301.39				2,877,301.39
Emergency Reserve - Fund 10-118	216,105.87				216,105.87
Special Revenue - Fund 20	(1,253,489.97)		1,277,222.00	233,808.16	(210,076.13)
Capital Projects - Fund 30	(92,952.78)				(92,952.78)
Debt Service Fund - Fund 40	0.00				0.00
Food Service Fund - Fund 60	866,416.09		139,699.68	166,261.66	839,854.11
Community School - Fund 61	549,198.85		91,035.14	65,387.96	574,846.03
TOTAL GOVERNMENT FUNDS	14,988,549.85	0.00	8,436,958.18	8,353,974.86	15,071,533.17
TRUST & AGENCY FUNDS					
Payroll	0.00		2,713,919.97	2,713,919.97	0.00
Payroll Agency	128,021.00		1,950,020.58	1,964,567.79	113,473.79
TOTAL TRUST & AGENCY FUNDS	128,021.00	0.00	4,663,940.55	4,678,487.76	113,473.79
TOTAL ALL FUNDS	15,116,570.85	0.00	13,100,898.73	13,032,462.62	15,185,006.96

Prepared and signed by:


Treasurer of School Monies


Date

BANK RECONCILIATION

Bank Name	TD Bank, N.A.			Prepared By: LP
Account Number	7866118636			Date: 5/8/24
Bank Name	TD Bank, N.A.			
Account Number	7866118669			
Statement Date	4/30/24			
Fund/Funds	Government Funds			

1	Balance per Bank				\$18,397,566.17
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
2a	2016-2024	100,107.99			
2b					
2c					
2d					
2	Total D.I.T.'s				
3	Total Additions			100,107.99	
	Deductions				
	Outstanding Checks				
4	(Attach list)		3,426,140.99		
5					
6	Total Deductions			3,426,140.99	
7	Net Reconciling Items				(3,326,033.00)
8	Adjusted Balance per Bank as of 4/30/24 *				\$15,071,533.17
9	Balance per Board Secretary's Records as of 4/30/24 **				\$15,071,533.17
	Reconciling Items:				
	Additions				
10	Interest Earned				
11	Other (Explain)				
12	Total Additions				
	Deductions				
13	Bank Charges				
14	Other (Explain)				
15	Total Deductions				
16	Net Reconciling Items				
17	Adjusted board Secretary's Balance as of 4/30/24 *				\$15,071,533.17

* Line 8 MUST EQUAL line 17.

** If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

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BANK RECONCILIATION

Bank Name		TD Bank, N.A.		Prepared By: LP	
Account Number		7866118651		Date: 5/8/24	
Statement Date		4/30/24			
Fund/Funds		Net Payroll			

1	Balance per Bank				\$8,728.67
	Reconciling Items				
	Additions				
	Deposits in Transit				
	Date	Amount			
2a	4/24/18	(2.51)			
2b					
2c					
2d					
2	Total D.I.T.'s		(2.51)		
3	Total Additions			(2.51)	
	Deductions				
	Outstanding Checks				
4	(Attach list)		8,726.16		
5					
6	Total Deductions			8,726.16	
7	Net Reconciling Items				(8,728.67)
8	Adjusted Balance per Bank as of 4/30/24 *				\$0.00
9	Balance per Board Secretary's Records as of 4/30/24 **				\$0.00
	Reconciling Items:				
	Additions				
10	Interest Earned				
11	Other (Explain)				
12	Total Additions				
	Deductions				
13	Bank Charges				
14	Other (Explain)				
15	Total Deductions				
16	Net Reconciling Items				
17	Adjusted board Secretary's Balance as of 4/30/24 *				\$0.00

* Line 8 MUST EQUAL line 17.

** If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

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BANK RECONCILIATION

Bank Name		TD Bank, N.A.		Prepared By: LP	
Account Number		7866118610		Date: 5/8/24	
Statement Date		4/30/24			
Fund/Funds		Payroll Agency			

1	Balance per Bank					\$121,400.05
	Reconciling Items					
	Additions					
	Deposits in Transit					
	Date	Amount				
2a						
2b						
2c						
2d						
2	Total D.I.T.'s		0.00			
3	Total Additions			0.00		
	Deductions					
	Outstanding Checks					
4	(Attach list)		7,926.26			
5						
6	Total Deductions			7,926.26		
7	Net Reconciling Items					(7,926.26)
8	Adjusted Balance per Bank as of 4/30/24 *					\$113,473.79
9	Balance per Board Secretary's Records as of 4/30/24 **					\$113,473.79
	Reconciling Items:					
	Additions					
10	Interest Earned					
11	Other (Explain)					
12	Total Additions					
	Deductions					
13	Bank Charges					
14	Other (Explain)					
15	Total Deductions					
16	Net Reconciling Items					
17	Adjusted board Secretary's Balance as of 4/30/24 *					\$113,473.79

* Line 8 MUST EQUAL line 17.

** If for general fund, special revenue fund, capital projects fund or debt service fund, must agree with amount per board secretary's report.

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ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - GENERAL ACCOUNT
AS OF APRIL 30, 2024

Balance per Books - April 1, 2024	14,988,549.85
Add: Receipts	<u>8,436,958.18</u>
	23,425,508.03
Less: Disbursements	<u>8,353,974.86</u>
Balance per Books - April 30, 2024	<u><u>15,071,533.17</u></u>
Balance per Bank	
TD Bank, N.A. #7866118636 (Capital Reserve Increase)	4,033,702.63
TD Bank, N.A. #7866118669 (General)	9,271,652.30
Wells Fargo NJ ARM 355-00	<u>5,092,211.24</u>
	18,397,566.17
Add: Bank Error - Check #77244 dated 4/30/13, cashed 6/14/16 (previous write-off)	180.77
Add: Bank Error - Check #87869 for \$45.00 cashed as \$48.15	3.15
Add: Due from Tax & Agency 9/9/19 transfer difference	3.00
Add: DIT - Overpayment Debt Service / DTC Refund 5/2/24	99,562.50
Add: Deposit in Transit - Credit Card Receipts - Community School	688.00
Add: Deposit in Transit - Credit Card Receipts - Food Service	<u>3,850.25</u>
	18,501,853.84
Less: Outstanding Credit Card Fees - Community School	(57.83)
Less: Due to EMS Student Activity Account - 4/2/24 WePay Deposit	(4,121.85)
Less: Outstanding Checks	<u>(3,426,140.99)</u>
	<u><u>15,071,533.17</u></u>

ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - GENERAL ACCOUNT
AS OF APRIL 30, 2024

<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>
4/25/23	116445	1,781.81	4/30/24	119700	5.50	4/30/24	119745	130.00
5/9/23	116531	130.00	4/30/24	119701	2,332.00	4/30/24	119746	755.19
5/24/23	116698	40.25	4/30/24	119702	22,232.28	4/30/24	119747	107.35
6/13/23	116869	50.00	4/30/24	119703	22,621.49	4/30/24	119748	631.38
6/27/23	116955	396.00	4/30/24	119704	1,958.00	4/30/24	119749	126.00
6/27/23	117033	26.00	4/30/24	119705	3,321.00	4/30/24	119750	48,564.00
6/30/23	117190	1,022.00	4/30/24	119706	319.20	4/30/24	119751	30.37
8/22/23	117580	15.79	4/30/24	119707	169.00	4/30/24	119752	140.00
8/22/23	117671	776.00	4/30/24	119708	206.30	4/30/24	119753	214.95
9/29/23	117985	97,828.49	4/30/24	119709	790.68	4/30/24	119754	1,975.00
12/12/23	118634	293.72	4/30/24	119710	1,614.99	4/30/24	119755	236,883.80
12/12/23	118643	250.00	4/30/24	119711	54.77	4/30/24	119756	4,788.00
12/12/23	118749	611.00	4/30/24	119712	61,843.94	4/30/24	119757	6,300.00
1/23/24	118819	66.49	4/30/24	119713	850.00	4/30/24	119758	3,356.00
1/23/24	118824	550.00	4/30/24	119714	425.42	4/30/24	119759	750.95
1/23/24	118931	50.00	4/30/24	119715	46.72	4/30/24	119760	180.53
2/13/24	119095	582.50	4/30/24	119716	68.43	4/30/24	119761	5,992.00
2/13/24	119183	1,080.00	4/30/24	119717	11.02	4/30/24	119762	356.10
2/13/24	119191	1,024.31	4/30/24	119718	499.20	4/30/24	119763	180.00
2/13/24	119276	550.00	4/30/24	119720	270.00	4/30/24	119764	300.00
3/26/24	119406	232.46	4/30/24	119721	1,690.00	4/30/24	119765	1,074.95
3/26/24	119415	200.00	4/30/24	119722	163,821.65	4/30/24	119766	72.00
3/26/24	119483	240.00	4/30/24	119724	22,070.50	4/30/24	119767	792.91
3/26/24	119492	2,000.00	4/30/24	119725	437.50	4/30/24	119768	75.00
3/26/24	119526	200.00	4/30/24	119726	6,373.00	4/30/24	119770	765.00
3/26/24	119543	500.00	4/30/24	119727	350.00	4/30/24	119771	4,675.00
3/26/24	119580	35.00	4/30/24	119728	52.82	4/30/24	119772	300.00
3/26/24	119617	12.94	4/30/24	119729	17,402.00	4/30/24	119773	200.00
3/26/24	119644	350.00	4/30/24	119730	26.14	4/30/24	119774	90,025.00
3/26/24	119656	21.81	4/30/24	119731	3,871.98	4/30/24	119775	8,562.00
4/30/24	119687	200.00	4/30/24	119732	300.00	4/30/24	119776	300.00
4/30/24	119688	272.00	4/30/24	119733	999.96	4/30/24	119777	80.92
4/30/24	119689	10,684.86	4/30/24	119734	1,218.38	4/30/24	119778	53.90
4/30/24	119690	375.40	4/30/24	119735	18,723.12	4/30/24	119779	1,821.03
4/30/24	119691	135.08	4/30/24	119736	2,904.67	4/30/24	119780	1,023,350.00
4/30/24	119692	21,294.21	4/30/24	119737	36,954.32	4/30/24	119781	195.36
4/30/24	119693	762.28	4/30/24	119738	436.00	4/30/24	119782	2,262.74
4/30/24	119694	502.88	4/30/24	119739	80.00	4/30/24	119783	475.00
4/30/24	119695	2,016.50	4/30/24	119740	830.00	4/30/24	119784	300.00
4/30/24	119696	13,567.13	4/30/24	119741	2,100.00	4/30/24	119785	8,000.00
4/30/24	119697	242.18	4/30/24	119742	224.00	4/30/24	119786	683.00
4/30/24	119698	6,455.96	4/30/24	119743	900.00	4/30/24	119787	350.00
4/30/24	119699	41.19	4/30/24	119744	8,581.25	4/30/24	119788	2,125.00
		<u>167,466.24</u>			<u>409,987.23</u>			<u>1,458,300.43</u>

ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - GENERAL ACCOUNT
AS OF APRIL 30, 2024

<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>
4/30/24	119789	400.00	4/30/24	119832	14.62	4/30/24	119877	42.86
4/30/24	119790	1,114.92	4/30/24	119833	575.68	4/30/24	119878	549.00
4/30/24	119791	101.64	4/30/24	119834	11.00	4/30/24	119879	121.40
4/30/24	119792	1,453.83	4/30/24	119835	165.62	4/30/24	119880	2,574.24
4/30/24	119793	1,375.00	4/30/24	119836	125.00	4/30/24	119881	5,500.00
4/30/24	119794	1,136.48	4/30/24	119837	69.00	4/30/24	119882	2,999.40
4/30/24	119795	35.00	4/30/24	119838	7,459.10	4/30/24	119883	225.00
4/30/24	119796	58,415.99	4/30/24	119839	68.95	4/30/24	119884	143,781.00
4/30/24	119797	5,455.14	4/30/24	119840	667.86	4/30/24	119885	575.00
4/30/24	119798	633.56	4/30/24	119841	4,116.46	4/30/24	119886	2,250.00
4/30/24	119799	240.00	4/30/24	119842	11.86	4/30/24	119887	8,379.00
4/30/24	119800	1,880.40	4/30/24	119843	1,479.97	4/30/24	119888	300.00
4/30/24	119801	150.00	4/30/24	119844	599.00	4/30/24	119889	40.03
4/30/24	119802	127.91	4/30/24	119845	582.50	4/30/24	119890	3,000.00
4/30/24	119803	134.99	4/30/24	119846	132.91	4/30/24	119891	41,280.00
4/30/24	119804	2,050.80	4/30/24	119847	4,438.00	4/30/24	119892	180.00
4/30/24	119805	1,760.87	4/30/24	119848	1,275.00	4/30/24	119893	1,900.00
4/30/24	119806	1,725.26	4/30/24	119849	126.90	4/30/24	119894	179.55
4/30/24	119807	1,721.88	4/30/24	119850	472.44	4/30/24	119895	130.35
4/30/24	119808	1,418.30	4/30/24	119851	65.00	4/30/24	119896	239.08
4/30/24	119809	3,207.63	4/30/24	119852	1,360.00	4/30/24	119897	6,483.50
4/30/24	119810	2,997.60	4/30/24	119853	519.35	4/30/24	119898	83,994.23
4/30/24	119811	300.00	4/30/24	119854	1,903.55	4/30/24	119899	300.00
4/30/24	119812	199.96	4/30/24	119855	2,349.00	4/30/24	119900	340.00
4/30/24	119813	245.17	4/30/24	119856	197.18	4/30/24	119901	300.00
4/30/24	119814	300.00	4/30/24	119857	1,450.00	4/30/24	119902	30.37
4/30/24	119815	13,439.97	4/30/24	119858	16,750.68	4/30/24	119903	1,989.50
4/30/24	119816	350.00	4/30/24	119859	16.00	4/30/24	119904	4,901.00
4/30/24	119817	115.00	4/30/24	119860	920.00	4/30/24	119905	9,013.17
4/30/24	119818	454.20	4/30/24	119861	5,294.00	4/30/24	119906	300.00
4/30/24	119819	138.42	4/30/24	119862	3,200.00	4/30/24	119907	3,244.37
4/30/24	119820	3,321.00	4/30/24	119863	7,585.00	4/30/24	119908	4,555.00
4/30/24	119821	4,405.01	4/30/24	119864	8,263.31	4/30/24	119909	350.00
4/30/24	119822	227.44	4/30/24	119865	3,960.88	4/30/24	119910	1,203.11
4/30/24	119823	506.26	4/30/24	119866	383.42	4/30/24	119911	3,249.00
4/30/24	119824	1,325.00	4/30/24	119868	15,249.50	4/30/24	119912	300.00
4/30/24	119825	582.50	4/30/24	119869	1,616.79	4/30/24	119913	356.56
4/30/24	119826	50.00	4/30/24	119870	9,417.03	4/30/24	119914	700.00
4/30/24	119827	288.00	4/30/24	119871	6,481.00	4/30/24	119915	7,859.06
4/30/24	119828	632.98	4/30/24	119872	329.77	4/30/24	119916	8,772.36
4/30/24	119829	13,064.46	4/30/24	119873	1,737.47	4/30/24	119917	47,784.00
4/30/24	119830	521.75	4/30/24	119875	55,652.40	4/30/24	119918	195.00
4/30/24	119831	550.00	4/30/24	119876	624.00	4/30/24	119919	72.66
		<u>128,554.32</u>			<u>167,717.20</u>			<u>400,538.80</u>

ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - GENERAL ACCOUNT
AS OF APRIL 30, 2024

<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>	<u>Date</u> <u>Issued</u>	<u>Check</u> <u>#</u>	<u>Amount</u>
4/30/24	119920	468.00	4/30/24	119963	29.42			
4/30/24	119921	11,892.15	4/30/24	119964	824.40			
4/30/24	119922	4,000.00	4/30/24	119966	3,462.68			
4/30/24	119923	6,900.11	4/30/24	119967	15,900.00			
4/30/24	119924	386.95	4/30/24	119968	169.00			
4/30/24	119925	724.04	4/30/24	119969	131.25			
4/30/24	119926	497.00	4/30/24	119970	9,000.00			
4/30/24	119927	368.80	4/30/24	119971	2,083.33			
4/30/24	119928	768.74	4/30/24	119972	9,930.69			
4/30/24	119929	455.00	4/30/24	119973	76,261.80			
4/30/24	119930	600.00	4/30/24	119974	8,420.00			
4/30/24	119931	300.00	4/30/24	119975	2,551.70			
4/30/24	119932	922.80	4/30/24	119976	24,024.00			
4/30/24	119933	300.00	4/30/24	119977	58,363.68			
4/30/24	119934	145,557.08	4/30/24	119978	1,400.00			
4/30/24	119935	7,662.50	4/30/24	119979	1,000.00			
4/30/24	119936	2,350.00	4/30/24	119980	58,813.00			
4/30/24	119937	59.73	4/30/24	119981	28,339.92			
4/30/24	119938	78.00	4/30/24	119982	14,800.00			
4/30/24	119939	100.11	4/30/24	119983	9,803.68			
4/30/24	119940	8,960.00	4/30/24	119984	1,179.50			
4/30/24	119941	8,972.43	4/30/24	119985	17,304.00			
4/30/24	119942	439.00	4/30/24	119986	2,500.00			
4/30/24	119943	120,480.31	4/30/24	119987	1,142.85			
4/30/24	119944	1,140.00	4/30/24	119988	1,378.00			
4/30/24	119945	810.00	4/30/24	119989	51.00			
4/30/24	119946	125.00	4/30/24					
4/30/24	119947	826.30	4/30/24					
4/30/24	119948	3,225.00	4/30/24					
4/30/24	119949	3,632.49	4/30/24					
4/30/24	119950	306.39	4/30/24					
4/30/24	119951	1,250.00	4/30/24					
4/30/24	119952	782.95	4/30/24					
4/30/24	119953	235.00	4/30/24					
4/30/24	119954	771.35	4/30/24					
4/30/24	119955	300.00	4/30/24					
4/30/24	119956	139.70	4/30/24					
4/30/24	119957	3,590.90	4/30/24					
4/30/24	119958	2,378.43	4/30/24					
4/30/24	119959	300.00	4/30/24					
4/30/24	119960	109.93	4/30/24					
4/30/24	119961	1,246.68	4/30/24					
4/30/24	119962	300.00	4/30/24					
		<u>344,712.87</u>			<u>348,863.90</u>			<u>0.00</u>

ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - GENERAL ACCOUNT
AS OF APRIL 30, 2024

RECAP:

167,466.24
409,987.23
1,458,300.43
128,554.32
167,717.20
400,538.80
344,712.87
348,863.90
0.00

TOTAL 3,426,140.99 Total outstanding checks as of April 30, 2024

ROXBURY TOWNSHIP
BOARD OF EDUCATION
BANK RECONCILIATION - PAYROLL ACCOUNT
AS OF APRIL 30, 2024

Balance per Books - April 1, 2024	0.00
Add: Receipts	<u>2,713,919.97</u>
	2,713,919.97
Less: Disbursements	<u>2,713,919.97</u>
Balance per Books - April 30, 2024	<u><u>0.00</u></u>

Balance per Bank:	
TD Bank, N.A. - #7866118651	8,728.67
Less: Class Action Settlement 8/7/18 due to General Fund	(0.33)
Less: Class Action Settlement 4/24/18 due to General Fund	<u>(2.18)</u>
	8,726.16

Less: Outstanding Checks

5/26/22	704366	99.31
2/15/23	704588	1,032.62
7/28/23	705538	12.91
4/15/24	705736	58.71
4/30/24	705738	234.87
4/30/24	705739	496.83
4/30/24	705742	236.12
4/30/24	705743	2,505.16
4/30/24	705744	1,323.35
4/30/24	705745	<u>2,726.28</u>

8,726.16

0.00

ROXBURY TOWNSHIP BOARD OF EDUCATION
BANK RECONCILIATION - PAYROLL AGENCY ACCOUNT
AS OF APRIL 30, 2024

	Balance 4/1/24	Add: Receipts	Less: Disbursements	Balance 4/30/24
Federal Withholding - Employee	0.00	352,426.93	352,426.93	0.00
FICA/MED	0.00	629,926.79	629,926.79	0.00
NJ GIT	0.00	171,796.42	171,796.42	0.00
PA GIT	0.23	1,606.71	1,606.71	0.23
Family Leave/SUI/DIS	0.03	26,048.79	26,048.79	0.03
NJ Catastrophic Illness	1,419.00			1,419.00
TPAF Pension	(479.01)	286,076.76	286,076.76	(479.01)
Pension - Annual Liability	0.00			0.00
PERS Pension	16,977.10	42,917.03	42,917.03	16,977.10
DCRP	35,588.31	35,059.72	53,690.14	16,957.89
Custodial Dues	4.20			4.20
Teamsters/Bus Driver Dues	0.00			0.00
NJEA Dues	50,398.65	50,637.02	50,398.65	50,637.02
CIGNA	0.00	66.78	66.78	0.00
UNUM DIS/UNUM LTD	5,907.24	3,946.00		9,853.24
AFLAC	8,645.10	4,673.88	4,708.20	8,610.78
Tax Shelter Annuity	974.99	135,330.02	135,330.02	974.99
Prudential	0.00	6,588.46	6,588.46	0.00
Colonial Supplemental	6,109.15	6,040.52	6,107.36	6,042.31
Garnishments	2,249.88	1,109.34	1,109.34	2,249.88
Medical Insurance	0.00	178,179.28	178,179.28	0.00
Medical Insurance Non Group	0.03			0.03
Credit Union	980.00			980.00
Scholarship	496.00	94.00	94.00	496.00
Health Savings Account (HSA)	0.00			0.00
Flexible Spending Acct. (FSA)	(1,250.00)	3,386.68	3,386.68	(1,250.00)
Vision	0.00	3,686.95	3,686.95	0.00
Dental	0.10	9,742.31	9,742.31	0.10
Mentor	0.00	680.19	680.19	0.00
	<u>128,021.00</u>	<u>1,950,020.58</u>	<u>1,964,567.79</u>	<u>113,473.79</u>

ROXBURY TOWNSHIP BOARD OF EDUCATION
BANK RECONCILIATION - PAYROLL AGENCY ACCOUNT
AS OF APRIL 30, 2024

Balance per Bank:

TD Bank, N.A. #786-6118610

121,400.05

Less: Outstanding Checks/Wires:

#30596 - Garnishment	175.35
#30636 - Scholarship	64.00
#31141 - Scholarship	97.00
#31178 - Scholarship	96.00
#31186 - Scholarship	96.00
#31193 - Scholarship	94.00
#31196 - CIGNA	66.78
#31197 - Garnishment	500.50
#31198 - Garnishment	54.17
#31199 - Prudential	6,588.46
#31200 - Scholarship	94.00

7,926.26

113,473.79

POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Administration
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EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM (M)

1140 EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM (M)

M

The Board of Education shall adopt and implement written educational ~~equality~~ and equity policies in accordance with the provisions of N.J.A.C. 6A:7 – Managing ~~(For Equality And Equity)~~ In Education.

The Board's ~~educational equity policies~~ affirmative action program shall recognize and value the diversity of persons and groups within ~~the community~~ society and promote the acceptance of persons of diverse backgrounds regardless of ~~the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)1~~ race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The ~~educational equity policies~~ affirmative action program will also promote ~~equitable~~ equal educational opportunity and foster a learning environment that is free from all forms of prejudice, discrimination, and harassment based upon ~~the protected categories listed at N.J.A.C. 6A:7-1.1(a) and pursuant to N.J.A.C. 6A:7-1.4(a)2~~ race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status in the policies, programs, and practices of the Board of Education.

The Board shall inform the school community ~~it serves~~ of these policies in a manner including, but not limited to, the district's customary methods of information dissemination ~~pursuant to N.J.A.C. 6A:7-1.4(b)~~. The Board shall develop a Comprehensive Equity Plan once every three years, which shall identify and correct all discriminatory and inequitable educational and hiring policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

The Board shall assess the district's needs for achieving equality and equity in educational programs based on an analysis of student performance data such as: National Assessment of Educational Progress and State assessment results, Pre-Kindergarten through grade twelve promotion/retention data, Pre-Kindergarten through grade twelve completion rates; re-examination and re-evaluation of classification and placement of students in special education programs if there is an over-representation within certain groups; staffing practices; student demographic and behavioral data; quality of program data; and stakeholder satisfaction data prior to developing the Comprehensive Equity Plan. The



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Administration
1140/Page 2 of 3

EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM (M)

~~purpose of the needs assessment is to identify and eliminate discriminatory practices and other barriers in achieving equality and equity in educational programs.~~

Pursuant to N.J.A.C. 6A:7-1.5, ~~t~~The Board annually shall annually designate a member of its staff as the Affirmative Action Officer and form an Affirmative Action Team, ~~of whom the Affirmative Action Officer is a member,~~ to coordinate and implement the requirements of N.J.A.C. 6A:7 – Managing ~~f~~For Equality And Equity in Education. The Board shall ensure assure that all stakeholders know who the Affirmative Action Officer is and how to contact the Affirmative Action Officer access him or her.

The Affirmative Action Officer shall have a New Jersey standard certificate certification with an administrative, instructional, or educational services endorsement, pursuant to N.J.A.C. 6A:9B – State Board of Examiners and Certification et seq. The Affirmative Action Officer shall: coordinate the required professional development training for all personnel certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.6; notify all students and employees of the district's grievance procedures for handling discrimination complaints; and ensure the district's grievance procedures, including which include investigative responsibilities and reporting information, are followed; and serve as a member of the Affirmative Action Team. The Affirmative Action Officer may also serve as the school district's Title IX Coordinator.

In accordance with N.J.A.C. 6A:7-1.5(a)4., ~~t~~The Affirmative Action Team shall: include, to the extent possible, members who represent the diversity of the school district's student population; develop the Comprehensive Equity Plan (CEP) pursuant to N.J.A.C. 6A:7-1.4(c); oversee the implementation of the school district's CEP Comprehensive Equity Plan pursuant to N.J.A.C. 6A:7-1.4(c); collaborate with the Affirmative Action Officer on coordination of the required professional development training for all personnel certificated and non-certificated staff pursuant to N.J.A.C. 6A:7-1.6; monitor the implementation of the CEP Comprehensive Equity Plan; and conduct the annual district internal monitoring to ensure continuing compliance with State and Federal statutes governing educational equality and equity, pursuant to N.J.A.C. 6A:7-1.4(d).

In accordance with N.J.A.C. 6A:7-1.6, ~~t~~The Board shall provide, on a continuing basis, professional development training for ~~to~~ all school personnel certificated and non-certificated school staff members on a continuing basis to identify and resolve problems associated with the student achievement and opportunity gaps and other inequities arising from prejudice on the basis of the protected categories



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Administration
1140/Page 3 of 3

EDUCATIONAL EQUITY POLICIES/AFFIRMATIVE ACTION PROGRAM (M)

listed at N.J.A.C. 6A:7-1.1(a) ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~ The professional development training shall be differentiated based on staff position type and shall be based on the analysis of data conducted pursuant to N.J.A.C. 6A:7-1.4(c)1. All ~~new certificated and non-certificated staff members shall be provided with professional development training on educational equality and equity issues within the first year of employment.~~ The district shall ensure that the pParents and other community members are aware of ~~shall be invited to participate in the professional development training provided to school district personnel regarding topics around equity.~~ The district shall ensure all new personnel are provided within the first ninety days of employment with professional development training on education equity issues.

The Commissioner or his/her designee shall provide technical assistance to local school districts for the development of policy guidelines, procedures, and in-service training for Affirmative Action Officers so as to aid in the elimination of prejudice on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.5; 6A:7-1.6

Adopted: 14 October 2013

Revised: 15 August 2016

Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

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COMPREHENSIVE EQUITY PLAN (M)

1523 COMPREHENSIVE EQUITY PLAN (M)

M

The Board of Education shall **complete** ~~submit~~ a Comprehensive Equity Plan **(CEP)** ~~based on an assessment of the district's needs for achieving equity in educational programs~~ that includes a cohesive set of policies, programs, and practices that ensure high expectations and positive achievement patterns and **equitable** ~~equal~~ access to educational **opportunities** ~~opportunity~~ for all learners, including students and teachers, **in accordance with the provisions of N.J.A.C. 6A:7-1.8.**

The Board's obligation to be accountable for the requirements in N.J.A.C. 6A:7 is not precluded or alleviated by any rule or regulation of any **recreational** organization, club, athletic association, or other league or **organizing** group.

Pursuant to N.J.A.C. 6A:7-1.4(c), the district shall develop, once every three years, a CEP that shall identify and correct all discriminatory and inequitable educational policies, patterns, programs, and practices affecting its facilities, programs, students, and staff.

1. Prior to developing the CEP, the district shall assess its needs for achieving equity in educational activities and programs pursuant to N.J.A.C. 6A:7-1.4(c)1. The needs assessment shall identify discriminatory practices and other barriers to achieving equity in educational activities and programs, if applicable.
2. The CEP shall address:
 - a. Professional development, pursuant to N.J.A.C. 6A:7-1.6; and
 - b. Equity in school and classroom practices, educational activities, and programs pursuant to N.J.A.C. 6A:7-1.7.
3. The CEP shall include measurable and actionable goals, objectives, timelines, and benchmarks for measuring progress.
4. The Board shall submit the CEP to the Executive County Superintendent for confirmation of completion.



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- a. If the Executive County Superintendent determines that the CEP is not complete, the Board shall revise the plan in accordance with the Executive County Superintendent's instructions and shall submit to the Executive County Superintendent the revised plan within thirty days of the notification of incompleteness.

Pursuant to N.J.A.C. 6A:7-1.8(c), the CEP Comprehensive Equity Plan shall include the following:

1. An assessment of the school district's needs for achieving equity in educational activities and programs. The assessment shall include staffing practices; quality-of-program data; stakeholder-satisfaction data; and student assessment and behavioral data disaggregated by gender; race; ethnicity; multilingual learner status; homeless status; limited English proficiency; special education; migrant; date of enrollment; student suspension; expulsion; Child Study Team referrals; preschool through grade twelve promotion/retention data; preschool through grade twelve completion rates; attendance data; and re-examination and re-evaluation of classification and placement process of students in special education programs if there is disproportionality overrepresentation within a certain group;
2. A description of how other Federal, State, and district policies, programs, and practices are aligned to the CEP Comprehensive Equity Plan;
3. Progress targets for closing the achievement and opportunity gaps;
4. Professional development targets regarding the knowledge and skills needed to provide a thorough and efficient education as defined by the New Jersey Student Learning Standards (NJSLS); differentiated instruction and formative assessments aligned to the NJSLS, New Jersey Student Learning Standards; and professional standards for teachers and school leaders high expectations for teaching and learning; and
5. Annual targets that address addressing district needs in equity in school and classroom practices and that are aligned to professional development targets.



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~~The~~ A Comprehensive Equity Plan shall be written every three years and the Board of Education shall **implement** ~~initiate~~ the **CEP** Comprehensive Equity Plan within sixty days of **the Executive County Superintendent's certification of completion** ~~its approval~~ and shall implement the plan in accordance with the ~~timelines approved by the New Jersey Department of Education.~~

~~If~~ In the event the Board of Education does not implement the **CEP** Comprehensive Equity Plan within **sixty** ~~one hundred eighty~~ days of **the Executive County Superintendent's certification of completion** ~~its approval~~ date, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or ~~his/her~~ designee shall be imposed, and may include action to suspend, terminate, or refuse to award continued Federal or State financial assistance, pursuant to N.J.S.A. 18A:55-2.

N.J.A.C. **6A:7-1.1; 6A:7-1.3; 6A:7-1.4; 6A:7-1.9; 6A:7-1.8**

Adopted: 14 October 2013

Revised: 15 August 2016

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Revised: 13 May 2024



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EQUAL EMPLOYMENT OPPORTUNITIES (M)

1530 EQUAL EMPLOYMENT OPPORTUNITIES (M)

M

The Board of Education shall, in accordance with law, guarantee equal employment opportunity throughout the district.

The Board shall ensure all persons shall have equal and bias free access to all categories of employment and equal pay for equal work in this district without discriminating on the basis of any of regard to the protected categories listed at N.J.A.C. 6A:7-1.1(a) candidate's race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability, pursuant to N.J.A.C. 6A:7-1.1.

The school district's employment applications and pre-employment inquiries will conform to the guidelines of the New Jersey Division of Civil Rights.

The Board will use equitable hiring practices that correct prevent imbalance and isolation based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability among the district's certificated and non-certificated staff and within every category of employment, including administration. Promotions and transfers will be monitored to ensure non-discrimination.

The Board shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of any of the protected categories listed at J.J.A.C. 6A:7-1.1(a) race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.

The Board will target underutilized groups in every category of employment. The Board will provide among the faculty of each school role models of diverse racial and cultural backgrounds.

The Board shall not enter into or maintain a contracts with a person, agencies agency, or organization that discriminates in employment practices or in the provision of benefits or services, on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, religion, national origin,



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EQUAL EMPLOYMENT OPPORTUNITIES (M)

~~ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability, either in employment practices or in the provision of benefits or services to students or employees, pursuant to N.J.A.C. 6A:7-1.1.~~

The Superintendent shall promulgate a complaint procedure for the adjudication of disputes alleging violation of the law prohibiting discrimination in employment or this **P**policy.

The Board shall not discriminate against any person for that person's exercise of rights under the laws prohibiting discrimination in employment or this **P**policy.

N.J.S.A. 10:5-4; 10:5-12;

N.J.S.A. 18A:6-5; 18A:6-6; 18A:28-10; 18A:29-2

N.J.A.C. 6A:7-1.1 et seq; **6A:7-1.3** 6A:7-1.8

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EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

R 1530 EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

M

A. Purpose and Application

1. The purpose of this procedure is to give any district employee or candidate for employment the opportunity to appeal an alleged denial of equal employment opportunity in violation of State statutes and administrative codes, and Federal laws and Policy 1530, guaranteeing “equal access to all categories of employment without discriminating on the basis of regard to any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~candidate’s race, color, creed, religion, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.~~”
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and should be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual employees.

B. Definitions

1. “Board of Education” means the Board of Education of ~~this the Roxbury School District.~~
2. “Complaint” means an alleged discriminatory act or practice.
3. “Complainant” means a staff member who alleges a discriminatory act or practice.
4. “Day” means a working or calendar day as identified.



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EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

5. “Discriminatory act or practice” means denial of equal employment opportunity in violation of State statutes and administrative codes and Federal laws and Policy 1530.

6. “School district” means ~~this the Roxbury School d~~District.

C. Procedure

1. A complainant who believes that ~~they have~~ ~~he/she has~~ been harmed or adversely affected by a discriminatory practice or act prohibited by law and/or policy shall discuss the matter with ~~their~~ ~~his/her~~ immediate supervisor in an attempt to resolve the matter informally.

2. If the matter is not resolved to the satisfaction of the complainant within thirty working days ~~of the discussion with their supervisor,~~ the complainant may submit a ~~written~~ complaint to the Affirmative Action Officer. ~~The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.~~

3. The complaint ~~shall will~~ include:

- a. The complainant’s name and address;
- b. The specific act or practice ~~of which~~ ~~that~~ the complainant complains ~~of~~;
- c. The school employee, if any, responsible for the allegedly discriminatory act;
- d. The results of discussions conducted in accordance with ~~paragraph C.1.~~ ~~above~~; and
- e. The reasons why ~~the these~~ results ~~of the discussions were~~ ~~are~~ not satisfactory ~~to the complainant.~~

43. The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the ~~written~~ complaint ~~filed~~



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EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

in accordance with C.2. above. A copy of the complaint and the response will be forwarded to the Superintendent.

54. The ~~response of the~~ Affirmative Action Officer's written response may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have acted discriminatorily.
65. On their ~~his/her~~ timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with a discriminatory act and any other person with knowledge of the act ~~complained of~~.
76. The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties.
87. The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
 - a. The original complaint,
 - b. The response to the complaint;
 - c. The Superintendent's decision;
 - d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and



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EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

- e. The complainant's reason for believing the Superintendent's decision should be changed.
- 98. A copy of the appeal to the Board must be given to the staff member, if any, charged with a discriminatory act.
- 109. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.
- 1140. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.
- 1244. The complainant will be informed of **their** ~~his/her~~ right to appeal the Board's decision to the:
 - a. Commissioner of Education
New Jersey State Department of Education
P.O. Box 500
Trenton, New Jersey 08625-0500 **or the**
~~Telephone: (877) 900-6960 or the~~
 - b. New Jersey Division on Civil Rights
Central ~~Trenton~~ Regional Office
Office of the Attorney General
140 East Front Street – 6th Floor
Trenton, New Jersey 08625-0090
~~Telephone: (609) 292-4605~~

D. Record

- 1. The records of any complaint processed in accordance with this procedure shall be maintained in a file kept by the Affirmative Action Officer.



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EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT PROCEDURE (M)

2. A copy of the decision rendered at the highest level of appeal finding a discriminatory act has occurred shall ~~will~~ be kept in the personnel file of the employee found to have committed a discriminatory act ~~employee's personnel file~~.

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EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)

1550 EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)

M

The Board of Education shall, in accordance with State statutes and administrative code and Federal law and regulations, strive to overcome the effects of any previous patterns of discrimination in school district employment practices and shall systematically monitor school district procedures to ensure continuing compliance with **current Federal and State** anti-discrimination laws and regulations.

The Board will ensure all persons regardless of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status~~ shall have equal and bias-free access to all categories of employment in the public educational system of New Jersey, ~~pursuant to N.J.A.C. 6A:7-1.1.~~

The Board will not enter into any contract with a person, agency, or organization that discriminates on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status~~, either in employment practices or in the provision of benefits or services to students or employees. In addition, the Board will encourage minority businesses, women's business enterprises, and labor surplus area firms to submit bids to be considered for the awarding of contracts.

The Board shall not assign, transfer, promote or retain staff, or fail to assign, transfer, promote or retain staff, on the sole basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status~~.

The Board shall ensure equal pay for equal work among members of the district's staff, regardless of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, pursuant to N.J.A.C. 6A:7-1.1.~~



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EQUAL EMPLOYMENT/ANTI-DISCRIMINATION PRACTICES (M)

N.J.S.A. 10:5-4; 10:5-12

N.J.A.C. 6A:7-1.1 ~~et seq.~~; 6A:7-1.3 6A:7-1.8

Adopted: 14 October 2013

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CURRICULUM CONTENT (M)

R 2200 CURRICULUM CONTENT (M)

M

Courses of study and instructional materials and programs shall be designed to eliminate discrimination **on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** and promote understanding and mutual respect between children ~~regardless of race, color, creed, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, ancestry, national origin, socioeconomic status, and/or disability.~~

The Superintendent or designee shall develop a procedure to address and eliminate any possible bias in the curriculum.

~~In order to eliminate possible bias in the curriculum, staff shall use the following criteria:~~

- ~~A. When instructional material contains stereotypes or discriminatory statements, staff should help students identify the stereotypes or discriminatory statement(s) and discuss with students the consequences of repeated stereotyping and discriminatory statements.~~
- ~~-~~
- ~~B. If a particular instructional material is highly objectionable, staff should not use it, such material should be brought to the attention of the Building Principal so that the Affirmative Action Officer can evaluate the objectionable material. Alternatively, the teacher might discuss the questionable material instead of eliminating it, depending on the makeup and maturity of the class and the purposes of the instruction.~~
- ~~-~~
- ~~C. Another recommended technique for handling materials that contain biases or stereotypes is to offset it by using unbiased supplementary materials.~~
- ~~-~~
- ~~D. Community involvement when developing instructional programs and attendant materials shall be encouraged.~~

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Equity in ~~Affirmative Action Program~~ for School and Classroom Practices (M)

2260 **EQUITY IN** ~~AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND~~ CLASSROOM PRACTICES (M)

M

The Board of Education shall provide **all students with equitable** ~~equal~~ and bias-free access ~~for all students~~ to all school facilities, courses, programs, activities, and services, regardless of **the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status~~, by:

1. Ensuring ~~equal and~~ barrier-free access to all school and classroom facilities;
2. Attaining, **within each school,** minority representation ~~within each school, that which~~ approximates the district's overall minority representation. Exact apportionment is not required, ~~however,~~ the ultimate goal is a reasonable plan achieving the greatest degree of **a representative** ~~racial~~ balance, ~~that which~~ is feasible and consistent with sound educational values and procedures;
3. Utilizing, **on an annual basis,** a State-approved English language proficiency assessment that evaluates a student's English language proficiency on the four domains of listening, speaking, writing, and reading ~~measure on an annual basis for determining the eligibility and placement special needs of students who may be identified as multilingual~~ English language learners ~~and their progress in learning English pursuant to N.J.A.C. 6A:15-1.3(a)3.(b);~~
4. Utilizing bias-free multiple measures for determining the special needs of students with disabilities, pursuant to N.J.A.C. 6A:14-3.4;
5. Ensuring ~~that~~ support services, including intervention and referral services and school health services pursuant to N.J.A.C. 6A:16, are available to all students; and
6. Ensuring ~~that~~ a student is not discriminated against because of a medical condition. A student shall not be excluded from any education program or activity because of a long-term medical condition unless a physician certifies ~~that~~ such exclusion is necessary. ~~If excluded, the student shall be provided with~~



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Equity in ~~Affirmative Action Program~~ for School and Classroom Practices (M)

~~equivalent and timely instruction that may include home instruction, without prejudice or penalty.~~

- a. If excluded, the student shall be provided with equivalent and timely instruction that may include home instruction, without prejudice or penalty.

Pursuant to N.J.A.C. 6A:7-1.7(b), ~~t~~The Board of Education shall ensure that the district's curriculum and instruction are aligned to the New Jersey Student Learning Standards (NJSLs), and The Board also shall ensure its curriculum and instruction address the elimination of discrimination by narrowing the achievement and opportunity gaps, by providing equity in educational activities and programs, and by providing opportunities for students to interact positively with others regardless of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, by:~~

1. Ensuring there are no differential requirements for completion of course offerings or programs of study solely on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~
2. Ensuring courses shall not be offered separately on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status;~~
 - a. Portions of classes that which deal exclusively with human sexuality may be conducted in separate developmentally appropriate sessions based on gender identity for male and female students, provided that the course content for such separately conducted sessions is the same.
3. Increasing and promoting equitable representation ~~Reducing or preventing the underrepresentation of all minority, female, and male students in all classes and programs including gifted and talented, accelerated, and advanced classes;~~



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Equity in Affirmative Action Program for School and Classroom Practices (M)

4. Ensuring ~~that~~ schools demonstrate the inclusion of a multicultural curriculum in its instructional content, materials and methods, and **ensuring** that students understand the basic tenet of multiculturalism;
5. Ensuring **the Amistad Commission Curriculum** ~~that African American history, as well as the history of other cultures, is infused into the curriculum and taught as part of the history of the United States, pursuant to N.J.S.A. 18A:35-1 and the New Jersey Student Learning Standards; and~~
6. Ensuring **the Commission** ~~that instruction on the Holocaust Education curriculum and other acts of genocide is included in the curriculum of all elementary and secondary schools, as developmentally appropriate, pursuant to N.J.S.A. 18A:35-28; and~~
7. Ensuring all curricular requirements pursuant to N.J.A.C. 6A:8 and the NJSLs are taught, including any curriculum developed concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) or curriculum developed by any commissions constituted for the development of curriculum concerning any of the protected categories listed at N.J.A.C. 6A:7-1.1(a).

~~The Board of Education shall ensure all students have access to adequate and appropriate counseling services. When informing students about possible careers, professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status. The district will not use tests, guidance, or counseling materials which are biased or stereotyped on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status.~~

The Board of Education shall ensure that the district's physical education program and its athletic programs are **is in a equitable, co-educational setting that is developmentally appropriate, and does** ~~do not discriminate on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, gender identity or expression, religion, disability, or socioeconomic status, as follows:~~



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Equity in ~~Affirmative Action Program~~ for School and Classroom Practices (M)

1. The district shall provide separate restroom, locker room, and shower facilities on the basis of gender, but such facilities provided for students of each gender shall be comparable;
2. ~~The~~ A school within the school district may choose to operate separate teams ~~based on sex for both genders~~ in one or more sports or single teams open competitively to members of ~~all sexes both genders~~, as so long as the athletic program as a whole provides equal opportunities for students of ~~all sexes both genders~~ to participate in sports at comparable levels of difficulty and competency; and
3. The activities comprising such athletic programs shall receive equitable treatment, including, but not limited to, staff salaries, purchase and maintenance of equipment, quality and availability of facilities, scheduling of practice and game time, length of season, and all other related areas or matters.

N.J.S.A. 18A:36-20

N.J.A.C. ~~6A:7-1.1; 6A:7-1.3; 6A:7-1.7~~

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ROXBURY TOWNSHIP BOARD OF EDUCATION

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Equity in ~~Affirmative Action Program for School and Classroom Practices~~
Complaint Procedure (M)

R 2260 **EQUITY IN** ~~AFFIRMATIVE ACTION PROGRAM FOR SCHOOL AND~~ CLASSROOM PRACTICES COMPLAINT PROCEDURE (M)

M

A. Purpose and Application

1. The purpose of this procedure is to give any student or the parent(s) ~~or legal guardian(s)~~ of a student the opportunity to appeal an alleged violation of the district's Affirmation Action Plan for school and classroom practices, as set forth in Policy No. 2260.
2. This procedure is intended to facilitate an equitable and just resolution of a dispute at the most immediate level and will be implemented in an informal manner.
3. Every reasonable effort will be made to expedite the process in the interest of a prompt resolution. Time limits may, however, be extended with the consent of all parties.
4. All participants in the procedure will respect the confidentiality that this district accords to information about individual students.

B. Definitions

1. "Affirmative Action Officer" means the district official responsible for the coordination of activities relating to compliance with the Affirmative Action Plan.
2. "Affirmative Action Plan" means the Affirmative Action Plan for school and classroom practices adopted by the Board **of Education**.
3. "Board of Education" means the Board of Education of **this** ~~the Roxbury Township School District~~.
4. "Complainant" means a student or parent(s) ~~or legal guardian(s)~~ who believes that **they have** ~~he/she has~~ been harmed or adversely affected by a failure to enforce the district's Affirmative Action Plan.



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Equity in ~~Affirmative Action Program~~ for School and Classroom Practices
Complaint Procedure (M)

5. “Complaint” means an unresolved problem concerning the interpretation or application by an officer or employee of this school district of law and regulations regarding the Affirmative Action Plan.
6. “Day” means a working or calendar day as identified.
7. “Student” means an individual enrolled in any formal educational program provided by the school district.
8. “School district” means **this** ~~the Roxbury Township~~ School District.
9. “Violation” means the failure of a district official or employee to take the positive steps outlined in Policy No. 2260 and/or included in the Affirmative Action Plan.

C. Procedure

1. A complainant shall discuss **their** ~~his/her~~ complaint with the staff member most closely involved in an attempt to resolve the matter informally.
2. If the matter is not resolved to the satisfaction of the complainant within thirty working days **of the discussion with the staff member most closely involved**, the complainant may submit a written complaint to the Affirmative Action Officer. **The complaint may be reported: in person; in writing; verbally by telephone; by mail to the office address; or by electronic mail. The complaint may be reported during business or non-business hours.**
- 3.** The complaint **shall** ~~will~~ include:
 - a. The student's name and, in the complaint of a person acting on behalf of the student, the name and address of the complainant;
 - b. The specific failure to act **of which** ~~that~~ the complainant complains ~~of~~;
 - c. The school employee, if any, responsible for the alleged violation of the Affirmative Action Plan;



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- d. The results of discussions conducted in accordance with ~~paragraph C.1. above;~~ and
 - e. The reasons why ~~the these results of the discussions were~~ are not satisfactory ~~to the complainant.~~
- 43.** The Affirmative Action Officer will investigate the matter informally and will respond to the complaint in writing no later than seven working days after receipt of the ~~written~~ complaint **filed in accordance with C.2. above.** A copy of the complaint and the response will be forwarded to the Superintendent.
- 54.** The ~~response of the~~ Affirmative Action Officer's **written response** may be appealed to the Superintendent in writing within three working days after it has been received by the complainant. The appeal will include the original complaint, the response to the complaint, and the complainant's reason for rejecting the response. A copy of the appeal must be given to the staff member alleged to have violated the Affirmative Action Plan.
- 65.** On **their** ~~his/her~~ timely request (that is, submitted before the expiration of the time within which the Superintendent must render a decision), the complainant will be given an informal hearing before the Superintendent, at a time and place convenient to the parties, but no later than seven working days after the request for a hearing has been submitted. The Superintendent may also require the presence at the hearing of the staff member charged with violation of the Affirmative Action Plan and any other person with knowledge of the violation ~~complained of.~~
- 76.** The Superintendent will render a written decision in the matter no later than seven working days after the appeal was filed or the hearing was held, whichever occurred later. Copies of the decision will be given to all parties and to the Board.
- 87.** The complainant may appeal the Superintendent's decision to the Board by filing a written appeal with the Board Secretary no later than three working days after receipt of the Superintendent's decision. The appeal shall include:
- a. The original complaint;



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- b. The response to the complaint;
- c. The Superintendent's decision;
- d. A transcript of the hearing, if one has been made, or a summary of the hearing to which all parties have consented; and
- e. The complainant's reason for believing the Superintendent's decision should be changed.

98. A copy of the appeal to the Board must be given to the staff member, if any, charged with a violation of the Affirmative Action Plan.

109. The Board will review all papers submitted and may render a decision on the basis of the proceedings below. If the complainant so requests, the Board may convene a hearing, at which all parties may be represented by counsel and may present and examine witnesses, who will testify under oath.

110. The Board will render a written decision no later than forty-five calendar days after the appeal was filed or the hearing held, whichever occurred later. Copies of the decision will be given to all parties.

121. The complainant will be informed of **their** ~~his/her~~ right to appeal the Board's decision to the Commissioner of Education or to the New Jersey Division on Civil Rights.

D. Record

1. The records of any complaint processed in accordance with this procedure shall be maintained in a file separate from the student's cumulative file. A notation shall be made in the student's file of the presence of the record in the separate file.

2. A copy of the decision rendered at the highest level finding a violation of the Affirmative Action Plan has occurred shall be kept in the personnel file of the employee found to have committed a violation of the Affirmative Action Plan.



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HOMEWORK

R 2330 HOMEWORK

A. Definition

Homework is an academic activity engaged in by students outside of class.

B. Purposes

The primary objective of homework is to ~~foster a sense of student responsibility for the learning process~~ further the learning experience through tasks connected to curricular goals requiring critical thinking, application of content, time-budgeting, and decision making and self-assessment.

More specifically, homework is intended to:

1. Provide for essential practice in skills.
2. Enrich and extend classroom experiences and build positive work and study habits.
3. Provide experiences in finding sources evaluating information and gathering data.
4. Encourage the development of self discipline and integrity.
5. It is expected that homework serves a valid learning purpose, it should never be used as a punitive measure.
6. Afford an opportunity for the teacher to provide specific, timely goal oriented learning and/or product feedback.
7. Provide parents a window into current learning/curricular experiences.

C. Amount of Homework

The amount of time which students ~~in the same grade~~ will spend on homework will vary due to individual differences, however, it is believed that when students ~~should be~~ are assigned homework they will exert an honest effort to fulfill assignment expectations in order to demonstrate their ability ~~on a daily basis including some weekends.~~ The following time allocations are suggested for



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~~homework at various grade levels and are approximate.~~ It is conceivable that there may be times when no homework will be assigned and that there may be times when more homework than ~~stated~~ **typical** will be necessary **in order to ensure appropriate learning progress.**

It is reasonable to understand that in addition to short and long-term assignments, teachers have expectations for ongoing interactions with learning such as reading, reviewing notes, and studying.

Kindergarten	15 minutes, 3 times per week
Grade 1	20 minutes daily
Grade 2	30 minutes daily
Grade 3	40 minutes daily
Grade 4	50 minutes daily
Grade 5	1 hour daily
Grade 6	1 hour and 30 minutes daily
Grades 7 & 8	1 1/2 to 2 hours daily
Grades 9-12	Students should be prepared to spend an average of 30-45 minutes for each academic subject daily or approximately 2 1/2 to 3 3/4 hours. From time to time no actual assignment will be given, allowing students time for review, research, and accomplishment of long-term assignments.

D. Grading/Evaluation of Homework

In order to encourage a positive student attitude toward homework, teachers will be expected to instruct their students in the proper techniques and methods of completing homework assignments.

1. The teacher checks homework **to determine student understanding and to inform any necessary adjustment such as reteaching or enrichment** ~~as quickly as possible and affixes a checkmark, comment and/or assigns appropriate grade to all written assignments. Thus, homework grades become a part of the report card grade.~~
2. The students are responsible for and expected to complete and submit each assignment on its due date. The assignments are to conform to the procedures set forth by the teacher in conjunction with the administration.



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3. If the teacher employs oral correction or self-checking **students are expected to correct their work accurately** ~~as the teacher applied grading technique, all papers are to be perused and marks given. This may be a check, a mark of satisfactory or unsatisfactory, or a letter grade. No credit will be given for untidy, error-filled papers.~~
4. The teacher will provide discussion time after student self-correction of papers to clarify any misconceptions.
5. The teacher will notify a parent by phone, **email, or through Genesis** ~~or written note~~ whenever a student repeatedly fails to do **their** ~~his/her~~ homework.
6. ~~For grades 7-12:~~

All homework will be discussed, graded, or checked **or some combination thereof.** ~~Regular assignments in English, science, mathematics, social studies, business, foreign language, and health will count toward each marking period's grade. Any homework assignment collected and/or being used to contribute to a student's grade will be returned, with feedback, within a period commensurate with the time required to complete the assignment. Smaller assignments will be returned more quickly than a lengthier assignment (such as a research paper). within three (3) school days with a grade and feedback.~~

E. Make-up Work

1. In the event that a student ~~must be~~ **is** absent from school, all work missed is still required **at the discretion of the teacher.** **It is important for any identified assignments to be completed in a timely fashion by the student.** ~~In all but the most unusual cases, as determined by the Principal or designee, work must be completed before the next marking period begins.~~
2. The student must arrange to make-up missed assignments as required by the school and the teacher. Students shall be granted a period equal to the number of consecutive days missed before being required to complete **identified** classwork, homework assignments, or take test/quizzes. Teachers are expected to provide adequate instructions for students to complete the make-up assignment(s).



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3. Long-range assignments due during an absence must be submitted the day the student returns in order to receive full credit. Exceptions to this may be granted by the administration in consultation with the teacher.
4. The teacher must clearly explain the assignment(s) to the student.
5. If homework is requested prior to an extended absence, it is due the next class when the student returns.

F. Role of the Student

The student is expected to:

1. Regard homework as a serious undertaking.
2. Accept full responsibility for completing all homework to the best of their ability.
3. Meet all due dates.
4. Use homework as a tool to self-evaluate learning progress and to prepare for formative/graded assessments ~~study guide for quizzes and tests.~~
5. Ask questions concerning homework assignments prior to leaving school and request assistance from a teacher for assignment clarification when necessary. ~~familiarize himself or herself with the section of these guidelines entitled "Homework During Absences".~~
6. Demonstrate a thorough effort to complete the task or in the event of significant struggle, articulate strategies attempted and identify specific area(s) of misunderstanding/challenge.

G. Role of the Teacher

The teacher will:

1. Have a definite purpose in assigning work.
2. Clearly explain assignments in a manner that enables all students to work independently.



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3. Encourage students to record or list assignments carefully.
4. Correct, record, and return **collected** assignments promptly.
5. Encourage students to establish standards of neatness, completeness, accuracy, and punctuality.
6. Encourage students to effectively use and budget time.
7. Evaluate **all** homework assignments according to the purpose for which they were given **to ensure the opportunity for feedback to be acquired by the student through teacher, peer, or self-evaluated opportunities.**
8. Confer with other teachers **and/or** ~~of particular~~ students to be certain that they are not overburdened with homework **placing high value on learning, but also appreciating that students have other personal obligations including, but not limited to clubs, sports, jobs, volunteering, spiritual commitments, family connections, and appropriate sleep.**
9. Never assign homework as a punitive measure.
10. Give recognition to outstanding **effort and/or growth.** ~~work.~~
11. **Provide an adequate expectation for when students who are significantly struggling should stop and seek additional assistance/clarification from the teachers as opposed to building an inappropriate level of frustration.**
12. **Design homework that is appropriate for and acknowledges a variety of learning styles and needs as opposed to using a “one size fits all” approach.**

H. **Role of the Parent**

The parent will:

1. **Encourage the student to approach homework positively and give their best effort.**



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2. Support students with productive struggle by providing feedback to build confidence and encourage autonomy.
3. Refrain from providing answers or doing the work. This eliminates the teacher's ability to appropriately evaluate the student's understanding/ability.
4. Encourage the student to advocate for themselves when experiencing significant difficulty or to solicit additional support, if needed.

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GUIDANCE AND SCHOOL COUNSELING (M)

2411 GUIDANCE AND SCHOOL COUNSELING (M)

M

The Board of Education requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career and personal/social development.

A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this school district and shall involve the coordinated efforts of all teaching staff members under the leadership of certified guidance and counseling personnel.

The Superintendent is directed to implement a guidance program that carries out the purposes of this Policy and:

1. Involves teaching staff members at all appropriate levels;
2. Honors the individuality of each student;
3. Is integrated with the total educational program;
4. Is coordinated with available resources of the community;
5. Provides for cooperation of school staff with parents and shares parents' concern for the development of their children;
6. Provides for the means of sharing information among appropriate staff members in the student's interest;
7. Ensures all students have access to adequate and appropriate counseling services, pursuant to N.J.A.C. 6A:7-1.7(c).
 - a. When informing students about possible careers or professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).



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- b. The Board shall not use tests or guidance or counseling materials that are biased or stereotyped on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a); and

~~Is available equitably to all students and prohibits biased counseling and the use of materials that discriminate among students on the basis of their race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability; and~~

- 8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.

N.J.A.C. 6A:19-1.2; 6A:8-2.2

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-3.2

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BILINGUAL AND ~~ESL~~ EDUCATION (M)

2423 BILINGUAL AND ~~ESL~~ EDUCATION (M)

M

The Board of Education will provide programs of bilingual education, English as a second language (ESL), and **culturally and linguistically responsive, researched-based, and effective** English language instruction educational services programs (LIEP) to all **multilingual** for English language learners (ML) (ELLs) as required by law and rules of the New Jersey State Board of Education. **MLs** ~~ELLs~~ are those students whose **primary** native language is **not other than** English and who have varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability pursuant to N.J.S.A. 18:35-15 through **18A:35-26.1** and **N.J.A.C. 65:15-1.1 et seq.**

Identification of Eligible ELLs

The **school** district shall use, **at the time of enrollment, the** a multi-step process **at the time of enrollment to** **identify MLs enrolled in the district in accordance with N.J.A.C. 6A:15-1.3.** ~~determine the native language of each ELL.~~ The district shall **administer to each student enrolled in the district the Statewide home-language survey (HLS) to determine which students in preschool to twelfth-grade have a primary language(s) other than English and, therefore, may be a ML.:**

1. ~~— Maintain a census indicating all identified students whose native language is other than English; and~~
2. ~~— Administer the Statewide home language survey to determine which students in Kindergarten to grade twelve whose native language is other than English must be screened further to determine English language proficiency. The Statewide home-language survey shall be administered by a bilingual/ESL or other certified teacher and shall be designed to distinguish students who are proficient English speakers and need no further testing.~~

The district shall **then** determine the English language proficiency of all Kindergarten to **twelfth-grade** ~~twelve~~ students who are **found eligible through N.J.A.C. 6A:15-1.3(a)1 or (a)2** ~~not screened out~~ and whose **primary** native language is other than English by administering an English language proficiency (ELP) **assessment.** ~~test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members~~



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~~responsible for the educational program for ELLs.~~ Students who do not meet the New Jersey Department of Education (Department) **established cut score standard on the ELP assessment** ~~standard on a language proficiency test and who have at least one other indicator~~ shall be **offered entry into the district's LIEP.** ~~considered ELLs.~~ Preschool students who are identified as having a primary language other than English shall be identified as MLs. Prior to the start of their Kindergarten year, the district shall administer an ELP assessment to preschool MLs as part of the screener process to determine the ML's English language proficiency level. The district shall also use age-appropriate methodologies to identify preschool MLs ~~ELLs~~ to determine their individual language development needs.

~~Bilingual Programs for ELLs~~

The district shall provide **to all preschool to twelfth-grade MLs enrolled in the district pursuant to N.J.S.A. 18A:7F-46 and N.J.S.A. 18A:7F-54 with equal educational opportunities and all educational activities and programs in accordance with the provisions of N.J.A.C. 6A:15-1.4.** ~~the following programs:~~

- ~~1. An English language services program in accordance with N.J.A.C. 6A:15-1.;~~
- ~~2. An ESL program in accordance with N.J.A.C. 6A:15-1.2 and~~
- ~~3. A bilingual education program in accordance with N.J.A.C. 6A:15-1.2.~~

The school district providing a LIEP shall submit a plan every three years to the Department in accordance with the provisions of N.J.A.C. 6A:15-1.5.

Students enrolled in a LIEP shall have equal educational opportunities, including full access to educational opportunities and services available to other students in the school district pursuant to N.J.A.C. 6A:15-1.6.

As part of the district- and school-level plans for professional development requirements pursuant to N.J.A.C. 6A:9C-4.2, the Board shall describe professional learning for bilingual, ESL, and academic content teaching staff members whose classroom instruction is in English; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teaching staff members of MLs in accordance with the provisions of N.J.A.C. 6A:15-1.7.



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All teachers of bilingual in these programs shall hold a valid New Jersey instructional certificate with an endorsement for the appropriate grade level and/or academic content area and a standard certificate with a bilingual/bicultural education endorsement, pursuant to N.J.S.A. 18A:6-38 et seq., N.J.S.A. 18A:35-15 to 26, and N.J.A.C. 6A:9B-11.5 in accordance with the provisions of N.J.A.C. 6A:15-1.8. ~~be appropriately certified in accordance with the requirements as outlined in N.J.A.C. 6A:15-1.9. Every student participating in a bilingual, ESL, or English language services program shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.~~

~~Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry~~

Students identified as MLs enrolled in the bilingual, ESL, or English language services program shall be assessed annually using English Language Placement (ELP) assessments to measure determine their progress toward in achieving English language proficiency and to determine readiness for exiting the LIEP in accordance with the provisions of N.J.A.C. 6A:15-1.9. ~~goals and readiness for exiting the program.~~ Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2., shall be assessed annually using an alternate ELP assessment. Every student participating in a bilingual, ESL, or English language services program established pursuant to N.J.S.A. 18A:35-15 et seq. shall be entitled to continue such participation for a period of three years pursuant to N.J.S.A. 18A:35-19.

MLs ELLs enrolled in the LIEP a bilingual, ESL, or English language services program shall be placed in a classroom(s) where the primary language of instruction is English monolingual English program when the ML has they have demonstrated readiness to exit a LIEP first by achieving the bilingual, ESL, or English language services program through a Department-established cut score criteria on an ELP or alternate ELP assessment, and a Department-established English language observation form . A first achieve the Department established English proficiency standard as measured by an ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the observations judgment of the teaching staff member or members responsible for the educational program of the student; and performance on achievement tests in English.

In accordance with provisions of N.J.S.A. 18A:35-22.1, a parent may remove a student who is enrolled in a bilingual education program at any time; except that



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during the first three years of a student's participation in a bilingual education program, the parent may only remove the student at the end of each school year.

If a parent wishes to remove the student prior to the end of each school year, the removal shall be approved by the Executive County Superintendent. If the Executive County Superintendent determines the student should remain in the bilingual education program until the end of the school year, the parent may appeal the Executive County Superintendent's decision to the Commissioner of Education or designee pursuant to the provisions of N.J.S.A. 18A:35-19.2.

Newly exited students who are not **academically** progressing in **classes** the ~~mainstream~~ where English **is the primary language of instruction** program may be considered for re-entry to **a LIEP** ~~bilingual and ESL programs~~ in accordance with the provisions of N.J.A.C. 6A:15-1.9(g)1 ~~10(e)1~~ through (g)5 ~~(e)5~~.

~~When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the student's parent shall be informed by mail of the placement determination. A parent or teaching staff member who disagrees with the proposed placement may appeal the decision in writing to the Superintendent of Schools or designee, who will provide a written explanation for the decision within seven working days. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education.~~

All MLs shall satisfy requirements for high school graduation pursuant to N.J.A.C. 6A:8-5.1(a) and Policy 5460 in accordance with the provisions of N.J.A.C. 6A:15-1.10.

All Kindergarten through twelfth-grade LIEPs shall be conducted within classrooms within the school district pursuant to N.J.S.A. 18A:35-20 in accordance with the provisions of N.J.A.C. 6A:15-1.11.

Parental Involvement

The parents of **a ML shall** ~~ELLs will~~ be notified in accordance with the provisions of N.J.A.C. 6A:15-1.12 ~~13~~ that their child has been identified as eligible for **placement in a LIEP** ~~enrollment in a bilingual, ESL, or English language services~~



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~~education program.~~ Notice shall be in writing and in the language in which the parent(s) possesses a primary speaking ability, and in English. The notice must also include **the provisions detailed at N.J.A.C. 6A:15-1.12(b).** ~~a statement that the parents have the option of declining their child's enrollment in a bilingual program, and shall be given an opportunity to do so if they choose.~~

~~The district will notify the parents of ELLs by mail within thirty days of the child's identification. Parents shall receive p~~Progress reports **shall be written in English and in the primary language spoken by the parent of students enrolled in the LIEP.** ~~of students enrolled in bilingual, ESL, or English language services programs in the same manner and frequency as progress reports are sent to parents of other students enrolled in the district.~~

Pursuant to N.J.A.C. 6A:15-1.13, with approval of the Executive County Superintendent on a case-by-case basis, the Board may join with another district Board to provide a LIEP and an individualized learning opportunity, pursuant to N.J.A.C. 6A:8-5.1(a)2, to a ML who chooses to utilize it to meet the 120-credit graduation requirement, in whole or in part.

The Superintendent or designee will provide for the maximum **practicable engagement** ~~practical involvement~~ of **the** parent(s) of **MLs** ~~ELLs~~ in the development and review of program objectives and dissemination of information to and from the district Boards ~~of Education~~ and communities served by the **LIEP** ~~in accordance with the provisions of N.J.A.C. 6A:15-1.14 bilingual, ESL, or English language services education programs.~~ **With the exception of a Board implementing an English language services or ESL program, each Board implementing a LIEP** ~~A district that implements a bilingual education program~~ shall establish a parent advisory committee on bilingual education of which the majority membership shall be parents of **MLs** ~~ELLs~~.

Graduation

~~ELLs will qualify for graduation from high school in accordance with N.J.A.C. 6A:8-5.1(a) and Policy 5460.~~

Program Plan

~~The Superintendent shall prepare and submit a plan for a bilingual, ESL, or English language services program every three years to the Board and the New Jersey Department of Education for approval in accordance with the provisions of N.J.A.C. 6A:15-1.6.~~



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N.J.S.A. 18A:35-15 through 18A:35-26.1
N.J.A.C. 6A:14-4.10; 6A:15-1.1 et seq.

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R 2423 BILINGUAL ~~AND~~ ~~ESL~~ EDUCATION (M)

M

A. Definitions (N.J.A.C. 6A:15-1.2)

1. "Alternate English language proficiency assessment" (alternate ELP assessment) means a New Jersey Department of Education-approved assessment for students with the most significant cognitive disabilities that assesses a student's English language proficiency (ELP) on the four domains of listening, speaking, reading, and writing, and that is aligned with the English Language Development (ELD) State's academic achievement standards, as permitted under the Every Student Succeeds Act (ESSA) and the Individuals with Disabilities Education Act (IDEA).
2. "Bilingual education program" means a full-time language instruction educational program (LIEP) in all courses or subjects provided in accordance with N.J.S.A. 18A:35-18. Students in a bilingual education program receive instruction in the primary language of multilingual learners (ML) enrolled in the program and in English, while also receiving English as a second language (ESL) instruction. Educators use the primary language of instruction to enhance literacy in the primary language and as a support in the development of listening, all courses or subjects that a child is required by law or rule to receive, given in the native language of English language learners (ELLs) enrolled in the program and also in English; in the aural comprehension, speaking, reading, and writing of the native language of ELLs enrolled in the programs, and in the aural comprehension, speaking, reading, and writing skills in English, and Students also receive instruction in the history and culture of the country, territory, or geographic area that is the native land of the parents and families of MLs ELLs enrolled in the program, and in the history and culture of the United States.
3. "Bilingual part-time component" means an instructional a program alternative in which students receive their academic content area classes in English language arts (ELA) are assigned to mainstream English program classes, but are scheduled daily for their developmental reading and mathematics instruction with a certified



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bilingual teacher who provides instruction in the primary language of the MLs in the program, as well as ESL instruction.

4. "Bilingual resource program" means an instructional a program alternative in which students receive instruction and resources that are individualized for each student, on an individual basis, daily instruction from a certified bilingual teacher in academic content areas identified by the school district, as well as ESL instruction subjects and with specific assignments.
5. "Bilingual tutorial program" means an instructional a program alternative in which students receive one period of instruction from a certified bilingual teacher in an academic a content area required for graduation, and a second period of tutoring in another other required content area areas, as well as ESL instruction.
6. "Class period" means the time allocated for instruction in academic content areas as part of the regular school schedule for each day in session as set forth at N.J.A.C. 6A:32-8.3. In a block schedule, weekly instruction is equivalent to one class period for each day of school in a given week.
7. "Cut score" means the same as that term is defined pursuant to N.J.A.C. 6A:8-1.3.
86. "Dual-language immersion bilingual education program" means, for the purpose of meeting the LIEP requirements at N.J.S.A. 18A:35-18 and N.J.A.C. 6A:15, a full-time LIEP program of instruction in elementary and secondary schools that provides structured English language instruction and instruction in a second language in all content areas, for ELL and for native English speaking students enrolled in the program. MLs in the program receive instruction in their primary language, as well as ESL instruction. A dual language immersion program provides daily instruction in English and a minimum of fifty percent of instruction in the primary language of enrolled MLs. A dual language immersion program that is designed to support MLs is sometimes referred to as a two-way bilingual education program.



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9. "English Language Development Standards" means the preschool English language development standards for preschool students 2012 Amplification of the English Language Development Standards, Kindergarten – Grade 12, incorporated herein by reference, as amended and supplemented, developed by the World Class Instructional Design and Assessment (WIDA) Consortium. The standards correspond to five domains of children's development and learning: approaches to learning, language and communication development, cognition and general knowledge, physical well-being and motor development, and social and emotional development. They are the standards and language competencies ELLs in preschool programs and elementary and secondary schools need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic subjects. The standards incorporated herein by reference, are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available at <https://wida.wisc.edu/teach/early> for review at <http://www.wida.us/standards/eld.aspx>.
10. "Educational activities and programs" means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.
11. "Educational equity" means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.
127. "Educational needs" means the particular educational requirements of MLs ELLs; the fulfillment of which will provide them with equal educational opportunities.
138. "English as a second language (ESL) program" means a daily class period of instruction within a LIEP and developmental second-language acquisition program of at least one period of instruction based on a student's English language proficiency that teaches the English language development standards aural comprehension, speaking, reading, and writing in English using second language teaching techniques, and incorporates the cultural aspects of the student's experiences in their ESL instruction. A period is the time allocated in the school schedule for instruction in core subjects.



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14. “English language development standards” or “ELD standards” means the 2020 Amplification of the English Language Development Standards, Kindergarten – Grade 12 incorporated herein by reference, as amended and supplemented, developed by WIDA. They are the standards and language competencies in listening, speaking, reading, and writing that MLs in preschool programs, and elementary and secondary schools, need to become fully proficient in English and to have unrestricted access to grade-appropriate instruction in challenging academic content areas. The standards are a version of ELA that have been crafted to address the specific developmental stages of students learning English. The standards are published by the Board of Regents of the University of Wisconsin System, on behalf of the WIDA Consortium (www.wida.us) and are available for review at <https://wida.wisc.edu/sites/default/files/resource/WIDA-ELD-Standards-Framework-2020.pdf>.

~~10. “English language learner” or “ELL” means a student whose native language is other than English. The term refers to students with varying degrees of English language proficiency in any one of the domains of speaking, reading, writing, or listening and is synonymous with limited English speaking ability as used in N.J.S.A. 18A:35-15 to 26.~~

~~1511. “English language proficiency assessment” or (“ELP assessment”)~~ means a New Jersey Department of Education-approved assessment that evaluates a student’s English language proficiency on the four domains of listening, speaking, reading, and writing and that is aligned with the **ELD standards** ~~State’s academic achievement standards as permitted under ESSA.~~

~~1612. “English language services” means services designed to improve the English language skills of MLs ELLs. The services, provided in school districts with less than ten MLs ELLs in kindergarten through twelfth-grade, are part of in addition to the regular school program and are designed to develop proficiency in the ELD standards~~ **aural comprehension, speaking, reading, and writing skills in English.**



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17. “Equal educational opportunity” means the same as that term is defined pursuant to N.J.A.C. 6A:7-1.3.

1813. "Exit criteria" means the criteria that must be applied before a student may be exited from a LIEP bilingual, ESL, or English language services education program.

1914. "High-intensity ESL program" means an instructional a program alternative in which students receive two or more class periods each a day in a session of ESL instruction. One period is the standard ESL class and the other period is a tutorial or ESL reading class.

2015. "Instructional program alternative" means an LIEP, other than bilingual education and/or dual language immersion, a part-time program of instruction that may be established by a Board of Education in consultation with, and approval of, the New Jersey Department of Education through a waiver request pursuant to N.J.S.A. 18A:35-18. (Department). All students in an instructional program alternative receive an ESL class period each day in session English as a second language.

21. “Language instruction educational program” or “LIEP” means the program of services in which a ML receives instruction and support to develop and attain English language proficiency while meeting or exceeding the New Jersey Student Learning Standards (NJSLS) in academic content areas. MLs in a LIEP develop proficiency in the English language while they develop skills and knowledge within the academic content areas. A LIEP includes the services that all MLs are entitled to receive, pursuant to N.J.S.A. 18A:35-16 and N.J.A.C. 6A:15. LIEP includes “programs of bilingual education,” pursuant to N.J.S.A. 18A:35-16, and “instructional alternative programs,” pursuant to N.J.S.A. 18A:35-18.

22. “Multicultural curriculum” means the same as that term is defined pursuant to N.J.A.C. 6A:7.

23. “Multilingual learner” or “ML” means a student whose primary language is not English, who is identified through the process set



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forth in N.J.A.C. 6A:15, and who is developing proficiency in multiple languages (e.g., English and a primary language). The term is synonymous with “English learner” or “English language learner”.

24. “Newcomer” means any student born outside of the United States who has recently arrived in the United States. Newcomer is an umbrella term that includes a heterogenous group of immigrants; some newcomers may also be MLs or students with interrupted formal education (SIFE).

2517. “NJSLS” means the New Jersey Student Learning Standards as defined ~~at~~ ~~in~~ N.J.A.C. 6A:8-1.3.

2618. “Parent(s)” ~~for the purposes of Policy 2423 and this Regulation~~ means the natural or adoptive parent, legal guardian, surrogate parent appointed pursuant to N.J.A.C. 6A:14-2.2, or a person acting in the place of a parent (such as a grandparent or stepparent parent(s) or the legal guardian(s), foster parent(s), surrogate parent(s), or person acting in the place of a parent with whom the student lives or a person legally responsible for the student’s welfare) legally resides. ~~When parents are separated or divorced, parent means the person(s) who has legal custody of the student, provided such parental rights have~~ Unless parental rights have been terminated by a court of appropriate jurisdiction, the parent retains all rights pursuant to N.J.A.C. 6A:32. In addition, a resource family parent may act as a parent pursuant to N.J.A.C. 6A:32 if the parent’s authority to make education decisions on the student’s behalf has not been terminated by a court of appropriate jurisdiction.

2716. “Primary Native language” means the language or mode of communication in which a ML is most fluent or speaks more regularly than any other language ~~normally used by a person with a limited ability to speak or understand the English language.~~ In the case of a student, the primary native language is the language normally used by the student’s parents, ~~except that in all direct contact with a student, including during the evaluation of the child, the native language is the language normally used by the student in the home or in the learning environment.~~



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19. ~~"Review process" means the process established by the Board assess ELLs for exit from bilingual, ESL, or English language services programs.~~
2820. "Sheltered English instruction" means an instructional **program alternative approach** used to make academic instruction in English understandable to **MLs** ~~ELLs~~. Sheltered English classes are taught by ~~regular~~ classroom teachers who **deliver instruction in English, may not hold a bilingual/ESL endorsement, but have received training on strategies for instructional adaptation, pursuant to N.J.A.C. 6A:8-1.3,** to make academic content areas **subject-area content** comprehensible for **MLs** ~~ELLs~~.
29. "State Seal of Biliteracy" means a recognition awarded pursuant to N.J.A.C. 6A:8-5.3.
30. "Statewide home-language survey" or "Statewide HLS" means a standardized questionnaire developed by the Department for school districts to use to help identify which students are potential MLs and which students will require a record review and an ELP assessment to determine whether they are eligible for placement in a LIEP.
31. "Student with interrupted formal education" or "SIFE" means a ML in grades four to twelve who has experienced disruptions in their formal education that took place outside of the United States.
- B. Identification of Eligible **Multilingual** ~~English Language Learners (ELLs)~~ (N.J.A.C. 6A:15-1.3)
1. The **school** district shall use, at the time of enrollment, the **a multi-step process set forth at N.J.A.C. 6A:15-1.3(a)1 through (a)3 and B.1.a. through B.1.c. below to identify MLs enrolled in the school district.** ~~at the time of enrollment to determine the native language of each ELL. The district shall:~~
 - a. The district shall administer to each student enrolled in the school district the Statewide HLS. The district shall use the



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Statewide HLS to determine which students in preschool to twelfth-grade have a primary language(s) other than English and, therefore, may be a ML. The Statewide HLS shall be completed, in writing, or by verbal interview by an individual with knowledge of the student, such as a parent(s), trained school district personnel, or a bilingual or ESL teacher;

b. Following the administration of the Statewide HLS, the district shall conduct a records review process to determine whether the student is a ML.

(1) The records review process may include, but is not limited to, reviewing available information about the student's overall academic performance from current or prior years; observations of teaching staff members who have worked with the student; interviews with the student or the student's parent or family in their primary language; and/or additional school records as needed in compliance with State and Federal student privacy laws; and

c. The district shall then determine the English language proficiency of all Kindergarten to twelfth-grade students who are found eligible through N.J.A.C. 6A:15-1.3(a)1 or (a)2 and B.1.a. or B.1.b. above and whose primary language is other than English by administering an ELP assessment. Students who do not meet the Department-established cut score on the ELP assessment shall be considered MLs and shall be offered entry into the district's LIEP.

(1) Preschool students who are identified, pursuant to the processes set forth at N.J.A.C. 6A:15-1.3(a)1 and (a)2 and B.1.a. and B.1.b. above, as having a primary language other than English shall be identified as MLs. Prior to the start of their Kindergarten year, the district shall administer an ELP assessment to preschool MLs as part of the screener process to determine the ML's English language proficiency level.



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(2) The district shall also use age-appropriate methodologies to identify preschool MLs to determine their individual language development needs.

2. The district shall maintain a roster indicating all identified students whose primary language is other than English and who are MLs.

a. ~~Maintain a census indicating all identified students identified whose native language is other than English; and~~

b. ~~Administer the Statewide home language survey, to determine which students in Kindergarten to grade twelve whose native language is other than English, must be screened further to determine English language proficiency. The Statewide home language survey shall be administered by a bilingual/ESL or other certified teacher, and shall be designed to distinguish students who are proficient English speakers and need no further testing.~~

2. ~~The district shall determine the English language proficiency of all Kindergarten to grade twelve students who are not screened out and whose native language is other than English, by administering an English language proficiency test, assessing the level of reading in English, reviewing the previous academic performance of students, including their performance on standardized tests in English, and reviewing the input of teaching staff members responsible for the educational program for ELLs. Students who do not meet the Department standard on a language proficiency test and who have at least one other indicator shall be considered ELLs. The district shall also use age-appropriate methodologies to identify preschool ELLs to determine their individual language development needs.~~

C. Board Requirements, Including Language Instruction Educational Programs for Multilingual Learners – N.J.A.C. 6A:15-1.4
Bilingual Programs for English Language Learners (ELLs) (N.J.A.C. 6A:15-1.4)



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1. The district Board shall provide all preschool Kindergarten to twelfth-grade twelve MLs ELLs enrolled in the school district pursuant to N.J.S.A. 18A:7F-46 and 18A:7F-54 with equal educational opportunities and all educational activities and programs, including required courses all required courses and support services defined at outlined in N.J.A.C. 6A:15-1.4(b) through (eh) and C.2. through C.58 below to prepare MLs ELLs to meet the NJSLs for high school graduation. The instructional opportunities shall be designed to assist MLs to fully comprehend all subject matter and demonstrate their mastery of all NJSLs academic content areas. ~~This may include tutoring, after-school programs, summer programs, and remedial services as needed by ELLs. The district shall also provide appropriate instructional programs to eligible pre-school ELLs based on need according to the New Jersey Preschool Program Implementation Guidelines, 2015. The guidelines provide developmentally appropriate recommendations for good practice and are intended for school districts that provide preschool programs.~~
 - a. Instructional opportunities may also include individualized and targeted supports, as needed by MLs.
 - b. The district shall ensure that all educational services, activities, and programs incorporate a linguistically and culturally responsive, multicultural curriculum in accordance with N.J.S.A. 18A:35-4.35, 18A:35-4.36, and 18A:35-4.36a. to ensure educational equity aligned to the Board of Education's Comprehensive Equity Plan, pursuant to N.J.A.C. 6A:7.
2. The Board shall provide all MLs with a LIEP.
 - a. The Board shall provide appropriate instructional programs to preschool MLs pursuant to N.J.A.C. 6A:15-1.4(c) and C.3. below.
 - b. Whenever there are twenty or more MLs in Kindergarten through twelfth-grade in any one language classification enrolled in the school district, a LIEP shall include bilingual education or dual language immersion programs



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pursuant to N.J.A.C. 6A:15-1.4(e) and C.5. below, unless waived pursuant to N.J.A.C. 6A:15-1.15 and N. below.

- c. Whenever there are ten or more MLs in Kindergarten through twelfth-grade enrolled in the school district, an ESL program shall be provided.
 - d. Whenever there are at least one, but fewer than ten MLs in Kindergarten through twelfth-grade enrolled in the school district, the Board shall provide the MLs with English language services. English language services shall be provided as part of the regular school program.
 - e. Instructional program alternatives may be implemented pursuant to N.J.A.C. 6A:15-1.15 and N. below. ~~establish English language services designed to improve the English language proficiency of ELLs whenever there are at least one, but fewer than ten ELLs enrolled in the school district. English language services shall be provided in addition to the regular school program.~~
3. The Board shall provide appropriate instructional programs to eligible preschool MLs based on the New Jersey Preschool Program Implementation Guidelines and the New Jersey Preschool Teaching and Learning Standards of Quality, pursuant to N.J.A.C. 6A:13A – Elements of High-Quality Preschool Programs.
- a. A program that meets the New Jersey Preschool Teaching and Learning Standards of Quality and is approved, pursuant to N.J.A.C. 6A:13A, will be considered a preschool LIEP.
4. The Board shall establish bilingual education or dual language immersion programs whenever there are twenty or more MLs in any one language classification enrolled in the school district in Kindergarten through twelfth-grade, pursuant to N.J.S.A. 18A:35-18. Bilingual education or dual language immersion programs shall:
- a. Be designed to prepare MLs to acquire sufficient English knowledge and skills to meet the NJSLs. All MLs participating in bilingual and dual language immersion



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- programs shall also receive a class period of ESL instruction each day in session;
- b. Include a curriculum that is aligned to the NJSLs and the ELD standards and includes primary language instruction delivered to further master literacy in the primary language and as a support in the development of English proficiency;
 - c. Include the full range of required courses and activities offered on the same basis and under the same rules that apply to all students within the school district; and
 - d. Utilize a curriculum for bilingual education programs that is adopted by the Board.
5. The Board shall provide at least one class period of ESL instruction each day in session based on a student's English language level to all MLs placed in a LIEP.
- a. The Board shall develop and adopt an ESL curriculum that addresses the ELD standards to address the instructional needs of MLs.
 - b. The ESL curriculum shall be cross-referenced to the school district's bilingual education and academic content area curricula to ensure that ESL instruction is correlated to all academic content areas taught.
6. The Board may establish dual language immersion programs to meet the requirement at N.J.A.C. 6A:15-1.4(b)2. and C.2.b. above and N.J.S.A. 18A:35-15 through 18A:35-26.
- a. Dual language immersion programs shall be designed to help students achieve proficiency in English and in a second language while mastering academic content area skills.
 - b. Instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards.



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- c. Classes in dual language immersion programs shall be comprised of at least fifty percent MLs.
 - d. The program may be coordinated with the school district's world languages program.
 - e. Dual language immersion programs that are not established to provide the LIEP services required pursuant to N.J.S.A. 18A:35-15 through 18A:35-26 do not have to comply with the requirements of N.J.A.C. 6A:15, Policy 2423, and this Regulation.
7. The Board may establish a newcomer program for a limited duration in time to address the needs of recent immigrant students, particularly SIFEs, before the students transition to a general education classroom. A high-quality newcomer program shall:
- a. Be age-appropriate;
 - b. Include content that relates to the NJSLs;
 - c. Include social-emotional learning; and
 - d. Include courses that are credit-bearing and count toward graduation pursuant to N.J.A.C. 6A:8, or promotion requirements to allow students to meet grade-level standards within a reasonable period of time.
8. The Board shall offer sufficient courses and other relevant supplemental instructional opportunities in grades nine through twelve to enable MLs to meet or exceed the NJSLs for graduation. When sufficient numbers of students are not available to form a bilingual class in an academic content area, the Board shall develop, in consultation with and approved by the Department, plans to meet the needs of the students.
9. In addition to N.J.A.C. 6A:15-1.4(a) through (h) and C.1. through C.8. above, the Board shall design additional programs and services to meet the special needs of eligible MLs. The additional programs and services shall include, but not be limited to,



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individualized and targeted supports through Title I programs; special education; career and technical education programs; gifted and talented education services; supports to help MLs earn a State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3; and individualized learning opportunities pursuant to N.J.A.C. 6A:8-5.1.

10. The Board may establish a program in bilingual education or dual language immersion for any language classification with fewer than twenty students.

11. The Board shall establish a process for how MLs in high school may meet the world language or ELA course graduation requirements, pursuant to N.J.A.C. 6A:8-5.1, by applying credits earned in an ESL course. The Board shall verify on a student's record that the applicable ESL credits meet or exceed the NJSLs at the high school level.

~~3. The Board of Education shall establish an ESL program that provides at least one period of ESL instruction based on student language proficiency whenever there are ten or more ELLs enrolled in the school district.~~

~~a. An ESL curriculum that addresses the WIDA English language development standards shall be developed and adopted by the Board to address the instructional needs of ELLs.~~

~~b. The ESL curriculum shall be cross-referenced to the district's bilingual education and content area curricula to ensure that ESL instruction is correlated to all the content areas taught.~~

~~4. The Board shall establish bilingual education programs whenever there are twenty or more ELLs in any onelanguage classification enrolled in the school district pursuant to N.J.S.A. 18A:35-18. Bilingual education programs shall:~~

~~a. Be designed to prepare ELLs to acquire sufficient English skills and content knowledge to meet NJSLs. All ELLs~~



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~~participating in the bilingual programs shall also receive
ESL instruction;~~

~~b. Include a curriculum that addresses the NJSLS, the WIDA
English language development standards, and the use of
two languages. The bilingual education curriculum shall be
adopted by the Board; and~~

~~c. Include the full range of required courses and activities
offered on the same basis and under the same rules that
apply to all students within the school district.~~

~~5. ELLs shall be provided with equitable instructional opportunities
to participate in all non-academic courses necessary to meet the
NJSLS, including comprehensive health and physical education,
the visual and performing arts, and career awareness programs.
The instructional opportunities shall be designed to assist ELLs to
fully comprehend all subject matter and demonstrate their mastery
of the content matter.~~

~~6. The Board shall offer sufficient courses and other relevant
supplemental instructional opportunities in grades nine through
twelve to enable ELLs to meet the NJSLS for graduation. When
sufficient numbers of students are not available to form a bilingual
class in a subject area, the Board shall develop plans in
consultation with and approved by the Department to meet the
needs of the students.~~

~~7. In addition to N.J.A.C. 6A:15-1.4(a) through (f) and C.1. through
C.6. above, the Board shall design additional programs and
services to meet the special needs of eligible ELLs and include, but
not be limited to: remedial instruction through Title I programs;
special education; school-to-work programs; computer training;
and gifted and talented education services.~~

~~8. The Board may establish dual language bilingual education
programs in its schools and may make provisions for the
coordination of instruction and services with the school district's
world languages program. Dual language bilingual education
programs shall also enroll students whose primary language is~~



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~~English, and shall be designed to help students achieve proficiency in English and in a second language while mastering subject-matter skills. To the extent necessary, instruction shall be in all courses or subjects of study that allow students to meet all grade promotion and graduation standards. Where possible, classes in dual language bilingual programs shall be comprised of approximately equal numbers of ELLs and of students whose native language is English.~~

- ~~9. The Board may establish a program in bilingual education for any language classification with fewer than twenty students.~~

~~D. Waiver Process Provided by Statute (N.J.A.C. 6A:15-1.5)~~

~~The school district may request a waiver from N.J.A.C. 6A:15-1.4(d) and C.4. above to establish annually an instructional program alternative with the approval of the Department when there are twenty or more students eligible for the bilingual education program in grades Kindergarten through twelve, and the school district is able to demonstrate that it would be impractical to provide a full time bilingual program due to age range, grade span, and/or geographic location of eligible students.~~

- ~~1. Instructional program alternatives shall be developed in consultation with and approved annually by the Department after review of student enrollment and achievement data. All bilingual instructional program alternatives shall be designed to assist ELLs to develop sufficient English skills and subject matter skills to meet the NJSLS.~~
- ~~2. The instructional program alternatives that shall be established include, but are not limited to: the bilingual part time component; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high intensity ESL program.~~
- ~~3. In the event the district implements program alternatives, the district shall annually submit student enrollment and achievement data that demonstrate the continued need for these programs.~~



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DE. Approval Procedures (N.J.A.C. 6A:15-1.56)

1. The school district providing a LIEP ~~If the district provides a bilingual program, ESL program, or English language services, the district shall submit a plan every three years to the Department for approval. At its discretion, the Department may request modifications, as appropriate.~~

- a. ~~Plans submitted by the Board for approval shall include information on the following:~~

- (1) ~~Identification of students;~~
 - (2) ~~Program description;~~
 - (3) ~~The number of certified staff hired for the program;~~
 - (4) ~~Bilingual and ESL curriculum development;~~
 - (5) ~~Evaluation design;~~
 - (6) ~~Review process for exit; and~~
 - (7) ~~A budget for bilingual and ESL programs or English language services.~~

2. The Board of Education's LIEP plan shall demonstrate that:

- a. For Kindergarten through twelfth-grade, LIEP curricula include or are aligned with:

- (1) The NJSLs;
 - (2) The ELD standards; and
 - (3) A multicultural curriculum, pursuant to N.J.S.A. 18A:35-4.36a and N.J.A.C. 6A:7.

- b. For preschool, the ML instruction and support meets the language instruction requirements in the New Jersey



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Preschool Program Implementation Guidelines and the New Jersey Preschool Teaching and Learning Standards of Quality, pursuant to N.J.A.C. 6A:13A and the curricula include or are aligned with:

- (1) The NJSLS;
 - (2) The ELD standards for preschool; and
 - (3) A multicultural curriculum, pursuant to N.J.S.A. 18A:35-4.36a and N.J.A.C. 6A:7.
- c. MLs have equitable access to educational activities and programs in a manner aligned to the Board's Comprehensive Equity Plan, pursuant to N.J.A.C. 6A:7.
 - d. School district staff engage in ongoing and continuous program evaluations that shall include regular reviews of student performance data (for example, graduation rates and assessment results) and other measures (for example, absenteeism, disciplinary records, and course enrollment) to evaluate whether MLs in the district have equitable access to educational opportunities, including, but not limited to, gifted and talented programs; advanced coursework and dual enrollment; work-based learning opportunities; extra-curricular activities; and career counseling.
 - e. Preschool students participate in instructional activities pursuant to N.J.A.C. 6A:13A.
 - f. Bilingual and dual language immersion programs promote bilingualism, biliteracy, cross-cultural competency, high levels of academic achievement in both languages, and a path, if available, toward attaining the State Seal of Biliteracy.
3. The Board's LIEP plan submitted to the Department for approval shall include information on the following:
 - a. Identification of MLs in preschool through twelfth-grade;



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- b. LIEP description;
 - c. The number of staff hired for the LIEP by certificate type;
 - d. Bilingual and ESL curriculum;
 - e. Evaluation design;
 - f. Review process for a student's exit from ML status; and
 - g. A budget for all components of the LIEP.
4. The Department will review the plan to ensure the Board has a system of support for all MLs that is aligned to N.J.A.C. 6A:15, Policy 2423, and this Regulation. The Department may request modifications of the plan, as appropriate, and shall determine whether to approve the Board's plan.

EF. Supportive Services - (N.J.A.C. 6A:15-1.67)

1. Students enrolled in a LIEP bilingual, ESL, or English language services programs shall have equal full access to educational opportunities, including full access to educational opportunities and services available to other students in the school district.
2. The school district shall provide MLs with linguistically and culturally responsive supportive services, such as academic counseling; tutoring; career guidance; and mental health counseling. Bilingual personnel who are trained in social-emotional learning and are familiar with and knowledgeable about the unique assets and needs of the MLs, including newcomers and SIFEs, and their parents, shall provide the services. To the extent that it is administratively feasible, supportive services to ELLs, such as counseling, tutoring, and career guidance, should be provided by bilingual personnel who are familiar with and knowledgeable of the unique needs and background of the ELLs and their parents.



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FG. Professional Development – N.J.A.C. 6A:15-1.7 ~~In-service Training (N.J.A.C. 6A:15-1.8)~~

1. As part of the district- and school-level plans for professional development requirements at N.J.A.C. 6A:9C-4.2, the Board of Education shall describe professional learning for bilingual, ESL, and academic content teachers whose classroom instruction is in English; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of MLs. ~~The Board shall develop a plan for in-service training for bilingual, ESL, and mainstream teachers; administrators who supervise bilingual/ESL programs; and administrators and any personnel who observe and evaluate teachers of ELLs. The plan shall include instructional strategies and appropriate assessments to help ELLs meet the NJSLs and the WIDA English language development standards. All bilingual and ESL teachers shall receive training in the use of the ESL curriculum.~~
2. The district- and school-level professional development plan shall:
 - a. Include instructional adaptational strategies, pursuant to N.J.A.C. 6A:8-3.1, and training on appropriate assessments to help MLs meet the NJSLs and the ELD standards;
 - b. Address the needs of bilingual and ESL teachers, who shall receive training in the use of the ESL curriculum and the ELD standards; and
 - c. Ensure all teachers receive training on the ELD standards and how to provide linguistically and culturally accessible instruction and appropriate modifications and accommodations for MLs.

~~The Professional Development Plan of the school district shall include the needs of bilingual and ESL teachers, which shall be addressed through in-service training.~~

GH. Certification ~~of Staff (N.J.A.C. 6A:15-1.89)~~

1. All teachers of bilingual classes shall hold a valid New Jersey instructional certificate with an endorsement for the appropriate



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grade level and/or content area and a standard certificate with a bilingual/bicultural education endorsement, pursuant to N.J.S.A. 18A:6-38 et seq., N.J.S.A. 18A:35-15 to 26, and N.J.A.C. 6A:9B-11.5, ~~as well as an endorsement in bilingual education pursuant to N.J.S.A. 18A:6-38 et seq. and 18A:35-15 to 26.1.~~

2. Dual language immersion programs, for the purpose of meeting the LIEP requirements at N.J.S.A. 18A:35-18; N.J.A.C. 6A:15; Policy 2423; and this Regulation may be taught by one or more teaching staff members. In these dual language immersion programs, the following endorsements to an instructional certificate shall be fulfilled by one or more teaching staff members:

- a. An endorsement for the appropriate grade level and/or academic content area being taught; and

- b. An endorsement in bilingual/bicultural education or world languages.

- (1) A teaching staff member of a language other than English has demonstrated linguistic competence in the language of their instruction, pursuant to N.J.A.C. 6A:9B-10.5 or 11.5(a)2.

3. All teaching staff members of ESL classes shall hold a valid New Jersey instructional certificate ~~with an ESL endorsement, in ESL~~ pursuant to N.J.S.A. 18A:6-38 et seq. and N.J.A.C. 6A:9B-~~11.6-10.5.~~

43. All teachers providing English Language Services shall hold a valid New Jersey instructional certificate.

HI. ~~Language Instruction Educational Program Placement, Bilingual, English as a Second Language, and English Language Services Program Enrollment, Assessment, Exit, and Re-entry~~ (N.J.A.C. 6A:15-1.4(b) through 1.9)

1. All ~~MLs~~ ELLs from Kindergarten through ~~twelfth-grade~~ twelve shall be enrolled in ~~a LIEP the bilingual, ESL, or English language services education program~~ established by the Board of Education in accordance with ~~as prescribed in~~ N.J.A.C. 6A:15-1.4(b) through



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(fe) and 1.5(a), C.2. through C.65. and D. above, and N.J.A.C. 6A:15-1.15(a) and N.1. below, and N.J.S.A. 18A:35-18 and N.J.S.A. 18A:35-22, P.L. 1995, c. 59 and c. 327.

2. Students identified as MLs enrolled in the bilingual, ESL, or English language services program shall be assessed annually using ELP assessments to measure the determine their progress toward in achieving English language proficiency and to determine readiness for exiting the LIEP program. Students who meet the criteria for Statewide alternate assessments, pursuant to N.J.A.C. 6A:14-4.10(a)2, shall be assessed annually using an alternate ELP assessment.
3. A ML ELLs enrolled in the LIEP bilingual, ESL, or English language services program shall be placed in a classroom(s) where the primary language of instruction is English when the ML has monolingual English program when they have demonstrated readiness to exit a LIEP bilingual, ESL, or ELS program first by achieving the through Department-established cut score criteria on an ELP or alternate ELP assessment, and a Department-established English language observation form. A first achieve the Department of Education-established English proficiency standard as measured by an ELP assessment. The student's readiness shall be further assessed by the use of a Department-established English language observation form that considers, at a minimum: classroom performance; the student's reading level in English; the observations judgment of the teaching staff members or members responsible for the educational program of the student; and performance on achievement tests in English.
 - a. Pursuant to C.F.R. §200.6(h)(4)(ii), a ML an ELL with a disability whose disability makes it impossible for the student to be assessed in a particular domain because there are no appropriate accommodations for assessing the student in that domain may be exited from ML ELL status based on the student meeting the Department-determined cut score student's score on the remaining domains in which the student was assessed.
4. When the review process for exiting a student from a LIEP has been completed, the district shall notify, by written



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communication, the student's parent of the placement determination. If the parent or a teaching staff member disagrees with the student's placement, the parent or teaching staff member may appeal the placement to the Commissioner of Education, pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3, after exhausting the school district's appeal process.

54. A parent may remove a student who is enrolled in a **LIEP** ~~bilingual education program~~ pursuant to provisions in N.J.S.A. 18A:35-22.1.
 - a. A student who is identified as a ML and whose parent refuses placement in a LIEP shall still access and meet the academic expectations of the NJSLs. Pursuant to N.J.A.C. 6A:8, N.J.A.C. 6A:15-1.6, and E. above, the district shall ensure that students whose parents refuse placement are provided the appropriate instructional adaptations and appropriate assessment modifications and accommodations for Statewide assessments.
6. The district shall monitor, for a minimum of two years, the academic progress of students who are exited from a LIEP to ensure that the students are continually meeting or exceeding the NJSLs when the curriculum and instruction are delivered in English.
75. Newly exited students who are not **academically** progressing in classes where English is the primary language of instruction ~~the mainstream English program~~ may be considered for reentry to a **LIEP** ~~bilingual and ESL programs~~ as follows:
 - a. After a minimum of one-half of an academic year and within two years of exit, **the teaching staff member delivering instruction in English** ~~the mainstream English classroom teacher~~ may recommend retesting with the approval of the Principal.
 - b. A waiver of the minimum time limitation may be approved by the Executive County Superintendent upon request of the Superintendent if the student is experiencing extreme



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difficulty in adjusting to **classes where English is the primary language of instruction** ~~the mainstream program.~~

- c. The recommendation for retesting shall be based on the **teaching staff member's documented observation of a student's academic performance and data-based determination that the student** ~~teacher's judgment that the student~~ is experiencing difficulties due to problems in using English **language** ~~as evidenced by the student's inability to:~~ communicate effectively with peers and adults; understand directions given by the **teaching staff member** ~~teacher~~; and/or comprehend basic verbal and written materials.
 - d. The student shall be tested using a different form **of the English language proficiency assessment** ~~test or a different language proficiency test~~ than the one used to exit the student.
 - e. If the student scores below the **Department-determined cut score** ~~State-established standard~~ on the **English** language proficiency **assessment** test, the student shall be re-enrolled into **a LIEP** ~~the bilingual or ESL program.~~
6. ~~When the review process for exiting a student from a bilingual, ESL, or English language services program has been completed, the district shall notify by mail the student's parent of the placement determination. If the parent or teaching staff member disagrees with the placement, they may appeal the placement decision in writing to the Superintendent or designee, who will provide a written explanation for the decision within seven working days of receiving the written appeal. The complainant may appeal this decision in writing to the Board within seven calendar days of receiving the Superintendent's or designee's written explanation of the decision. The Board will review the appeal and respond in writing to the parent within forty-five calendar days of the Board's receipt of the parent's written appeal to the Board. Upon exhausting an appeal to the Board, the complainant may appeal to the Commissioner of Education pursuant to N.J.S.A. 18A:6-9 and N.J.A.C. 6A:3.~~



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J. Graduation Requirements for **Multilingual Learners** – ~~English Language Learners~~ (N.J.A.C. 6A:15-1.11)

All **MLs** ~~ELLs~~ shall satisfy requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a).

JK. Location – (N.J.A.C. 6A:15-1.11~~12~~)

1. All Kindergarten through twelfth-grade **LIEPs** ~~All bilingual, ESL, and English language services programs~~ shall be conducted within classrooms within the ~~regular school buildings of the school district~~ pursuant to N.J.S.A. 18A:35-20, **except under the following circumstances:**

- a. A LIEP is conducted in another school district as part of a joint program, pursuant to N.J.A.C. 6A:15-1.13 and L. below; or
- b. A ML's individualized learning opportunity, pursuant to N.J.A.C. 6A:8-5.1(a)2, occurs outside of the school district's classrooms.

KL. Notification – (N.J.A.C. 6A:15-1.12~~13~~)

1. The ~~school~~ district shall notify, **by written communication,** ~~mail~~ the parents of **a ML** ~~ELLs~~ of the fact that their child has been identified as eligible for enrollment in a **LIEP** ~~bilingual, ESL, or English language services education program.~~

- a. The district shall issue the notification within thirty days of **the start of the school year.** ~~the child's identification.~~
- b. For a student who enrolls after the beginning of the school year, the district shall issue the notification within fourteen calendar days of the student being placed in a LIEP.

2. ~~Notice shall include a statement that the parents may decline their child's enrollment in a bilingual program, and they shall be given an opportunity to do so if they choose.~~ The notice shall be in



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writing and in the language in which the parent(s) possesses a primary speaking ability, and in English, and shall include the following information:

- a. Why the student was identified as a ML ~~an ELL~~;
- b. Why the school district determined the student needs to be placed in a LIEP ~~language instructional educational program~~ that will help the student ~~them~~ develop and attain English proficiency and meet the NJSLs;
- c. The student's level of English language proficiency, how the level of English proficiency was assessed, and the student's performance in academic content areas level;
- d. The method of instruction the school district will use to serve the student, including a description of other instruction methods available and how those methods differ in content, instructional goals, and the use of English and a primary ~~native~~ language, if applicable;
- e. How the program will meet the student's specific needs in attaining English language proficiency and meeting or exceeding the NJSLs ~~State standards~~;
- f. The program's exit requirements, the expected amount of time that the ML will need to successfully achieve in classrooms where the language of instruction is English, ~~rate of transition into a classroom not tailored for ELLs~~ and, in the case of high school students, the expected rate of graduation; ~~and~~
- g. How the LIEP ~~instructional program~~ will meet the objectives of the individualized education program of a student with a disability; ~~And~~
- h. A statement that the parent may decline the child's enrollment in a LIEP, and that the parent shall be given an opportunity to do so or to select a different type of LIEP service available at the child's school.



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32. The school district shall send progress reports to parent(s) of students enrolled in a **LIEP** ~~bilingual, ESL, or English language services programs~~ in the same manner and frequency as progress reports are sent to parents of other students enrolled in the school district.
43. Progress reports shall be written in English and in the **primary native language spoken by** ~~of the parent of students enrolled in the LIEP bilingual and ESL program unless the school district can demonstrate and document in the three year plan required in N.J.A.C. 6A:15-1.6(a) that the requirement would place an unreasonable burden on the district.~~
54. The ~~school~~ district shall notify the parent when a student meets the exit criteria and is placed in a monolingual English program. The notice shall be in English and in the language in which the parent possesses a primary speaking ability.

LM. Joint Programs - (N.J.A.C. 6A:15-1.13~~14~~)

1. With approval of the Executive County Superintendent on a case-by-case basis, **the Board of Education** ~~a school district~~ may join with another **district** Board to provide: ~~bilingual, ESL, or English language services programs.~~
 - a. **A LIEP; and**
 - b. **An individualized learning opportunity, pursuant to N.J.A.C. 6A:8-5.1(a)2, to a ML who chooses to utilize it to meet the 120-credit graduation requirement, in whole or in part.**

MN. Parental **and Family Engagement** ~~Involvement~~ (N.J.A.C. 6A:15-1.14~~15~~)

1. The **Superintendent or designee** ~~district~~ shall provide for the maximum practicable **engagement of the parent of MLs** ~~involvement of parents of ELLs~~ in the development and review of program objectives and dissemination of information to and from the ~~district~~ Boards of Education and communities served by the



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LIEP bilingual, ESL, or English language services education programs.

a. This duty includes ensuring all information regarding a ML's educational experience is available in the language in which the parent possesses a primary speaking ability, and in English. This information includes, but it not limited to: district- and school-level policies; invitational letters regarding school or district programs; information regarding student discipline policies and procedures; registration and enrollment; report cards; requests for parent permission for student participation in district or school activities; parent-teacher conferences; parent handbooks; and gifted and talented programs.

2. With the exception of a Board implementing an English language services or ESL program, each Board implementing a LIEP ~~If the district implements a bilingual education program, the district~~ shall establish a parent advisory committee on bilingual education of which the majority membership shall be parents of **MLs** ~~ELLs~~.

N. Waiver Process Provided by Statute – N.J.A.C. 6A:15-1.15

1. A school district that has twenty or more students eligible for the bilingual education program in Kindergarten through twelfth-grade may request annual approval from the Department to waive the requirement at N.J.A.C. 6A:15-1.4(d) and C.4. above and, instead, to establish an instructional program alternative if the school district is able to demonstrate that it would be impractical to provide a full-time bilingual program due to the age range, grade span, and/or geographic location of eligible students.

a. Instructional program alternatives that shall be established include, but are not limited to: the bilingual part-time program; the bilingual resource program; the bilingual tutorial program; the sheltered English instruction program; and the high-intensity ESL program.

b. All instructional program alternatives shall be designed to assist MLs to develop English language proficiency while



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learning the knowledge and skills for academic content areas to meet or exceed the NJSLs.

- c. Instructional program alternatives shall be developed in consultation with the Department based on student enrollment and achievement data.
- d. A Board of Education implementing instructional program alternatives annually shall submit to the Department student enrollment and achievement data that demonstrate the continued need for the programs.
- e. Instructional program alternatives shall be approved annually by the Department based on the Department's review of student enrollment and achievement data.

Issued: 14 October 2013
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Revised: 13 February 2023
Revised: 13 May 2024



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Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)

2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES (M)

M

A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. In order to ensure safety, it is imperative that students participating in athletic competition, coaches, and parents are educated about the nature and treatment of sports-related concussions and other head injuries. Allowing a student to return to athletic competition before recovering from a concussion increases the chance of a more serious brain injury.

This Policy and Regulation 2431.4 are consistent with the requirements of N.J.S.A. 18A:40-41.1 et seq., the New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions, and the recommendations developed by the Center for Disease Control and Prevention (CDC).

For the purpose of this Policy and Regulation 2431.4, “programs of athletic competition” shall include any competition or practice in high school interscholastic athletic programs, middle school interscholastic athletic programs where school teams or squads play teams or squads from other school districts, intramural athletic programs within a school or among schools in the district, and any cheerleading program or activity in the school district.

For the purpose of this Policy and Regulation 2431.4, “student-athlete” shall mean any student enrolled in a public or nonpublic school in New Jersey who is a participant in a program of athletic competition organized by the school district.

The staff member supervising the program of athletic competition shall take steps to prevent concussions and head injuries; ensure student-athletes have appropriate supervision and safety equipment; and ensure student-athletes avoid unsafe conditions.

School staff members supervising programs of athletic competition; licensed athletic trainers; nurses; and school/team physicians shall be trained on the possible signs or symptoms of a concussion. Any possible signs or symptoms of



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a concussion shall be reported by the student-athlete or an observer to the staff member supervising the program of athletic competition; athletic trainer; school/team physician; school nurse; and/or parent.

The school district ~~will~~ shall adopt an Interscholastic Head Injury Training Program athletic head injury safety training program. The program shall ~~to~~ be completed by the school/team physician, licensed athletic trainer, ~~any individual who coaches,~~ and other appropriate district personnel pursuant to N.J.S.A. 18A:40-41.2 in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse of schools with athletic programs. The training program shall be in accordance with guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.

The school district shall annually distribute the NJDOE developed educational fact sheet regarding sports related concussions and other head injuries to all parents of students participating in any athletic competition or practice and shall obtain a signed acknowledgement of the receipt of the fact sheet by the student and their parent in accordance with N.J.S.A. 18A:40-41.2(e).

Pursuant to N.J.S.A. 18A:40-41.4, aA student-athlete who participates in a program of an athletic competition or practice and who sustains or is suspected of having sustained sustaining a concussion or other head injury while engaged in a program of athletic competition shall be immediately removed from the program of athletic competition or practice by the staff member supervising the program or athletic competition. A student-athlete who was removed from a program of athletic competition or practice shall not participate in further programs of athletic competition or practice until the student-athlete: they are is examined evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions; and receives written medical clearance from a physician trained in the evaluation and management of concussions to return to a program of athletic competition or practice; and progresses through the steps outlined in the CDC's Six-Step Return to Play Progression. The student-athlete's written medical clearance shall be reviewed and approved by the school physician, nurse or licensed athletic trainer. the student returns to regular school activities and is no longer experiencing symptoms of the injury when conducting those activities in accordance with N.J.S.A. 18A:40-41.4.

The return of a student to athletic competition or practice shall also be in accordance with the graduated, six-step "Return to Play Progression" recommendations and any subsequent changes or other updates to these



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~~recommendations as developed by the Centers for Disease Control and Prevention (CDC). The Board shall revise this Policy and Regulation 2431.4 whenever the CDC changes or otherwise updates the “Return to Play Progression” recommendations.~~

School personnel shall contact the parent of a student-athlete to inform them of a suspected sports-related concussion or head injury as soon as possible after the incident. School personnel shall provide the parent with a checklist or copy of the return to play protocols outlined in this Policy and Regulation 2431.4.

The student-athlete may not begin the CDC’s Six-Step Return to Play Progression until the student-athlete receives a medical examination, provides the required written medical clearance, and the medical clearance is approved by the school physician, nurse or licensed athletic trainer.

Some symptoms may require immediate medical treatment. Emergency medical responders (911) shall be called if the student-athlete is experiencing a deterioration of symptoms; loss of consciousness; direct neck pain associated with the injury; or any other symptom that may require immediate medical treatment. The district will provide temporary supports to a student-athlete that has sustained a concussion or other head injury.

The Commissioner of Education and Commissioner of Health educational fact sheet that provides information concerning the use and misuse of opioid drugs in the event a student-athlete is prescribed an opioid for a sports-related injury shall be provided to the parents of student-athletes. The district shall obtain a signed acknowledgement of receipt by the student-athlete and their parent in accordance with the provisions of N.J.S.A. 18A:40-41.10.

The Board shall review this Policy and Regulation 2431.4 annually and update as necessary to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussions and head injuries pursuant to N.J.S.A. 18A:40-41.3.

The school district shall provide a copy of this Policy and Regulation 2431.4 to all youth sports team organizations that operate on school grounds. In accordance with the provisions of N.J.S.A. 18A:40-41.5, the school district shall not be liable for the injury or death of a person due to the action or inaction of persons employed by, or under contract with, a youth sports team organization that operates on school grounds, if the youth sports team organization provides the school district proof of an insurance policy of an amount of not less than \$50,000



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per person, per occurrence insuring the youth sports team organization against liability for any bodily injury suffered by a person and a statement of compliance with this Policy and Regulation 2431.4.

Pursuant to N.J.S.A. 18A:40-41.5 and for the purpose of this Policy, a “youth sports team organization” means one or more sports teams organized pursuant to a nonprofit or similar charter or which are member teams in a league organized by or affiliated with a county or municipal recreation department.

~~This Policy and Regulation 2431.4 shall be reviewed and approved by the school physician annually and updated as necessary to ensure it reflects the most current information available on the prevention, risk, and treatment of sports-related concussions and other head injuries in accordance with N.J.S.A. 18A:40-41.3.~~

New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions – August 2023

N.J.S.A. 18A:40-41.1; 18A:40-41.2; 18A:40-41.2a;
18A:40-41.3; 18A:40-41.3a; 18A:40-41.4;
18A:40-41.5

Adopted: 14 October 2013
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PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES (M)

R 2431.4 PREVENTION AND TREATMENT OF SPORTS-RELATED CONCUSSIONS AND HEAD INJURIES (M)

M

~~A concussion is a traumatic brain injury caused by a blow or motion to the head or body that disrupts the normal functioning of the brain and can cause significant and sustained neuropsychological impairments including, but not limited to, problem solving, planning, memory, and behavioral problems. Allowing a student to return to athletic competition or practice before recovering from a concussion increases the chance of a more serious brain injury. The following procedures shall be followed to implement N.J.S.A. 18A:40-41.1 et seq., the New Jersey Department of Education Model Policy and Guidance for Districts on the Prevention and Treatment of Sports-Related Head Injuries and Concussions, and Policy 2431.4.~~

~~"Healthcare provider" is defined as the student's treating physician, advanced practice nurse, or physician assistant (under the direction of supervising physician).~~

A. ~~Athletic Head Injury Safety Training Program~~

-

1. ~~The school district will adopt an athletic head injury safety training program.~~

-

2. ~~The training program shall be completed by the school physician, any individual who coaches in an athletic competition, an athletic trainer involved in any athletic competition, and the school nurse.~~

-

3. ~~This training program shall be in accordance with the guidance provided by the New Jersey Department of Education (NJDOE) and the requirements of N.J.S.A. 18A:40-41.2.~~

B. Prevention

1. The following steps may be taken to prevent concussions and head injuries and ensure the safety of student-athletes:

- a. Limit the number of stunts during cheerleading practice.



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- (1) When stunting is performed, spotters shall be used and the surface shall be soft and in good condition; and
 - (2) Safe stunting techniques shall be taught and student-athletes shall not be permitted to attempt new or difficult stunts without proper instruction and a coach on hand.
- b. Ensure student-athletes have appropriate supervision during practices and a designated safe practice facility in good condition for the activity.
 - c. Ensure the use of appropriate fitted and maintained safety equipment.
 - d. Ensure student-athletes avoid unsafe actions such as:
 - (1) Hitting another student-athlete in the head;
 - (2) Using their head to contact another student-athlete;
 - (3) Making illegal contacts; and
 - (4) Trying to injure or put another student-athlete at risk for injury.
 - e. Limit the amount of contact during practices. This may include:
 - (1) Limiting the amount of practice time that includes scrimmages or full-speed drills.
 - f. Teach student-athletes proper techniques and ways to avoid hits to the head.
 - g. Keep a close eye on student-athletes in positions that are at increased risk for concussion to help spot a potential concussion.



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~~The school district may require pre-season baseline testing of students before the student begins participation in athletic competition or practice. The baseline testing program shall be reviewed and approved by the school physician trained in the evaluation and management of sports-related concussions and other head injuries.~~

-

~~2. The Principal or designee will review educational information for students participating in athletic competition or practice on the prevention of concussions.~~

-

~~3. All school staff members, students participating in athletic competition or practice, and parents of students participating in athletic competition or practice shall be annually informed through the distribution of the NJDOE Concussion and Head Injury Fact Sheet and Parent/Guardian Acknowledgement Form and other communications from the Principal and coaches on the importance of early identification and treatment of concussions to improve recovery.~~

BC. Possible Signs or Symptoms of Concussion or Other Head Injury

1. Some mild traumatic brain injuries and concussion symptoms may appear right away, while others may not appear for hours or days after the injury. These symptoms ~~Possible signs of concussions~~ may be observed by coaches, **licensed athletic trainers**, school/team ~~or team~~ physicians, school nurses, teachers, parents, or a teammate ~~other school staff members~~. **Below are a few examples of possible signs and symptoms** of a concussion ~~may be, but are not limited to:~~

- a. The student-athlete grabs or holds head after a play or hit - "Hands to Head";
- b. The student-athlete appears to be "shaking it off";
- c. The student-athlete appears dazed or "foggy";
- d. The student-athlete forgets plays or demonstrates short term memory difficulty;



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- e. The student-athlete cannot recall injury or events just before or just after the injury;
- f. The student-athlete answers questions slowly or inaccurately;
- g. The student-athlete has a headache;
- h. The student-athlete is nauseous or is vomiting;
- i. The student-athlete is experiencing balance problems or dizziness;
- j. The student-athlete is experiencing double vision or changes in vision;
- k. The student-athlete is experiencing sensitivity to light or sound/noise;
- l. The student-athlete is feeling sluggish or foggy;
- m. The student-athlete is having difficulty with concentration and short-term memory;
- n. The student-athlete is experiencing sleep disturbance; and
- o. The student-athlete is experiencing irritability and/or mood changes.

2. Any possible signs or symptoms of a concussion shall be reported by the student-athlete participating in a program of athletic competition to the coach(es), athletic trainer, school or team physician, school nurse, and/or parent.

- a. ~~Appearing dazed, stunned, or disoriented;~~
-
- b. ~~Forgetting plays or demonstrating short term memory difficulty;~~
-
- c. ~~Exhibiting difficulties with balance or coordination;~~
-
- d. ~~Answering questions slowly or inaccurately; and/or~~



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-
e. ~~—— Losing consciousness.~~

-
2. ~~—— Possible symptoms of concussion shall be reported by the student participating in athletic competition or practice to coaches, athletic trainer, school or team physician, school nurse, and/or parent. Possible symptoms of a concussion may be, but are not limited to:~~

-
a. ~~—— Headache;~~

-
b. ~~—— Nausea/vomiting;~~

-
c. ~~—— Balance problems or dizziness;~~

-
d. ~~—— Double vision or changes in vision;~~

-
e. ~~—— Sensitivity to light or sound/noise;~~

-
f. ~~—— Feeling sluggish or foggy;~~

-
g. ~~—— Difficulty with concentration and short-term memory;~~

-
h. ~~—— Sleep disturbance; or~~

-
i. ~~—— Irritability.~~

C. Treatment

1. Pursuant to N.J.S.A. 18A:40-41.4, a student-athlete who participates in a program of athletic competition and who sustains or is suspected of having sustained a concussion or other head injury while engaged in a program of athletic competition shall be immediately removed from the program of athletic competition by the staff member supervising the program of athletic competition.

2. The staff member supervising the student-athlete during the program of athletic competition shall immediately contact the school physician, athletic trainer, or school nurse to examine the student-athlete.

3. Emergency medical responders (911) shall be called if the student-athlete is experiencing a deterioration of symptoms, loss of



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consciousness, or direct neck pain associated with the injury pursuant to D. below.

4. A student-athlete who is removed from a program of athletic competition shall not participate in further programs of athletic competition until:

a. The student-athlete is evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions and receives written clearance from a physician trained in the evaluation and management of concussions to return to the program of athletic competition; and

(1) The student-athlete's written medical clearance from a physician must indicate a medical examination has determined:

(a) The student-athlete's injury was not a concussion or other head injury, the student-athlete is asymptomatic at rest, and the student-athlete may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities; or

(b) The student-athlete's injury was a concussion or other head injury and the student-athlete's physician will monitor the student-athlete to determine when the student-athlete is asymptomatic at rest and when the student-athlete may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.

(2) The student-athlete's written medical clearance shall be reviewed and approved by the school physician.

(3) A student-athlete who has suffered a concussion or other head injury may not begin the CDC's Six-Step



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Return to Play Progression as outlined in E. below until the student-athlete receives a medical examination and provides the required written medical clearance to the Principal or designee.

(4) A written medical clearance not in compliance with the provisions of C.4.a. above will not be accepted.

b. A student-athlete who has suffered a concussion or other head injury returns to regular school activities without the need for additional support and is no longer experiencing symptoms of the injury when conducting those activities.

(1) If school is in session, a student-athlete who has suffered a concussion or other head injury must return to regular school activities without symptoms or need for additional support before returning to a program of athletic competition as part of the CDC's Six-Step Return to Play Progression.

(2) If school is not in session, a student-athlete who has suffered a concussion or other head injury must return to their normal daily activities without symptoms as part of the CDC's Six-Step Return to Play Progression.

D. Symptoms Requiring Immediate Medical Assessment (911/Emergency Evaluation)

1. The following symptoms requiring immediate medical assessment include, but are not limited to:

a. The student-athlete loses consciousness;

b. The student-athlete has a headache that gets worse and does not go away;

c. The student-athlete is experiencing weakness, numbness, decreased coordination, convulsions, or seizure;



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- d. The student-athlete is experiencing repeated vomiting and/or intractable retching;
 - e. The student-athlete is slurring speech or exhibiting unusual behavior (disoriented);
 - f. The student-athlete has one pupil (the black part in the middle of the eye) larger than the other; and
 - g. The student-athlete cannot recognize people or places and/or gets confused, restless, or agitated.
- E. CDC's Six-Step Return to Play Progression for Students Who Have Suffered a Concussion or Other Head Injury
- 1. The return of a student-athlete to a program of athletic competition shall be in accordance with the CDC's Six-Step Return to Play Progression recommendations and any subsequent changes or other updates to those recommendations as developed by the CDC. Recovery is individual.
 - a. As applicable, the student-athlete's treating healthcare provider may guide the student-athlete through the return to play protocol while experiencing mild symptoms as part of the treatment.
 - b. In addition, the student-athlete's treating healthcare provider may adjust the treatment plan prior to Step Six, full return to competition.
 - c. Clearance from a student-athlete's physician trained in the evaluation and management of concussions is required before returning to full competition.
 - 2. Six-Step Return to Play Progression
 - a. Step 1: Back to Regular Activities

The student-athlete is back to their regular activities (such as school).



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b. Step 2: Light Aerobic Activity

The student-athlete shall begin with light aerobic exercise only to increase a student-athlete's heart rate. This means about five to ten minutes on an exercise bike, walking, or light jogging. No weightlifting at this point.

c. Step 3: Moderate Activity

The student-athlete shall continue with activities to increase a student-athlete's heart rate with body or head movement. This includes moderate jogging, brief running, moderate-intensity stationary biking, or moderate-intensity weightlifting (less time and/or less weight from their typical routine).

d. Step 4: Heavy, Non-Contact Activity

The student-athlete shall add heavy, non-contact physical activity, such as sprinting/running, high-intensity stationary biking, regular weightlifting routine, or non-contact sport-specific drills (in three planes of movement).

e. Step 5: Practice & Full Contact

The student-athlete may return to practice and full contact (if appropriate for the sport) in controlled practice.

f. Step 6: Competition

The student-athlete may return to competition.

3. It is important for a student-athlete's parent(s), coach(es), and teachers to watch for concussion symptoms after each day's Six-Step Return to Play Progression activity.

4. A student-athlete should only move to the next step if they do not exhibit any new symptoms at the current step.



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5. If a student-athlete's symptoms return or if they develop new symptoms, this could be a sign the student-athlete is overexerting. The student-athlete shall stop these activities and the student-athlete's medical provider shall be contacted. After more rest and no concussion symptoms, the student-athlete can start at the previous step.

F. Temporary Supports for Student-Athletes with Sports-Related Head Injuries or Concussions

1. Initial rest followed by a gradual return to activity during healing is recommended. Accordingly, consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports-related concussions and head injuries.
2. Mental exertion increases the symptoms from concussions and affects recovery. To recover, cognitive rest is just as important as physical rest. Reading, studying, computer usage, texting, even watching movies if a student-athlete is sensitive to light/sound, can slow a student-athlete's recovery. Managing the symptoms through a balance of rest and activity is the key to recovery.
 - a. The district will provide support for student-athletes diagnosed with a concussion.
 - b. The student-athlete's health care provider will handle short-term medical accommodations.
3. Collaboration between the student-athlete's health care provider and the school may be necessary. If accommodations are needed for an extended time, the district may want to consider implementing accommodations via a formalized 504 plan.
4. The Principal or designee may address the student-athlete's cognitive needs in the following ways:
 - a. Limit the student-athlete's screen time;
 - b. Have the student-athlete take rest breaks as needed;
 - c. Have the student-athlete spend fewer hours at school;



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- d. Provide the student-athlete more time to take tests or complete assignments. (All courses should be considered);
 - e. Provide the student-athlete help with schoolwork;
 - f. Reduce the student-athlete's time spent on the computer, reading, and writing;
 - g. Provide or grant the student-athlete early passing time to avoid crowded hallways; and/or
 - h. Allow the student-athlete extra time to complete tests or coursework.
5. These supports and/or short-term medical accommodations may be addressed in an individualized healthcare plan for a student-athlete who has suffered a concussion or other head injury.
 6. Concussions affect several aspects of brain function, including cognition, balance and coordination, visual tracking and processing, behavior, and others. The symptoms experienced, difficulties faced, and timeline for recovery will vary for each individual.
 7. A brief period of relative rest followed by a gradual return to lighter activities is generally considered the best "medicine" for healing concussions or other head injuries. This may include relative rest from both physical and cognitive activities. Each injury, and therefore each treatment plan, is different. School personnel, in collaboration with the student-athlete, parents, and the student-athlete's health care provider, are in the best position to create flexible, temporary supports to meet the needs of each student-athlete.

G. Education

1. The CDC offers tips for health professionals and educators on their website. Interscholastic Head Injury Training Programs are available via the CDC website or the National Federation of State High School Associations.



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2. This training shall be completed by the school/team physician, licensed athletic trainer, school nurses, coaches, and other relevant school personnel.

H. Other Considerations

1. Educational information for student-athletes on the prevention of concussions shall be reviewed.
2. The importance of early identification and treatment of concussions to improve recovery shall be reinforced.
3. School personnel shall contact the student-athlete's parent and inform them of the suspected sports-related concussion or head injury before allowing the student-athlete to go home after a program of athletic competition.
4. School personnel shall provide the parent of the student-athlete with a checklist or copy of the return to play protocols including the requirement of written clearance from a physician trained in the evaluation and management of concussions before the student-athlete is able to return to a program of athletic competition.

I. Interscholastic Head Injury Training Program

1. The district will adopt an Interscholastic Head Injury Training Program to be completed by the school/team physician, licensed athletic trainer, coaches, and other appropriate district personnel pursuant to N.J.S.A. 18A:40-41.2. The training program shall include:
 - a. The recognition of the signs of head and neck injuries, concussions, and second impact syndrome; and
 - (1) Pursuant to N.J.S.A. 18A:40-41.1.d., if a student-athlete sustains a second concussion while still having symptoms of a previous concussion, it can lead to the severe impairment and even the death of the student-athlete, and is referred to as second-impact syndrome.



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- b. The CDC's Six-Step Return to Play Progression or any subsequent changes or other updates developed by the CDC.

J. "Return to Play Progressions" vs. "Therapeutic Progressions"

- 1. In many cases, after the initial rest period, concussed individuals may be encouraged to resume limited activities, including light physical and cognitive activities, even in the presence of some continued symptoms. This may be referred to as "therapeutic progressions," and while some of the activities may overlap with the CDC's Six-Step Return to Play Progression, it is different in the goals and intent from "return to play."

- a. "Return to play" progressions are intended to test the concussed individual's readiness to perform the activity correctly, and to do so with no symptoms.

- b. "Therapeutic" progressions are intended to help the individual recover and to help them improve their performance and tolerance to those activities. This may take several days, or longer, at any given step.

- c. "Therapeutic progressions" should be recommended and supervised by a health care provider familiar with the evaluation and management of concussions, and monitored by a team including the student-athlete, parents, health care provider, and school personnel. Adjustments to the program should be in response to the student-athlete's overall symptom load and progress. It should be remembered that student-athletes may progress at different rates for various aspects of their injury, such as tolerating light to moderate aerobic activity before tolerating being in the classroom, or tolerating schoolwork done at home before tolerating the classroom and school environment. Of note, progressions in one aspect of the treatment plan can have a positive effect on other areas as the brain is returning to a more typical overall level of function. A successful treatment plan is one that can adapt appropriately for each student-athlete.



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K. Educating the Community on the District Sports-Related Concussions and Head Injuries Policy

1. The Board shall review Policy 2431.4 and this Regulation annually, and update as necessary to ensure Policy 2431.4 and this Regulation reflect the most current information available on the prevention, risk, and treatment of sports-related concussions and head injuries.
2. The district may provide regular education and training for staff including administrators, teachers, paraprofessionals, and school counselors regarding concussions and other head injuries as head injuries can happen at any time during the school day or outside of school.
3. The district is in a unique position to promote healthy behaviors. The district can embed education related to the prevention and treatment of concussions and head injuries through the New Jersey Student Learning Standards Comprehensive Health and Physical Education Standard 2.3 – Safety. In addition, N.J.S.A. 18A:6-2 requires education in accident and fire prevention and N.J.S.A. 18A:35-5 requires education in injury or illness emergencies.

~~D. Medical Attention for a Student Suspected of a Concussion or Other Head Injury~~

- ~~1. A student who participates in athletic competition or practice and who sustains or is suspected of having sustained a concussion or other head injury while engaged in an athletic competition or practice shall be immediately removed from athletic competition or practice.~~
 - ~~a. A staff member supervising the student during the athletic competition or practice shall immediately contact the school physician, athletic trainer, or school nurse to examine the student.~~
 - ~~(1) The school physician, athletic trainer, or school nurse shall determine if the student has sustained or may have sustained a concussion or other head injury. The school physician, athletic trainer, or~~



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~~school nurse shall determine if emergency medical responders shall be called to athletic competition or practice.~~

~~(2) In the event the school physician, athletic trainer, or school nurse determine the student did not sustain a concussion or other head injury, the student shall not be permitted to participate in any further athletic competition or practice until written medical clearance is provided in accordance with E. below.~~

~~2. The staff member supervising a student who has been removed from athletic competition or practice in accordance with D.1. above or another staff member shall contact the student's parent and the Principal or designee as soon as possible after the student has been removed from the athletic competition or practice.~~

~~a. A parent shall monitor their student for symptoms of a concussion or other head injury upon receiving such notification.~~

~~E. Medical Examination and Written Medical Clearance~~

~~1. A student who was removed from athletic competition or practice in accordance with D.1. shall not participate in further athletic competition or practice until:~~

~~a. The student is examined by healthcare provider trained in the evaluation and management of concussions;~~

~~b. The student receives written medical clearance from a healthcare provider trained in the evaluation and management of concussions to return to competition or practice; and~~

~~c. The student returns to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.~~

~~2. The student's written medical clearance from a healthcare provider must indicate a medical examination has determined:~~



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a. ~~The student's injury was not a concussion or other head injury, the student is asymptomatic at rest, and the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities; or~~

b. ~~The student's injury was a concussion or other head injury and the student's healthcare provider will monitor the student to determine when the student is asymptomatic at rest and when the student may return to regular school activities and is no longer experiencing symptoms of the injury while conducting those activities.~~

3. ~~The student's written medical clearance must be reviewed and approved by the school nurse or athletic trainer.~~

4. ~~The student may not begin the graduated return to athletic competition and practice protocol in F. below until the student receives a medical examination and provides the required written medical clearance from a healthcare provider.~~

5. ~~A written medical clearance not in compliance with the provisions of E. will not be accepted.~~

F. ~~Graduated Return to Athletic Competition and Practice Protocol~~

1. ~~The return of a student to athletic competition and practice shall be in accordance with the graduated, six-step "Return to Play Progression" recommendations and any subsequent changes or updates to those recommendations as developed by the Centers for Disease Control and Prevention.~~

a. ~~Back to Regular Activities (Such as School)~~

~~The student is back to their regular activities (such as school) and has the green light from the student's healthcare provider to begin the return to play process. A student's return to regular activities involves a stepwise process. It starts with a few days of rest (two-three days) and is followed by light activity (such as short walks) and~~



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~~moderate activity (such as riding a stationary bike) that do not worsen symptoms.~~

b. ~~Light Aerobic Activity~~

~~Begin with light aerobic exercise only to increase the student's heart rate. This means about five to ten minutes on an exercise bike, walking, or light jogging. No weight lifting at this point.~~

c. ~~Moderate Activity~~

~~Continue with activities to increase the student's heart rate with body or head movement. This includes moderate jogging, brief running, moderate intensity stationary biking, and/or moderate intensity weightlifting (less time and/or less weight from their typical routine).~~

d. ~~Heavy, Non-Contact Activity~~

~~Add heavy non contact physical activity, such as sprinting/running, high intensity stationary biking, regular weightlifting routine, and/or non contact sport specific drills (in three planes of movement).~~

e. ~~Practice and Full Contact~~

~~The student may return to practice and full contact (if appropriate for the athletic competition) in controlled practice.~~

f. ~~Athletic Competition~~

~~The student may return to athletic competition or practice.~~

2. ~~It is important for a student's parent(s) and coach(es) to watch for concussion symptoms after each day's "Return to Play Progression" activity. A student should only move to the next step if they do not have any new symptoms at the current step.~~



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3. ~~If a student's symptoms return or if they develop new symptoms, this is a sign that a student is pushing too hard. The student should stop these activities and the student's health care provider should be contacted. After more rest and no concussion symptoms, a student can start at the previous step if approved by the student's healthcare provider and provides written medical clearance to the school nurse or athletic trainer.~~
-
- G. ~~Temporary Accommodations for Student's Participating in Athletic Competition with Sports-Related Head Injuries~~
-
1. ~~The concussed brain is affected in many functional aspects as a result of the injury. Memory, attention span, concentration, and speed of processing significantly impact learning. Further, exposing the concussed student to the stimulating school environment may delay the resolution of symptoms needed for recovery. Accordingly, consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports-related concussions and head injuries.~~
-
2. ~~To recover, cognitive rest is just as important as physical rest. Reading, studying, computer usage, testing, texting, and watching movies if a student is sensitive to light/sound can slow a student's recovery. The Principal or designee may look to address the student's cognitive needs as described below. Students who return to school after a concussion may need to:~~
 -
 - a. ~~Take rest breaks as needed;~~
 -
 - b. ~~Spend fewer hours at school;~~
 -
 - c. ~~Be given more time to take tests or complete assignments (all courses should be considered);~~
 -
 - d. ~~Receive help with schoolwork;~~
 -
 - e. ~~Reduce time spent on the computer, reading, and writing; and/or~~
 -



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f. ~~Be granted early dismissal from class to avoid crowded
hallways.~~

Adopted: 14 October 2013

Revised: 14 March 2022

Revised: 20 March 2023

Revised: 13 May 2024



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GRADING SYSTEM

R 2624 GRADING SYSTEM

A. Purpose of Assessment

1. ~~The purpose of assessment is to~~ Assist students in the process of learning; all assessment systems will be subject to continual review and revision to that end.
2. ~~Assessment reports~~ Acknowledge a student's demonstrated proficiency in the New Jersey Student Learning Standards and ~~locally established~~ district approved curricular learning goals and objectives; with thorough preparation and performance on tests, and assessments, projects, and labs.
3. Provide non-assessment value opportunities for students to engage in and demonstrate productive habits and learning behaviors such as:
 - a. Active participation in and attention to daily lessons,
 - b. Frequent contribution to discussions,
 - c. Prompt, thorough, accurate, and neat preparation of assignments,
 - de. Display of an eagerness to learn and an inquisitive approach to lessons,
 - ef. Attention to the need for proper materials,
 - fg. Cooperation with the teacher's efforts, and
 - gh. Willingness to work to the best of their his/her ability and to do more than the minimum expected.
4. Guide instructional decisions to support learning sequencing, timing, and support.

B. Assessment/Grading



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1. Each student must be informed of the behavior and achievements expected of ~~them~~ at the outset of each course of study, ~~or unit of study~~. In grades 9-12, these expectations will be included in a course syllabus.
2. Each student must be kept informed of ~~their~~ ~~his/her~~ progress during the course ~~of a unit of study~~ through the Student Management System (i.e. Genesis). ~~Students who so request are entitled to see the grades resulting from their performance during the grading period.~~ Graded assignments will be entered in the Student Management System (i.e. Genesis) within a time frame that reasonably allows students to use feedback to improve demonstration of learning growth including individual comment, when appropriate.
3. Each method of assessment/grading shall be appropriate to the course of study, the maturity, ~~and~~ abilities, ~~and~~ learning preferences of the students, and reflect consistency ~~uniformity~~ across grades and subjects.
4. Students should be encouraged to evaluate their own achievements through regular reflection, self-assessment and goal monitoring. Students should also be encouraged to seek peer-review and/or engage in collaborative reflection as appropriate.
5. The process of review ~~of graded assignments~~ ~~and revision~~ will involve teaching staff members, students, ~~parent(s) or legal guardian(s)~~, and, as appropriate, ~~parents~~ students.
6. When appropriate, a process for the submission of revisions will be afforded to students in order to foster a culture that learning is a process.

C. Assessment/Grading Periods

1. Grades will be awarded at the end of four marking periods in each school year for grades five through twelve.
2. Students and parents will have ongoing access to student achievement records through Genesis ~~the online student information system~~.
3. ~~Beginning in 2011-2012, s~~Students in grades six through twelve will ~~earn~~ ~~be given~~ a final grade in each subject at the end of the school year ~~based on the accumulation of achievement through the year~~.



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D. Basis for Assessment/Grading

The teacher responsible for assigning a grade should take into consideration the student's:

1. Completion of assessments, papers, projects, or other formal assessments. The criteria of evaluation will accompany formal assessments, such as a rubric. Formal assessments will be connected to application of content and skills and cover a variety of depth of knowledge levels. written assignments prepared in the classroom or elsewhere;
2. Non-assessment values, such as participation and homework, may only be included in the assignment of a grade if there are specific criteria provided to the student as to the evaluation of these items at the onset of the class. Oral contributions in class, including discussion responses, observations, panel participation, presentations, initiation of topics;
 -
 - 3. ——— Performance on oral and written tests and quizzes;
 -
 - 4. ——— Research into standard references and other background materials;
 -
 - 5. ——— Oral and written reports on materials read by the student;
 -
 - 6. ——— Laboratory work;
 -
 - 7. ——— Term papers;
 -
 - 8. ——— Special oral or written reports;
 -
 - 9. ——— Other evidences of the student's constructive efforts and achievements in learning; and
 -
 - 10. ——— For each marking period and the final grade, the student's attendance record, in accordance with Board Policy.

E. Meaning of Grades 7-12



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1. The following **describes** grades **that can be earned** ~~will be given~~ in each ~~academic~~ subject at the end of each marking period in grades seven through twelve ~~beginning in 2012-2013~~:
 - a. A grade of A indicates superior **academic** performance. It may be **earned by** ~~given to~~ a student whose achievement **exceeds course expectations** ~~is significantly above grade level~~; whose work achieves a quality and quantity that consistently excels; and who demonstrates a high degree of initiative, application, and purpose.
 - b. A grade of B indicates above average **academic** performance. It **may be earned by** ~~should be given to~~ a student whose achievement **consistently meets course expectations** ~~is above grade level~~; whose work frequently excels; and who generally demonstrates strength in the subject.
 - c. A grade of C indicates average **academic** performance. It **may be earned by** ~~should be given to~~ a student whose achievement **meets course expectations** ~~in most areas of the subject are average~~; whose work is acceptable; and who demonstrates a satisfactory degree of proficiency.
 - d. A grade of D indicates below average **academic** performance. It **may be earned by** ~~should be given to~~ a student whose achievement **partially meets course expectations** ~~in the subject is barely passing~~; whose work is the minimum acceptable for credit; and who demonstrates only weak proficiencies in the subject.
 - e. A grade of F indicates a failure to meet course expectations ~~failing performance~~ and that no credit can be **awarded** ~~given~~ for the subject. It **may be earned by** ~~should be given to~~ a student who has not met the minimum requirements of the course; who has demonstrated an inability ~~or unwillingness~~ to master the basic elements of the course; ~~or who has failed to meet the minimum attendance standards necessary to pass a course of study.~~
 - f. Letter grades may be modified by plus or minus signs.
2. The following grading scales and indicators shall be used:



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Grades 5 - 8

97-100 = A+

93-96 = A

90-92 = A-

87-89 = B+

83-86 = B

80-82 = B-

77-79 = C+

73-76 = C

70-72 = C-

67-69 = D+

63-66 = D

60-62 = D-

0-59 = F

I = Incomplete

WP = ~~Withdraw~~ Withdraw Passing

WF = ~~Withdraw~~ Withdraw Failing

~~DR~~ = Drop

AU = Audit

ME EX = Medical Excused (PE Only)

P = Pass

EE = Exam Exempt

High School

97-100 = A+

93-96 = A

90-92 = A-

87-89 = B+

83-86 = B

80-82 = B-

77-79 = C+

73-76 = C

70-72 = C-

67-69 = D+

63-66 = D



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60-62 = D-

50-59 = F no credit

49 and below = no credit, cannot attend summer school

I = Incomplete

WP = ~~Withdraw~~ Withdraw Passing

WF = ~~Withdraw~~ Withdraw Failing

AU = Audit

ME EX = PE Medical Excused (PE Only)

P = Pass

FE EE = Final Exempt Exam Excused

3. A grade of “Incomplete” will be given to those students unable to complete the work assigned to the course for reasons beyond the student's control, such as illness, or at the discretion of the teacher where such circumstances exist that hinder a teacher's ability to accurately report progress based on the present information.
 - a. A teacher who submits a grade of incomplete will accompany the grade with a reasonable estimate of the amount of time the student will require to complete the work necessary for the granting of credit.
 - b. Except as may be required by unusual circumstances, make up work should be completed within two weeks of the end of the marking period or, if the student is disabled at the end of the marking period, two weeks after the student's return to school.
 - c. The student's completed work will be graded and the teacher will submit a grade, which will replace the incomplete grade on the student's transcript.
 - d. A student who does not complete the work within the period allowed will receive the earned grade in the subject based on the work completed.



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4. **In grades 9-12,** ~~a~~A grade of “Withdrawal” will be given to each student who withdraws from a course of study after fifteen school days.
 - a. A grade of “withdrawal-passing” (WP) will be given to each student whose accumulated achievement grade was passing but the student withdrew after the drop deadline ~~who withdrew after having demonstrated satisfactory achievement and attendance in the course.~~
 - b. A grade of “withdrawal-failing” (WF) will be given to each student whose accumulated achievement grade was failing but the student withdrew after the drop deadline ~~who withdrew after having demonstrated unsatisfactory achievement and/or poor attendance in the course or who was removed from the course by administrative action.~~
5. A grade of “**medical** excused” (**ME**) will be given to each student in a physical education class who was excused for good cause from participation in certain aspects of the course requirements **as supported by medical documentation.**
6. Final Assessments

Students at the high school will take a final assessment in all full year courses. ~~Final assessments will also be given in all~~ **and** semester courses.

The assessments will measure the degree to which students **demonstrate** ~~achieve~~ **achievement of** course objectives and will be counted as the equivalent of one half marking period in the determination of the semester and final grade average.

Students who request to be excused from school at the end of the year before assessments begin must receive the written approval of the Principal. The number of school days missed by the student must not exceed the total number of cumulative absences provided in the attendance policy, and the student must be willing to take make-up assessments during the summer prior to the opening of school the following year. All students must be prepared to take all assessments unless excused. Failure to take assessments will result in Administrative failure and a grade of zero, which results in no credit being granted for the course. Students may repeat the course in summer school or during the following school year.



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Students will be permitted to make-up assessments on the designated makeup day or during the summer only under the following stipulations:

- a. Personal illness or recovery from an accident, which is verified by a doctor's note.
- b. Death in the immediate family.
- c. Suspension from school.
- d. Subpoena - court ordered appearance.
- e. Other absences authorized by the Principal with prior written approval.

7. ~~Senior Assessment~~ Exemption Policy and Final Assessment

~~Seniors~~ Students who achieve a year-long average of 90 will 91.5 may be exempt from the final assessment for the subject in which the average was attained. However, those students seniors may have the option to take the final assessment even though they may have exemption status if they so choose.

Advanced Placement seniors who achieve yearlong an average of 90 and have taken the AP exam will 91.5 in the first, second and third marking periods may be exempt from the final assessment for the subject in which the average was attained. However, those students will seniors may have the option to take the final assessment even though they may have exemption status.

8. ~~Final Assessment~~

Final assessment is the term used to describe the evaluation of course and state core proficiencies in semester and year-end course evaluations.

- a. ~~The final assessment will evaluate course and State core proficiencies. (Not every course proficiency specified must be included in the final assessment; however, all State core proficiencies must be included in the final assessment.)~~



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- a. Final assessments will follow one of the following formats:
- (1) Application based project/assessment administered prior to the final exam schedule at the conclusion of the year. In this instance students are required to attend the final exam period where the teacher will provide individual feedback and gather student feedback on the course.
 - (2) Traditional final assessment in the form of a large format assessment (multiple choice, short answer, essay) administered during the final exam period. In this instance the teacher must have a plan to provide individual feedback (including this assessment to students) and to gather feedback on the course.
- b. Final assessments will include the core proficiencies in the identical format mutually agreed upon by grade level teachers and department supervisors.
- Additional assessment items will be the same in format but may differ in content as agreed upon by grade level teachers and department supervisors.
- c. Each final assessment will be approved by the department supervisor prior to its administration.
- d. Special education students' final assessments may be modified will be based on their IEP's.
- e. Appeals on grades for final assessments will be handled through the regular chain of command, i.e., teacher, supervisor, administrator, Superintendent, Board. Grades will not be changed without consulting the teacher.
- f. The value of the final assessments will represent 1/9 of the final grade average except if a ~~senior~~ student is exempt from examinations. An example of a final grade average as calculated by our computer program will be:

$$\text{1st marking period} \quad 90 \times 2 = 180$$



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2nd marking period	$80 \times 2 = 160$
3rd marking period	$70 \times 2 = 140$
4th marking period	$85 \times 2 = 170$
Final Exam	$75 \times 1 = 75$
	$725 \div 9 = 80.5 = 81$

Exemptions will be reflected in the denominator when the final averages are calculated. For instance, if a senior student is exempt from the final, the sum of the marking periods will be divisible by 8.

F. Additional Grading Considerations Advanced Placement Courses

1. Retakes and supplemental credit may be permitted by the teacher and in accordance with departmental procedure in order to allow any student to demonstrate proficiency and growth based on course goals, or standards. Teachers shall set criteria for earning this opportunity. Final Assessments for all A.P. courses may be administered in the third and fourth week of May, following the A.P. examinations.
2. Extra credit for the sole purpose of additional points for a reason not connected to course goals is not permitted. Supplemental credit connected to learning proficiency is described above. Senior students may be eligible for final exam exemption. They must achieve an average grade of 91.5 in the first, second and third marking periods to be exempt from the final exam in the A.P. subject in which the average was attained. However, those students may have the option to take the final exam even though they may have attained exemption status.
-
3. Exempt students will use those exam periods for independent enrichment (see 5 below).
-
4. The value of the final assessment will represent 1/9 of the final grade average except if the student is exempt from the final exam. In this case, each of the four marking periods are averaged together to compute the final average for the course.
-
5. Teachers in the A.P. program recognize that an exciting opportunity for individual enrichment is available for students after AP exams are complete. Teachers will determine, on an individual basis, how to best



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~~utilize the weeks between the final exam and the end of the academic year. It is understood that all classroom assessments (tests, quizzes, projects, papers, etc.) done at this time will be counted as part of the fourth marking period grade.~~

G. Grade Validation

In order that **they** ~~he/she~~ may justify a grade, each teacher is directed to retain in **their** ~~his/her~~ possession and give a copy to the Principal the following records to validate grades awarded to students. The records should be kept for a minimum of six years after the end of the school year in which the grades were awarded. **These records will be maintained in the Student Management System (i.e. Genesis).**

1. The daily attendance and tardiness record;
2. All grades earned for classroom activities such as quizzes, tests, reports, and class recitations;
3. All grades earned for activities conducted elsewhere, such as homework assignments and term papers;
4. Any notation regarding the meaning of each grade and its relation to the type of activity or material covered;
5. Any notation of discussions with the student on a grade or the student's cumulative grade average;
6. Any referrals for guidance, discipline, and the like; and
7. Any notations recording communications between the teacher and the parent(s) or legal guardian(s), the Principal, or other teaching staff members.

FH. Appeal

1. Each teacher is responsible for the determination of the grade a student **earned** ~~receives~~ for **non-assessment values** ~~participation~~ in the teacher's course of study **in accordance with D.2.**



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2. Each teacher may be required to furnish **data** ~~reasons~~, supported by evidence (see Paragraph E above) to substantiate any grade earned **as outlined in course syllabus**.
3. If a grade is challenged by a student or a parent(s) or legal guardian(s), the teacher will convene a conference and will explain the grading system and the reasons for the final grade.
4. If the parent(s) or legal guardian(s) or student is not satisfied by the teacher's explanations, he/she may appeal the grade through the regular chain of command (i.e., teacher, supervisor, administrator, Superintendent; ~~Board~~) who will consult with the teacher and the student in an attempt to resolve the dispute. The administration will give every reasonable deference to the teacher's professional judgment.
5. If the Principal determines that the grade should be changed, he/she will alter the grade on all records and indicate by whose authority the grade has been changed.
6. No reprisals will be taken in any form against a teacher who remains determined in **their** ~~his/her~~ belief that the grade originally given is fair and correct.
7. The Superintendent may hear an appeal from the Principal's determination. Only in the most extraordinary circumstances will the Superintendent alter a grade determined at the school building level.

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POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Teaching Staff Members
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CODE OF ETHICS

3211 CODE OF ETHICS

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

Preamble

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

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

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

Principle I -- Commitment to the Student

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

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

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



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CODE OF ETHICS

4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
5. Shall not intentionally expose the student to embarrassment or disparagement.
6. Shall not, on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, color, creed, sex, national origin, marital status, political or religious beliefs, family, social or cultural background, or sexual orientation~~, unfairly:
 - a. Exclude any student from participation in any program
 - b. Deny benefits to any student; **or**
 - c. Grant any advantage to any student.
7. Shall not use professional relationships with students for private advantage.
8. Shall not disclose information about students obtained in the course of professional service, unless disclosure serves a compelling professional purpose or is required by law.

Principle II -- Commitment to the Profession

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

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

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

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



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

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 14 October 2013

Revised: 13 May 2024



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

STUDENTS
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REPORTING STUDENT PROGRESS (M)

R 5420 REPORTING STUDENT PROGRESS (M)

M

A. Purpose

The purpose of reporting the educational progress of students is to:

1. Encourage open dialogue between the school and home regarding learning growth, and outcomes; ~~Inform parent(s) or legal guardian(s) of the progress children have made in school;~~
2. Apprise students of their progress in school;
3. ~~Prompt teachers to make~~ Support the use of periodic, formal assessments of each student's progress;
4. Provide a cumulative record of a student's progress through the educational system; and
5. Enable each student to gain a positive sense of their ~~his/her~~ intellectual, social, emotional, and physical abilities, work habits, and growth toward effective citizenship.

B. Frequency

1. Report cards will be issued at the following intervals:

Grade levels Frequency

Kindergarten – Grade 4 Three times ~~Twice~~ per year
Grades ~~4~~5-12 Four times per year

2. The schedule of dates on which report cards will be issued will be published in the parent and student handbooks distributed by each school so that parents or legal guardians can anticipate when ~~the receipt of a~~ report cards ~~will be available on Genesis.~~
3. Parent(s) ~~or legal guardian(s)~~ and students will be notified in writing ~~via email or via phone call~~ of the possibility of a failing grade at the mid point



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REPORTING STUDENT PROGRESS (M)

of the marking period or in the event of a significant decrease in performance after the midpoint of the marking period.

4. Parent(s) or legal guardian(s) and students will be notified in writing of the possibility of a student's retention at grade level in accordance with Policy No. 5410 as soon as the possibility becomes known by the teacher and/or principal.

5. ~~Notices given pursuant to B2 and B3 will be sent home with the student in grades Kindergarten through twelve and will be mailed to the parent(s) or legal guardian(s) in grade twelve for the last marking period.~~

56. Teachers are encouraged to engage in Nothing in this regulation should discourage teachers from implementing various forms of communication, including, but not limited to telephone calls, emails, or comments/grades on Genesis, as frequently as the circumstances dictate, to keep parent(s) and students or legal guardian(s) informed of the educational progress of their children.

C. Report Card Form

1. The form of report cards will be periodically reviewed by the Assistant Superintendent in consultation with administration and teachers in order to ensure that report cards effectively and accurately report student progress.
2. Grades will be determined in accordance with Regulation No. 2624.
3. At the elementary level (K-4), report cards will report individual academic, personal, and social growth as well as work and study habits. This will include specific content reporting connected to the achievement of end of course standards.
 - a. ~~The Kindergarten report card will stress the degree of mastery of skill achieved.~~
 - b. ~~The primary grades Kindergarten through three report card will record a specific symbol for both effort and degree of mastery of specific skills.~~



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REPORTING STUDENT PROGRESS (M)

- e. ~~The intermediate grades four through six report card will record both effort and degree of mastery of specific skills and will include the instructional level achieved by the student in reading, spelling, and mathematics.~~
- 4. At the middle school (5-8) and high school levels (9-12), report cards will record student academic achievement in academic subjects, as well as the student's personal growth and development. This will be communicated through optional narrative comments and mastery progress indicators as well as a letter grade.
- 5. Report cards at all levels will record the student's absences and tardiness.
- 6. ~~Report card forms will include space for the classroom or homeroom teacher's personal comments on the student's personal growth and development.~~
- 7. ~~Report card forms will include space for the parent(s) or legal guardian(s) signature, comments, and request for a conference with the teacher.~~
- D. Distribution and Return
 - 1. Report cards will be made available according to the district schedule in Genesis sent home with students.
 - a. ~~The report card of a student who is absent on the day report cards are issued may be held and sent home with the student on the following school day.~~
 - b. ~~The report card of a student who is absent for an extended period of time will be mailed to the parent(s) or legal guardian(s).~~
 - 2. Report cards must be signed by the student's parent(s) or legal guardian(s) and returned within ten school days of the date on which they were issued in grades Kindergarten through eight. It is expected that parents review the student's report card within ten days of release and use the report card as a tool to support student's investment in their learning as well as a means of encouraging high levels of effort, citizenship, and growth.



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REPORTING STUDENT PROGRESS (M)

3. ~~Teachers will maintain a check list to determine which report cards, if any, have not been returned within the allotted time. If a report card is overdue, the teacher will call the parent(s) or legal guardian(s).~~ Parents who have not reviewed a student's report card within ten days of release will receive a reminder email from the school principal.

E. Parent Teacher Conferences

Parent teacher conferences will be conducted in accordance with Policy No. 9280.

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ROXBURY TOWNSHIP BOARD OF EDUCATION

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HONORING STUDENT ACHIEVEMENT

R 5440 HONORING STUDENT ACHIEVEMENT

A. Honor Rolls

Students will be listed on Roxbury's Honor Rolls provided they can meet the following requirements:

1. All students must carry a minimum of thirty-five credits each year.
2. To qualify for the High Honor Roll, a student should have all grades of "A" and no incomplete's.
3. To qualify for the Honor Roll, a student should have all grades of "A" or "B" and no incomplete's.
4. Subjects dropped with a passing grade (WP) before the end of the marking period should not be counted when determining eligibility for Honor Roll, provided a full schedule is still maintained.
5. Students on home instruction should be considered on an individual basis. Homebound students not carrying a full course load are not eligible for the Honor Roll.

B. Academic Awards

1. The student who has achieved the highest scholastic rank in the graduating class will be recognized as class valedictorian and will be presented with a medal.
2. The student who has achieved the second highest scholastic rank in the graduating class will be recognized as class salutatorian and will be presented with a medal.
3. All students who have earned a 3.75 average or better for the previous year will be invited to attend the Academic Awards Ceremony held in the fall. ~~first three marking periods of the current year are invited to attend the Renaissance Banquet held in the spring.~~



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ROXBURY TOWNSHIP BOARD OF EDUCATION

STUDENTS
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HONORING STUDENT ACHIEVEMENT

4. The selection of students for academic recognition on a basis other than numerical ranking will be made by an awards committee comprised of RHS Administration and RHS staff.
 - a. The committee will annually review all academic awards for their continuing relevance to the educational goals and objectives established by the Board of Education and will recommend to the Principal the removal and/or addition of awards.
 - b. The committee will establish and publish specific criteria for each academic award.
 - c. The committee will rigorously ensure that no student is denied an award or the opportunity to compete for an award on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a) in accordance with law and Policy 5750.
 - d. Academic awards offered by individuals and special interest organizations will be permitted subject to Policy 9700.
52. Seniors receive awards at the Senior Awards Ceremony and are recognized in the graduation program.

C. National Honor Society

1. The National Honor Society is a more difficult honor to achieve since it involves more than academic excellence.
2. To apply for membership into the National Honor Society, a student must have completed four semesters and one marking period. For consideration of membership to the National Honor Society, a student, during high school, must have:
 - a. Scholarship
 - (1) Carried a full complement of subjects each year equaling at least thirty-five credits per year.
 - (2) An average of 3.75 at the time of application.



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HONORING STUDENT ACHIEVEMENT

(3) Carried a full complement of subjects each year equaling at least thirty-five credits per year.

(4) An average of 3.75 at the time of application.

b. Character

The student must meet all of the following requirements:

(1) Meet responsibilities to the school promptly; e.g., library fines, book fines, etc.

(2) Demonstrate the highest standards of honesty and reliability.

(3) Cooperate with school and teacher regulations.

(4) Have no suspensions during the current or past academic year.

c. Leadership

The student must meet at least one of the following requirements:

(1) Demonstrate leadership in positions of authority in volunteer services; e.g., coaching a recreation team, officiating at a sports event, being in a position of management, or teaching a religious class. (Baby-sitting does not meet this criteria.)

(2) Successfully hold school office(s) or positions of leadership and be dependable and responsible in that role; e.g., club officer, committee chairperson, or team captain.

d. Service

The student must be involved in at least two activities, one of which has to be school related:



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HONORING STUDENT ACHIEVEMENT

- (1) Represent the school in various types of activities; e.g., an academic team, an athletic team, a music related organization.
- (2) Do committee or staff work.
- (3) Do volunteer work out of school.
- (4) Tutor.

Membership in good standing will be based on continued service, leadership, character, and scholarship. A form to verify continued participation in activities will need to be submitted annually.

3. Participation in the Induction Ceremony is a prerequisite for membership unless illness or family emergency prevents attendance. The circumstances must be explained in a written note from a parent or legal guardian and submitted to the National Honor Society advisor.

D. Graduation Speakers

1. The speakers at graduation will be the valedictorian and salutatorian, the President of the Student Council and President of the senior class. In the case of co-valedictorian and/or co-salutatorian, each student will be eligible to speak at the graduation ceremony.

E. Additional Recognitions

Because it is not possible to anticipate the achievements of students in all areas of school and community life, all teaching staff members are directed to be alert to the outstanding accomplishments of students other than those listed in this regulation. Any such accomplishment should be reported to the Superintendent or designee with a recommendation that the Board consider appropriate recognition of the student.

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Revised: TBD



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ROXBURY TOWNSHIP
BOARD OF EDUCATION

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HONORING STUDENT ACHIEVEMENT



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Students
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SPORTSMANSHIP

5570 SPORTSMANSHIP

The Board of Education requires that all individuals involved in or attending the athletic and intramural programs sponsored by the Board exhibit sportsmanship when representing the school at any athletic event. Sportsmanship is defined as abiding by the rules of the contest as defined or accepted by the participating teams ~~and the gracious acceptance of victory or defeat~~. In exhibiting sportsmanship all participants shall:

1. **Respect** ~~Understand~~ and follow the rules of the contest;
2. Recognize skilled performance of others regardless of affiliation;
3. Display respect for all individuals participating in the athletic event;
4. Treat opponents in an empathetic manner; and
5. Congratulate opponents in victory or defeat.

Unsportsmanlike conduct ~~Failure to exhibit good sportsmanship~~ shall include, but not be limited to the following ~~conduct~~:

1. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who strikes or physically abuses an official, coach, player or spectator;
2. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who intentionally incites participants or spectators to violent or abusive action;
3. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who uses obscene gestures or profane or unduly provocative language or action towards officials, coaches, opponents or spectators;
4. ~~Any school or athletic staff member who is publicly critical of a game official or opposing coaches and/or players;~~



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ROXBURY TOWNSHIP BOARD OF EDUCATION

Students
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SPORTSMANSHIP

45. Any person (athletic department, staff member, student athlete, or a fan or spectator associated with the school district) who engages in harassing verbal or physical conduct which exhibits bias based on any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability; and
5. Any school or athletic staff member who is publicly critical of a game official, opponents, and/or opposing coaches/players;
6. ~~Schools or school organizations engaging in pre-event activities of an intimidating nature, e.g. use of fog machines, blaring sirens, unusual sound effects or lighting, or similar activities.~~
67. Other conduct judged by the Principal or designee to be unsportsmanlike in character.
78. Any violation of the rules of the New Jersey State Interscholastic Athletic Association.

Schools are not permitted to conduct pre-meet/game activities of an intimidating nature, e.g., the use of fog machines, the blaring of sirens or loud music/unusual sound effects, strobe/unusual lighting effects, or similar type activities.

Failure to exhibit good sportsmanship may subject the individual to disciplinary action as deemed appropriate by the Board ~~result in the Board denying the opportunity for any individual to participate in the athletic program or attend athletic events.~~

NJSIAA General Information Constitution By-laws Rules and Regulations 2023-2024 Guidelines
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 14 October 2013
Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

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EQUITABLE ~~EQUAL~~ EDUCATIONAL OPPORTUNITY (M)

5750 **EQUITABLE** ~~EQUAL~~ EDUCATIONAL OPPORTUNITY (M)

M

The Board of Education **will ensure** ~~directs that~~ all students enrolled in the schools of this district shall be afforded **an equitable** ~~equal~~ educational **opportunity** ~~opportunities~~ in strict accordance with law. No student shall be denied access to or benefit from any educational program or activity or from a co-curricular or athletic activity on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~the student's race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.~~ The Board shall assure that all students are free from harassment, sexual or otherwise.

The Board directs the Superintendent to allocate faculty, administrators, support staff members, curriculum materials, and instructional equipment supplies among and between the schools and classes of this district in a manner that ensures equivalency of educational opportunity throughout this district. The school district's curricula in the following areas will ~~eliminate discrimination~~, promote mutual acceptance and respect among students, and enable students to interact effectively with others, regardless of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability:~~

1. School climate/learning environment;
2. Courses of study, including **p**Physical **e**Education;
3. Instructional materials and strategies;
4. Library materials;
5. Software and audio-visual materials;
6. Guidance and counseling;
7. Extra-curricular programs and activities; **and**
8. Testing and other assessments.



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Students
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EQUITABLE ~~EQUAL~~ EDUCATIONAL OPPORTUNITY (M)

~~The school district's curricula will include Multi-cultural Education content and practices, instruction on African American History in the teaching of U.S. History and instruction on the Holocaust and other acts of genocide.~~

Affirmative action shall be taken to ensure that students are protected from the effects of discrimination, in accordance with Policy 2260. Students who experience less than equal educational opportunities or experience discrimination shall use the procedure established by Regulation 5750 to report and/or appeal any harassment or discriminatory practice.

The conduct of teaching staff members shall exemplify the highest principles of equality and democracy. Conduct and attitudes that display discrimination are contrary to the policies of this Board and, further, are destructive to the self esteem that this Board wishes to encourage in all students. A teaching staff member's act of derision or enmity, in any form, against a person or persons on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability~~ shall be considered to be conduct unbecoming to a professional staff member of this district and shall be subject to appropriate discipline.

The Superintendent shall develop and promulgate a procedure by which a student or parent may appeal Board policy, district practice, or the act or omission of any district employee that allegedly violates this **P**policy.

42 U.S.C.A. 12101

N.J.S.A. 10:5-1 **et seq.**

N.J.S.A. 18A:4A-1, et seq.; 18A:6-5 et seq.; 18A:36-20

~~N.J.S.A.~~

N.J.A.C. 6A:7-1.1 ~~et seq.~~; **6A:7-1.3**; 6A:14-1.2

Adopted: 14 October 2013

Revised: 15 August 2016

Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

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EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

5755 EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

M

Equity In Student Access

It is the policy of the Board of Education to ensure equal and bias-free access to all school facilities, courses, programs, activities, and services, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

The school district administration will ensure: that all students will have equal and barrier-free access to all school and classroom facilities, that minority and female students are not under-represented in gifted and talented or accelerated/advanced courses and that minority and male students are not over-represented in detentions, suspensions, expulsions, dropouts, or special needs classifications. Support services will be available to all students and that all limited English-proficient students and students with disabilities will have equal and bias-free access to all school programs and activities. The school district will ensure equal and bias-free access for all students to computers, computer classes, vocational education classes, and technologically advanced instructional assistance, regardless of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

The Board of Education will refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. The school district administration will assign students to ensure that the racial/national origin composition of each school's enrollment reflects the composition of the districtwide enrollment and so that school and classroom enrollments are not identifiable on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability.

Students will not be separated or isolated by race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation, gender, gender identity or expression, socioeconomic status, or disability within schools, courses, classes, programs, or extracurricular activities. Bias-free multiple measures for determining the special needs of language-minority students and students with disabilities will be utilized. Pregnant students will be permitted to



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ROXBURY TOWNSHIP BOARD OF EDUCATION

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EQUITY IN EDUCATIONAL PROGRAMS AND SERVICES (M)

~~remain in the regular school program and activities and if not permitted to attend school by her doctor, the student will be provided equivalent instruction.~~

~~Equity in Guidance Programs and Support Services~~

~~The school district will ensure the guidance program and support services provide access to adequate and appropriate counseling services for all students, including, but not limited to, minority students, limited English proficient students, non-college bound students, and students with disabilities. A full range of possible career, professional, and/or vocational choices will be presented to all students.~~

~~Equity in Physical Education Training~~

~~All school district physical education programs will be co-educational with any exceptions to be in accordance with Federal and State laws and regulations.~~

~~Equity in Athletic Programs~~

~~The school district's athletic program will provide equitable opportunities for female and male students to participate in athletics and equitable support for cheerleading programs and comparable facilities for male and female teams. The athletic program will have relatively equal numbers of varsity and sub-varsity teams for male and female teams and equitable scheduling of night games, practice times, and numbers of games for male and female teams.~~

~~Appeal Procedure~~

~~Any student or their parent may appeal school practices involving equity through the procedure established in Regulation 5750.~~

~~N.J.A.C. 6:4-1 et seq.~~

~~Title IX of the Education Amendments of 1972~~

~~N.J.A.C. 6A:7-1.1 et seq.~~

~~Adopted: 14 October 2013~~

~~Revised: 15 August 2016~~



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Students
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SECRET SOCIETIES

5841 SECRET SOCIETIES

The Board of Education **prohibits certain** ~~affirms the legislative prohibition of~~ student organizations **declared harmful as defined in N.J.S.A. 18A:42-5 and 18A:42-6** ~~with closed membership practices as hostile to the democratic ideals of public education.~~

No **student** ~~social organization of students~~ will be granted the use of school facilities or permitted the use of the name of the school or this school district unless that organization has first been approved by the Principal **or designee**. The application for such approval will set forth the purposes, constitution, and bylaws of the organization; its membership qualifications; and the process by which a person becomes a member.

No **student** organization will be approved if its purposes conflict with the authority and goals of this Board or the best interests of the students of this district; if membership is drawn from outside the currently enrolled student body; if membership qualifications are based on considerations of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, disability or political beliefs, or any other consideration~~ not appropriate to the purpose of the organization; or if any qualifying student who applies may be denied membership.

Nothing in this **P**olicy shall prevent or otherwise deny participation in constitutionally protected prayer consistent with protections of the First Amendment of the United States Constitution.

A student who seeks to form or is a member of a fraternity, sorority, or other secret organization formed in whole or in part of students enrolled in this district may be disciplined by this Board. The Board reserves the right to require that any student attest as to **their** ~~his/her~~ membership in a secret organization.

N.J.S.A. 18A:42-5; 18A:42-6
N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 14 October 2013
Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Students
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EQUAL ACCESS OF **STUDENT** ~~PUPIL~~ ORGANIZATIONS

5842 EQUAL ACCESS OF **STUDENT** ~~PUPIL~~ ORGANIZATIONS

The Board of Education will permit the use of school facilities by student-initiated organizations for non-curricular student activities. A student-initiated organization, regardless of the size of the group, will not be denied an opportunity to meet and use school facilities on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** or the ~~religious~~, political, philosophical, or other content of the speech at their meeting.

An application for permission to meet on school premises shall be made to the **Principal** ~~Superintendent~~ or designee, who shall grant permission provided **it is** ~~that he/she determined~~s that:

1. The activity has been initiated by students;
2. Attendance at the meeting is voluntary;
3. ~~No agent or employee of the district will promote, lead, or participate in the meeting;~~
- 34.** The meeting is for a lawful purpose;
- 45.** The meeting does not materially and substantially interfere with the orderly conduct of instructional activities in the school;
- 56.** Nonschool persons do not direct, conduct, control, or regularly attend the activity; and
- 67.** The activity is adequately supervised by appropriately certified school district staff.

A student-initiated group granted permission to meet on school premises shall be subject to the same rules and regulations that govern the meetings of student organizations sponsored by this Board, except as provided by this **P**policy.

Participation in a student-initiated meeting must be available to all students who wish to attend and cannot be denied on the basis of **any of the protected categories listed at N.J.A.C. 6A:7-1.1(a)** ~~a student's race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability~~. The Board will not permit the organization of a fraternity, sorority, or secret society **in accordance with N.J.S.A.**



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Students

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EQUAL ACCESS OF STUDENT PUPIL ORGANIZATIONS

~~18A:42-5 and 18A:42-6. A student-initiated meeting may be attended by no more than five outside resource persons.~~

Access to school facilities by student organizations will be provided within the governing principles of the First Amendment of the Constitution of the United States.

School district staff involvement in student organizations shall be in accordance with the governing principles of the First Amendment of the Constitution of the United States.

An appropriately certified staff member shall be assigned to attend a student-initiated meeting in a custodial capacity and shall not participate in the activity while serving in this custodial capacity. No teaching staff member shall be required ~~compelled~~ to attend a student-initiated meeting if the content of the speech at the meeting is contrary to ~~their~~ ~~his/her~~ beliefs.

The ~~Building~~ Principal or designee may take such actions as may be necessary to maintain order and discipline on school premises and to protect the safety and well-being of students and staff members.

20 U.S.C.A. 1701 et seq.

United State Department of Education - Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools

N.J.A.C. 6A:7-1.1; 6A:7-1.3

Adopted: 14 October 2013

Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Property
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VANDALISM

7610 VANDALISM

The Board of Education believes ~~that~~ all school district property should be respected and all persons who use or have access to school district property should respect such property and take pride in the institutions of this community and the schools of this district.

Any person who purposely or knowingly damages school district property or damages school district property recklessly or negligently in the employment of fire, explosives or another dangerous means listed in accordance with N.J.S.A. 2C:17-2 or purposely or recklessly tampers with the tangible property of the school district so as to endanger school district property shall be reported to the appropriate law enforcement agency. Pursuant to N.J.S.A. 18A:37-3, the parent(s) of any minor who shall injure any public or nonpublic school property shall be liable for damages for the amount of injury to be collected by the Board or the owner of the premises in any Court of competent jurisdiction, together with costs of suit. ~~Where the damage to district property is more than minimal or has been caused by a student or a minor not a student of this district, the Board will hold liable for the amount of the damage the parent(s) or legal guardian(s) having legal custody and control of the minor responsible for the damage.~~

A person convicted of an offense of criminal mischief that involves an act of graffiti may, in addition to any other penalty imposed by the Court, will be required to pay ~~reimburse~~ the school district monetary restitution in the amount of the pecuniary damage caused by the act of graffiti ~~the cost of damages and may be required to perform community service, which may include removing the graffiti from the property, in accordance with N.J.S.A. 2C:17-3.c. the law.~~ If community service is ordered by the Court, it shall be for either not less than twenty days or not less than the number of days necessary to remove the graffiti from the property. ~~In addition, the courts may suspend or postpone driving privileges of any person, at least thirteen and under eighteen years of age, if convicted of an act of graffiti.~~

A person who purposely defaces or damages district property with any symbol that exposes persons to violence, contempt, or hatred on the basis of any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) ~~race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability is~~ may have committed guilty of a crime and shall be reported to appropriate law enforcement agency in accordance with Policy and Regulation 8465, N.J.A.C. 6A:16-6.3, and the Memorandum of Agreement with Local Law Enforcement authorities.



POLICY

ROXBURY TOWNSHIP
BOARD OF EDUCATION

Property
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VANDALISM

The Board may also report to the appropriate law enforcement agencies any person whose vandalism of school property is serious or chronic.

~~The Superintendent shall develop regulations to implement this policy and to protect textbooks, school equipment, and school facilities from undue wear, damage, or loss.~~

N.J.S.A. 2C:33-10 ~~et seq.~~

N.J.S.A. 18A:34-2; 18A:37-3

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:16-6.3

Adopted: 14 October 2013

Revised: 13 May 2024



REGULATION

ROXBURY TOWNSHIP BOARD OF EDUCATION

PROPERTY
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VANDALISM

R 7610 VANDALISM

A. Definitions

1. “Vandalism” means the willful and malicious acts of any person that result in the destruction, defacement, or damage of any property, real or personal, belonging to or entrusted to the Board of Education. Vandalism includes arson and acts an act of graffiti.
2. “Arson” means the willful and malicious burning or setting on fire of any building or part of any building owned or operated by the Board, by any person.
3. “Act of graffiti” means the drawing, painting or making of any mark or inscription on school district real or personal property without the permission of the school district.

B. Reporting Vandalism

1. Any school employee who has reason to believe ~~that~~ an act of vandalism has occurred shall immediately report that belief or suspicion to the Principal of the affected building or, if the vandalism occurs at a facility other than a school, the supervisor in charge of the facility.
2. The Principal or supervisor shall promptly institute an investigation of the report by taking these steps as appropriate to the extent and seriousness of the vandalism:
 - a. Requesting the reporting employee to file a report of the evidence giving rise to ~~their~~ ~~his/her~~ belief or suspicion that vandalism has occurred;
 - b. Visiting the site of the vandalism and examining its extent, taking photographs as necessary;
 - c. Determining and recording the names of witnesses, if any;
 - d. Interviewing witnesses and requesting their written reports of events;



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ROXBURY TOWNSHIP BOARD OF EDUCATION

PROPERTY
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VANDALISM

- e. Assessing the costs of repair and replacement of any parts of the building, furnishings, and/or equipment; and
 - f. Questioning the ~~person or~~ person(s), if any, identified as having caused the vandalism.
3. The Principal will complete and file with the Superintendent a detailed vandalism and property damage report.
4. The Principal will notify law enforcement ~~the police~~ when appropriate and in accordance with applicable laws. ~~if the vandalism involves:~~
- - a. ~~Significant damage, or~~
 -
 - b. ~~Arson, or~~
 -
 - c. ~~Theft or burglary, or~~
 -
 - d. ~~The use of any symbol that exposes persons to violence, contempt, or hatred on the basis of race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or sex, social or economic status, or disability, or~~
 -
 - e. ~~An act of graffiti.~~

C. Penalties and Restitution

- 1. A student who vandalizes school property is subject to discipline, which may include suspension or expulsion, in accordance with Board Policy, Board Regulation, and law ~~Policy Nos. 5600, 5610, and 5620.~~
- 2. A student who vandalizes school property will be held liable for any damages caused by the act of vandalism.
- 3. The parent(s) ~~or legal guardian(s)~~ of any minor who shall injure any ~~injures/vandalizes~~ public or nonpublic school property;



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ROXBURY TOWNSHIP BOARD OF EDUCATION

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VANDALISM

~~whether or not the minor is enrolled in this district,~~ shall be liable for damages ~~for~~ to the amount of the injury ~~to be collected by the Board or the owner of the premises in any Court of competent jurisdiction,~~ together with costs of suit ~~in accordance with~~ if the Board must resort to legal process to obtain payment of damages. N.J.S.A. 18A:37-3.

- a. The ~~School—Business Administrator/Board Secretary~~ ~~School—Business Administrator/Board Secretary~~ shall obtain a professional estimate of the cost of repairs and/or replacements necessitated by the vandalism.
 - b. The ~~School—Business Administrator/Board Secretary~~ ~~School—Business Administrator/Board Secretary~~ shall present the student's parent(s) or legal guardian(s) with an itemized bill based on the estimated costs.
 - c. If, within thirty calendar days, the student's parent(s) ~~or legal guardian(s)~~ has not paid the bill or made arrangements with the ~~School—Business Administrator/Board Secretary~~ ~~School—Business Administrator/Board Secretary~~ for the payment of the bill in periodic installments, the Superintendent shall inform the Board and ~~may~~ recommend ~~that~~ the Board Attorney commence civil action for the amount due together with costs.
 - d. No diploma, transcript, transfer card, or report card will be issued to the student until all obligations to the Board have been met.
- ~~4. The Principal will recommend to the Superintendent and the Superintendent will recommend to the Board, a student whose vandalism of school property is so serious or chronic as to warrant reporting the student to the police.~~
45. Any person who purposely defaces or damages school property with any symbol that exposes persons to violence, contempt, or hatred on the basis of ~~any of the protected categories listed at N.J.A.C. 6A:7-1.1(a) race, color, creed, religion, national origin, ancestry, age, marital status, affectational or sexual orientation or~~



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VANDALISM

~~sex, social or economic status, or disability is~~ **may have committed**
~~guilty of a crime and shall be reported to the appropriate law~~
~~enforcement agency in accordance with Policy and Regulation~~
~~8465; N.J.A.C. 6A:16-6.3; and the Memorandum of Agreement~~
~~with Local Law Enforcement.~~

- 56.** Any person who purposely or knowingly damages school district property recklessly or negligently in the employment of fire, explosives or another dangerous means listed in accordance with N.J.S.A. 2C:17-2 or purposely or recklessly tampers with the tangible property of the school district so as to endanger school district property will be reported to the appropriate law enforcement agency.
- 67.** A person convicted of an offense **of criminal mischief** that involves an act of graffiti **may, in addition to any other penalty imposed by the Court, will be required to pay** ~~reimburse~~ the school district monetary restitution **in the amount of the pecuniary damage caused by the act of graffiti** ~~the cost of damages and may be required to~~ perform community service, which may include removing the graffiti from the property, in accordance with N.J.S.A. 2C:17-3.c. ~~the law.~~ **If community service is ordered by the Court, it shall be for either not less than twenty days or not less than the number of days necessary to remove the graffiti from the property.** ~~In addition, the courts may suspend or postpone driving privileges of any person, at least thirteen and under eighteen years of age, if convicted of an act of graffiti.~~

Issued: 14 October 2013

Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Operations
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SENIOR PRIVILEGE

8500.1 SENIOR PRIVILEGE

Senior privilege is an opportunity for 12th grade students to leave school grounds during VIP and/or lunch as described below.

1. Seniors who are in good academic standing, i.e., have the appropriate number of credits to be considered a senior and maintain passing grades, will be eligible. Students placed on academic probation (any marking period grade below “C”) will lose their eligibility for Senior Privilege. This eligibility may be appealed at the beginning of a marking period.
2. Seniors must have a good discipline record; this aspect of the application will be evaluated by Roxbury High School (RHS) administration. Students prohibited from participation in Senior Privilege for a discipline infraction may appeal that prohibition to the administration at the beginning of each marking period.
3. All students will be required to register with the RHS emergency alert system. Students must sign up for the notification tool indicated on the Senior Privilege application.
4. Students must complete Alive at 25
5. Students must complete 25 hours of Community Service by October 31st of the first semester. Students must complete an additional 25 hours of Community Service by March 15th to be eligible for the second semester.
65. Students must submit a notarized application form, with a parent’s signature, releasing the school from liability. Students above the “Age of Majority” (18 years old) must sign this clause as well.

Eligible seniors will use their RHS ID cards to scan in and out whenever they are leaving or arriving at the building. Seniors will be allowed to depart from the building only during the following periods as a part of full school days:

- VIP during the first or last block of the day
- Lunch
- VIP adjacent to lunch.



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ROXBURY TOWNSHIP BOARD OF EDUCATION

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SENIOR PRIVILEGE

Seniors with this privilege will be held to high expectations outside of RHS. Proper behavior on the road and in the community is expected at all times. In addition to compliance with all school rules and regulations, students must abide by State, county, and local traffic laws.

Consequences or violation of any policies, rules, or regulations will be at the discretion of RHS administration. Consequences beyond the student handbook may include, but are not limited to:

1. Administrative warning;
2. Two (2) week suspension of Senior Privilege;
3. Revocation of privileges.

District and RHS administration have the right to prohibit students from leaving due to bad weather, traffic patterns, or any other circumstance deemed appropriate. Students will not be allowed to leave for open lunch during half-days or special schedule days (assembly, delayed opening, etc.).

Adopted: 14 October 2013
Revised: 13 December 2021
Revised: 13 May 2024



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

Community
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NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

9323 NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

~~School~~ Principals have a need to receive and have access to juvenile justice proceedings involving juveniles who are registered students in the school building. The ~~school~~ Principal **or designee** shall have access to information relating to juvenile justice proceedings in accordance with N.J.S.A. 2A:4A-60.

The ~~school~~ Principal **or designee, on a confidential basis,** may request from law enforcement agencies at the time of charge, adjudication or disposition, information as to the identity of a juvenile student charged, **the offense charged,** the adjudication and the disposition. The ~~school~~ Principal **or designee** may inform school staff members of this information if the Principal **or designee** deems it appropriate for maintaining order, safety or discipline in the school or for planning programs relevant to the juvenile's educational and social development. This information will not become part of the juvenile student's permanent school record and shall not be maintained except as authorized by regulation of the **New Jersey** Department of Education (**NJDOE**).

A law enforcement or prosecuting agency shall at the time of **a** charge, adjudication or disposition, **send written notice to** ~~advise~~ the ~~school~~ Principal **or designee** of the school where the juvenile is enrolled, of the identity of the juvenile charged, the offense charged, the adjudication and the disposition if:

1. The offense occurred on school property or a school bus, occurred at a school-sponsored function or was committed against an employee or official of the school; ~~or~~
2. The juvenile was taken into custody as a result of information or evidence provided by school officials; or
3. **The** ~~An~~ offense, if committed by an adult, would constitute a crime and the offense:
 - a. Resulted in death or serious bodily injury or involved an attempt or conspiracy to cause death or serious bodily injury; **or**
 - b. Involved the unlawful use or possession of a firearm or other weapon; **or**



POLICY

ROXBURY TOWNSHIP BOARD OF EDUCATION

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NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

- c. Involved the unlawful manufacture, distribution or possession with intent to distribute a controlled dangerous substance or controlled substance analog; **or**
- d. Was committed by a juvenile who acted with a purpose to intimidate an individual or group of individuals because of race, color, ~~creed~~, religion, ~~national origin, ancestry, age, marital status, affectational or sexual orientation or sex,~~ **or ethnicity** ~~social or economic status, or disability;~~ or
- e. Would be a crime of the first, ~~or second,~~ **or third** degree.

Information provided **to the Principal or designee pursuant to** ~~in accordance with N.J.S.A. 2A:4A-60.d. the section above~~ shall be treated as confidential **but may be made available to such members of the staff and faculty of the school as** ~~. The school Principal may inform school staff members of this information if the Principal or designee deems it appropriate for maintaining order, safety or discipline in the school or for to planning programs relevant to a the juvenile's educational and social development. This information will not become part of the juvenile student's permanent school record and shall not be maintained except as authorized by regulation of the NJDOE Department of Education.~~

Law enforcement or the prosecuting agency may provide the ~~school~~ Principal **or designee** with information identifying one or more **juvenile students** ~~juveniles~~ who are under investigation or ~~who~~ have been taken into custody for the commission of any act that would constitute an offense if committed by an adult when the law enforcement or prosecuting agency determines that the information may be useful to the Principal **or designee** in maintaining order, safety, or discipline in the school or in planning programs relevant to the juvenile's educational and social development. Information provided in accordance with **N.J.S.A. 2A:4A-60.e** ~~the section above~~ shall be treated as confidential, but the ~~school~~ Principal **or designee** may inform school staff members of this information if the Principal **or designee** deems it appropriate for maintaining order, safety or discipline in the school or for planning programs relevant to the juvenile's educational and social development. No information provided **pursuant to N.J.S.A. 2A:4A-60** ~~in accordance with this paragraph~~ shall be maintained.

The Principal **or designee** who requests and/or receives information as specified in this ~~P~~policy shall notify the Superintendent or designee within twenty-four hours **of the request being made. In accordance with N.J.S.A. 53:1-20.6, the**



POLICY

ROXBURY TOWNSHIP
BOARD OF EDUCATION

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NOTIFICATION OF JUVENILE OFFENDER CASE DISPOSITION

Principal or designee shall notify the Superintendent or designee of any applicable fees associated with the request.

The school district shall comply with the NJDOE Department of Education rules and regulations concerning the creation, maintenance and disclosure of student records regarding school Principal or designee notification of juvenile offender case disposition and this Policy.

N.J.S.A. 2A:4A-60 P.L.1982, c.79

N.J.S.A. R.S.53:1-15; 53:1-20.6

N.J.A.C. 6A:7-1.1; 6A:7-1.3

P.L.1985, c.69

Adopted: 14 October 2013

Revised: 13 May 2024



ANNUAL REAPPOINTMENTS

ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR1 :: Administrators and Supervisors

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Position	Start Date	End Date	24/25 Salary	Tenured? [+]
1	ACEVEDO	NICOLE	Principal of Kennedy Elementary School	07/01/24	06/30/25	\$130,198	Tenured
2	ARGENZIANO	CHRISTOPHER	Principal of Lincoln Roosevelt Elementary School	07/01/24	06/30/25	\$137,984	Tenured
3	BELLARDINO	ALYSSA	Supervisor of Humanities, Gr. PK - 6	07/01/24	06/30/25	\$100,529	Tenured
4	COSGROVE	MELISSA	Principal of Jefferson Elementary School	07/01/24	06/30/25	\$136,820	Tenured
* 5	CRISPINO	WILLIAM	Assistant Principal at Roxbury High School	07/01/24	06/30/25	\$110,870	Non-Tenured
* 6	DEBARROS	JOEL	Assistant Director of Special Services	07/01/24	06/30/25	\$123,476	Tenured
* 7	FERRARE	LISA	Director of Human Resources & Staff Development	07/01/24	06/30/25	\$162,655	Tenured
* 8	FISCINA	JEFFREY	Supervisor of Mathematics; Business; and Family & Consumer Science, Gr. 7 - 12	07/01/24	06/30/25	\$105,737	Tenured
9	GALLAGHER	PAUL	Principal of Eisenhower Middle School	07/01/24	06/30/25	\$147,953	Tenured
10	HAMER	BRIAN	Principal of Franklin Elementary School	07/01/24	06/30/25	\$122,383	Tenured
11	KELLY	ERIKA	Supervisor of Applied Science, Gr. PK - 6	07/01/24	06/30/25	\$100,529	Non-Tenured
* 12	KOLBUSCH	MARY	Assistant Business Administrator/Board Secretary	07/01/24	06/30/25	\$96,611	Tenured 07/02/2024
13	LA MONICA	CHRISTINA	Assistant Principal at Eisenhower Middle School	07/01/24	06/30/25	\$103,407	Non-Tenured
14	LYNCH	DANIELLE	Principal of Nixon Elementary School	07/01/24	06/30/25	\$147,183	Tenured
* 15	MASON	STUART	Director of Athletics/Student Activities; Supervisor of Health & PE K - 12	07/01/24	06/30/25	\$169,153	Tenured
* 16	MAWN	MATTHEW	Supervisor of Science; Engineering, Design, & Technology; & Visual Arts, Gr. 7 - 12	07/01/24	06/30/25	\$98,077	Non-Tenured
* 17	MILLER	DOMINICK	Principal of Roxbury High School	07/01/24	06/30/25	\$176,360	Tenured
* 18	MONDANARO	JOSEPH	Business Administrator/Board Secretary	07/01/24	06/30/25	\$169,205	Tenured
* 19	SCHMIDT	ERIC	Supervisor of English Language Arts & Performing Arts, Gr. 7 - 12	07/01/24	06/30/25	\$106,886	Tenured
* 20	SEIPP	CHARLES	Assistant Superintendent for Curriculum & Instruction	07/01/24	06/30/25	\$198,310	Tenured
* 21	TROKAN	MATTHEW	Supervisor of Social Studies & World Languages, Gr. 7 - 12	07/01/24	06/30/25	\$103,294	Tenured
22	ZEGAR	CHRISTOPHER	Assistant Principal at Lincoln Roosevelt Elementary School	07/01/24	06/30/25	\$129,118	Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
1	AGRESTA	LAUREN	FES, NES	Teacher	09/01/24 [#]	06/30/25		5-7	MA+15	\$ 66,790	\$ -	\$ 66,790	Non-Tenured
2	AGUERO	BRITTANY	NES	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Non-Tenured
3	ALLEN	ERIN	KES	Teacher	09/01/24 [#]	06/30/25		21	MA	\$ 93,845	\$ -	\$ 93,845	Tenured
4	ALLISON	ROBERT	FES	Teacher	09/01/24 [#]	06/30/25		12	BA	\$ 69,345	\$ -	\$ 69,345	Tenured
5	ARCIERI	BRIANNA	NES	School Counselor, ABS	09/01/24 [#]	06/30/25		2-3	MA	\$ 62,880	\$ -	\$ 62,880	Non-Tenured
6	BABETSKI	DAVID	EMS	Teacher	09/01/24 [#]	06/30/25		10	MA+30	\$ 72,645	\$ -	\$ 72,645	Tenured
7	BABUS	JENNIFER	FES, NES	OT	09/01/24 [#]	06/30/25		11	MA	\$ 72,195	\$ -	\$ 72,195	Non-Tenured
8	BANAS	JESSICA	EMS	Teacher	09/01/24 [#]	06/30/25		12	MA+15	\$ 76,779	\$ -	\$ 76,779	Non-Tenured
9	BARBATO	SHELBY	FES, JES	SLS	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 10	BARBOLINI	CARISSA	RHS	School Counselor	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
11	BARRY	KENNETH	LRS	Teacher	09/01/24 [#]	06/30/25		8-9	BA+15	\$ 64,695	\$ -	\$ 64,695	Tenured 09/02/2024
* 12	BASSO	GREGORY	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
13	BATTAGLIA	KERRY	LRS	Teacher	09/01/24 [#]	06/30/25		21	MA	\$ 93,845	\$ -	\$ 93,845	Tenured
* 14	BAXTER	JENNIFER	RHS	School Social Worker	07/01/24	06/30/25	1.10	22	MA	\$ 107,587	\$ 500	\$ 108,087	Tenured
* 15	BEDNARCIK	SARAH	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		21	MA	\$ 93,845	\$ -	\$ 93,845	Tenured
* 16	BEDOYA	JUDY	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 17	BELFIORE	CHRISTINA	RHS	School Counselor	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 18	BENBOW	JONATHAN	RHS	Teacher	09/01/24 [#]	06/30/25		22	BA+15	\$ 94,257	\$ 500	\$ 94,757	Tenured
19	BETZ	CHELSEA	KES, NES	OT	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Non-Tenured
* 20	BEWALDER	KEVIN	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA+15	\$ 96,522	\$ 500	\$ 97,022	Tenured
21	BIANK	DAVID	LRS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
* 22	BISCHOFF	DEREK	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Tenured
23	BLESSING	KELLY	NES	Teacher	09/01/24 [#]	06/30/25		22	MA+30	\$ 101,356	\$ 500	\$ 101,856	Tenured
24	BLEWITT	JESSICA	EMS	Teacher	09/01/24 [#]	06/30/25		22	MA+15	\$ 99,581	\$ -	\$ 99,581	Tenured
* 25	BLOUGH	CHRISTOPHER	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
26	BOHLER	ALLISON	JES	SLS	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
27	BOLLING	KELSEY	NES	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Non-Tenured
28	BRENNAN	LAUREN	EMS	Teacher	09/01/24 [#]	06/30/25		11	MA+15	\$ 73,670	\$ -	\$ 73,670	Tenured
29	BROWN	KARISA	EMS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
30	BUCHANAN	STACEY	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
31	BUCKLER	JENNIFER	KES	School Counselor, ABS	09/01/24 [#]	06/30/25		4	MA	\$ 63,865	\$ -	\$ 63,865	Non-Tenured
* 32	BURD	MARY ELLEN	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA	\$ 92,085	\$ -	\$ 92,085	Tenured
* 33	BURLEIGH	DEBORAH	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
34	BYRNE	KATHLEEN	KES	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ 750	\$ 99,835	Tenured
* 35	CACCAVALE	FRANK	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
36	CADENA	MEAGHAN	LRS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Tenured
* 37	CAIVANO	ROXANA	RHS	School Library Media Specialist	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
38	CAMILO	SHAILA	LRS	Teacher	09/01/24 [#]	06/30/25		10	BA	\$ 63,895	\$ -	\$ 63,895	Non-Tenured
* 39	CANTWELL	KEVIN	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
* 40	CAPPELLO	NATALIA	RHS	Teacher	09/01/24 [#]	06/30/25		21	MA+30	\$ 97,495	\$ -	\$ 97,495	Non-Tenured
41	CAPRA	ROBERT	EMS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
42	CARROLL	STACEY	JES	Teacher	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured
* 43	CHRISTIANSEN	EMILY	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
44	CLARK	JENNIFER	FES	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 45	CONNOLLY	JAMES	RHS	Teacher	09/01/24 [#]	06/30/25		11	MA	\$ 72,195	\$ -	\$ 72,195	Tenured
* 46	CONRAD	JEFFREY	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ -	\$ 100,071	Tenured
47	COOPER	CHRISTEN	NES	Teacher	09/01/24 [#]	06/30/25		2-3	MA	\$ 62,880	\$ -	\$ 62,880	Non-Tenured
48	CORDEIRO	MARCIA	EMS	Teacher	09/01/24 [#]	06/30/25		23	BA+15	\$ 96,522	\$ 500	\$ 97,022	Tenured
49	CORRENTI	ALISON	LRS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
* 50	CRITELLI	PAUL	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ -	\$ 100,071	Tenured
51	CULLENY	KAITLYN	LRS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
52	CURADO	SANDRA	LRS	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured 09/02/2024
53	CURET	CARLOS	EMS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
54	CURLEY	KELSEY	EMS	Teacher	09/01/24 [#]	06/30/25		11	MA+30	\$ 75,120	\$ -	\$ 75,120	Tenured
55	CURTISS	KAREN	NES	Teacher	09/01/24 [#]	06/30/25		18-19	BA	\$ 79,020	\$ -	\$ 79,020	Non-Tenured
56	DALUPANG	SHERLYNE	LRS	School Psychologist	07/01/24	06/30/25	1.10	10	MA+30	\$ 79,910	\$ -	\$ 79,910	Tenured
* 57	DAMELIO	KELLIE	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
58	DARLING	SAMANTHA	EMS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
59	DAVENPORT	MELISSA	LRS	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
* 60	DE ROSA	MARY	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA	\$ 92,085	\$ -	\$ 92,085	Tenured
61	DEANGELIS	JULIANA	NES	Teacher	09/01/24 [#]	06/30/25		2-3	MA	\$ 62,880	\$ -	\$ 62,880	Non-Tenured
62	DEEB	LOREY	KES	Teacher	09/01/24 [#]	06/30/25		10	MA+15	\$ 71,195	\$ -	\$ 71,195	Tenured
63	DEL ROSARIO	MONICA	LRS, EMS	Teacher	09/01/24 [#]	06/30/25		5-7	BA+15	\$ 62,765	\$ -	\$ 62,765	Tenured 09/02/2024
64	DEL RUSSO	STEFANIE	LRS	School Counselor, ABS	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
65	DEMAIO	BRITTANY	JES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Non-Tenured
66	DEMAREST	KAREN	FES	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 750	\$ 100,821	Tenured
* 67	DEMOVA	BOHDANKA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
68	DERENDAL	LYNDSAY	FES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Non-Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
69	DERRICK	BARBARA	JES	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 750	\$ 100,821	Tenured
70	DESIATO	CHRISTINE	KES	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
71	DIBIASE	MICHELE	JES	Teacher	09/01/24 [#]	06/30/25		18-19	BA+15	\$ 82,901	\$ -	\$ 82,901	Tenured
72	DIORENZO	SARAH	FES	School Library Media Specialist	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 73	DIORIO	DANNY	RHS	Teacher	09/01/24 [#]	06/30/25		11	BA	\$ 66,370	\$ -	\$ 66,370	Tenured
74	DIPIETRO	SEBASTIAN	EMS	Teacher	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured
* 75	DOLAN	JAMES	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ 500	\$ 102,346	Tenured
* 76	DONEGAN	BRENDAN	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 750	\$ 100,821	Tenured
77	DONEGAN	JENNIFER	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
* 78	DONNELLY	STEPHEN	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 79	DOUGLAS	DIANE	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 80	DOYLE	ROBERT	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
81	DRANOFF	JENNIFER	FES	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 82	DRESSEL	MICHELE	RHS	LDT-C	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Non-Tenured
83	DRURY	SEAN	FES	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
* 84	DUNN	ROBIN	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
85	DUNNE	KRISTEN	FES, KES	School Social Worker	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
86	ECHEVARRIA	STEPHANIE	NES	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
87	EHRRICH	TRACY	NES	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
88	ENGLE	RICK	EMS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ -	\$ 100,071	Tenured
89	ERDREICH	CARA	JES	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
90	ESPOSITO	ELIZABETH	EMS	Teacher	09/01/24 [#]	06/30/25		20	BA	\$ 82,495	\$ -	\$ 82,495	Tenured
91	ESPOSITO	GERI	EMS	SAC, ABS	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
92	ESTES	STACEY	FES, JES	School Social Worker	07/01/24	06/30/25	1.10	12	MA	\$ 82,970	\$ -	\$ 82,970	Tenured
93	EVANS	DANIELLE	NES	SLS	09/01/24 [#]	06/30/25		12	MA+30	\$ 78,450	\$ -	\$ 78,450	Tenured
* 94	FAGAN	MARGARET	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
95	FARINA	KIMBERLY	EMS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+15	\$ 87,558	\$ -	\$ 87,558	Tenured
* 96	FEEHAN	MARTHA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
97	FERRENTINO	MARGARET	LRS	Teacher	09/01/24 [#]	06/30/25		22	MA+15	\$ 99,581	\$ 500	\$ 100,081	Tenured
* 98	FILORAMO	JOSEPH	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
99	FLAMMER	SUZANNE	JES	Teacher	09/01/24 [#]	06/30/25		16-17	MA+15	\$ 83,823	\$ -	\$ 83,823	Tenured
* 100	FLYNN	PETER	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Tenured
101	FOLKERS	CAITLIN	LRS	Teacher	09/01/24 [#]	06/30/25		12	MA+30	\$ 78,450	\$ -	\$ 78,450	Tenured
* 102	FORLENZA	COREY	RHS	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
* 103	FOSTER	SHANNON	RHS	Teacher	09/01/24 [#]	06/30/25		20	BA+30	\$ 88,587	\$ -	\$ 88,587	Tenured
104	FOX	KASEY	JES	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 105	FRANCO	KEVIN	LRS, EMS, RHS	OT	09/01/24 [#]	06/30/25		21	DR	\$ 99,700	\$ -	\$ 99,700	Tenured
106	FREEBORN	REBECCA	NES	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
107	FREUND	KELLY	FES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
108	GALLAGHER	MARIA	FES	Teacher	09/01/24 [#]	06/30/25		21	MA	\$ 93,845	\$ 500	\$ 94,345	Tenured
109	GALLO	CHRISTINE	EMS	Teacher	09/01/24 [#]	06/30/25		12	BA	\$ 69,345	\$ -	\$ 69,345	Non-Tenured
110	GANGEMI	GIUSEPPE	EMS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 111	GANGEMI	KAYLA	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA+30	\$ 70,445	\$ -	\$ 70,445	Non-Tenured
112	GARDNER	MELISSA	KES	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
113	GAUTHIER	NICOLE	LRS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 114	GEARY	JASON	RHS	Teacher	09/01/24 [#]	06/30/25		10	BA	\$ 63,895	\$ -	\$ 63,895	Non-Tenured
* 115	GERVASIO	THOMAS	RHS	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
116	GIBSON	RYAN	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	BA+30	\$ 77,748	\$ -	\$ 77,748	Tenured
117	GIORDANO	TESSA	JES	OT	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
* 118	GLUCK	CAITLIN	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 119	GOODWIN	JAMES	RHS	Teacher	09/01/24 [#]	06/30/25		20	BA	\$ 82,495	\$ -	\$ 82,495	Tenured
120	GOODYEAR	SARAH	KES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
* 121	GOTTFRIED	MICHAEL	RHS	Teacher	09/01/24 [#]	06/30/25		12	DR	\$ 80,545	\$ -	\$ 80,545	Tenured
122	GRABA	KRISTINA	JES	Teacher	09/01/24 [#]	06/30/25		21	MA+15	\$ 95,645	\$ 500	\$ 96,145	Tenured
123	GRANT	ANDREA	KES	Teacher	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ 500	\$ 102,346	Tenured
124	GREEN	CHRISTINA	JES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
* 125	HACHEY	PATRICK	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
126	HAGEMANN	REGINA	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Non-Tenured
127	HALL	MELISSA	EMS	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Non-Tenured
128	HALLET	JENNIFER	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 129	HAMADE	RABIYE	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
130	HANCOCK	JESSIE	LRS	Teacher	09/01/24 [#]	06/30/25		11	BA	\$ 66,370	\$ -	\$ 66,370	Tenured
* 131	HANSEN	JAMES	RHS	Teacher	09/01/24 [#]	06/30/25		4	BA	\$ 58,465	\$ -	\$ 58,465	Non-Tenured
* 132	HARDY	BARBRA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
133	HARRISON CALDERON	JESSICA	EMS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
* 134	HATCH	BRYANT	EMS, RHS	SLS	09/01/24 [#]	06/30/25		11	MA+30	\$ 75,120	\$ -	\$ 75,120	Non-Tenured
* 135	HAYDEN	LEE	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ -	\$ 86,006	Tenured
* 136	HEDDY	ELIZABETH	RHS	Teacher	09/01/24 [#]	06/30/25		22	MA+30	\$ 101,356	\$ -	\$ 101,356	Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
137	HEILMAN	KERRI	LRS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
138	HERNANDEZ	JAIME	LRS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+15	\$ 87,558	\$ -	\$ 87,558	Tenured
139	HIGGINS	KATHERINE	JES	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
140	HILSINGER	AMANDA	NES	Teacher	09/01/24 [#]	06/30/25		2-3	MA	\$ 62,880	\$ -	\$ 62,880	Non-Tenured
141	HOLLENBECK	HELEN	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
142	HOOPES GOMEZ	CASEY	JES	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
* 143	HOPPER	JOELLEN	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ -	\$ 86,006	Tenured
144	HORNUNG	DESIREE	EMS	School Nurse	09/01/24 [#]	06/30/25		20	BA+15	\$ 86,556	\$ -	\$ 86,556	Tenured
* 145	HRYNIO	LINDSAY	RHS	School Nurse	09/01/24 [#]	06/30/25		11	BA+15	\$ 69,606	\$ -	\$ 69,606	Non-Tenured
146	HUBBARD	CINDY	EMS	Teacher	09/01/24 [#]	06/30/25		20	MA	\$ 89,805	\$ -	\$ 89,805	Tenured
* 147	HUGHES	DANIELLE	RHS	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Tenured
* 148	HUGHES	DAVID	RHS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
149	HUTSEBAUT	REBECCA	NES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
150	IACOBINO	KRISTIN	EMS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 151	ITURRALDE	KAYTEL	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
152	IUVONE	ERICA	KES	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 153	IZQUIERDO	MARIA ELENA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Non-Tenured
154	JACOBSEN	LAURA	JES	Teacher	09/01/24 [#]	06/30/25		23	BA+15	\$ 96,522	\$ 500	\$ 97,022	Tenured
* 155	JACOBY	ADAM	RHS	Teacher	09/01/24 [#]	06/30/25		4	BA	\$ 58,465	\$ -	\$ 58,465	Non-Tenured
* 156	JAEGER	KATHRYN	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
157	JAMIESON	MELISSA	EMS	Teacher	09/01/24 [#]	06/30/25		11	MA+30	\$ 75,120	\$ -	\$ 75,120	Tenured
* 158	KAINE	SHARI	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 159	KALODNER	ISABEL	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
* 160	KANE	JOHN	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA+30	\$ 61,980	\$ -	\$ 61,980	Non-Tenured
* 161	KATINSKY	JACLYN	RHS	School Nurse	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured 09/02/2024
162	KAUFMAN	PAMELA	NES	Teacher	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ 500	\$ 102,346	Tenured
* 163	KELLY	MEGAN	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
* 164	KENNY	JENNIFER	RHS	SAC, ABS	09/01/24 [#]	06/30/25		21	MA+30	\$ 97,495	\$ -	\$ 97,495	Tenured
165	KHOMYAK	JENNIFER	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
166	KIM	ERICA	KES	Teacher	09/01/24 [#]	06/30/25		5-7	BA+30	\$ 64,265	\$ -	\$ 64,265	Tenured
167	KITCHIN	CATIA	JES	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Non-Tenured
168	KLEIN	PATRICIA	JES	Teacher	09/01/24 [#]	06/30/25		21	BA	\$ 86,095	\$ -	\$ 86,095	Tenured
* 169	KOCH	JOSEPH M.	RHS	School Athletic Trainer	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
170	KOCOSKI	SANJA	KES	School Nurse	09/01/24 [#]	06/30/25		11	BA	\$ 66,370	\$ -	\$ 66,370	Tenured
* 171	KONG	KRISTINA	RHS	Teacher	09/01/24 [#]	06/30/25		4	MA+15	\$ 65,490	\$ -	\$ 65,490	Non-Tenured
172	KOVACH	MICHAEL	EMS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
173	KOVACS	RACHELLE	LRS	School Nurse	09/01/24 [#]	06/30/25		13-15	BA+15	\$ 75,981	\$ -	\$ 75,981	Tenured
174	KROG	DEBORAH	JES	Teacher	09/01/24 [#]	06/30/25		12	BA+30	\$ 74,414	\$ -	\$ 74,414	Non-Tenured
* 175	KROOG	BARBARA	RHS	Teacher	09/01/24 [#]	06/30/25		11	BA+15	\$ 69,606	\$ -	\$ 69,606	Tenured
* 176	KULICK	JUSTIN	RHS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
* 177	LACAPRA	GINA	RHS	School Counselor	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
178	LACOSTA	GAIL	FES	School Counselor, ABS	09/01/24 [#]	06/30/25		11	MA+15	\$ 73,670	\$ -	\$ 73,670	Tenured
179	LAMONT	KELLY	JES	Teacher	09/01/24 [#]	06/30/25		21	BA+15	\$ 90,342	\$ 500	\$ 90,842	Tenured
180	LANE	MATTHEW	FES	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Non-Tenured
* 181	LAPARA	ANGELA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ -	\$ 100,071	Tenured
182	LAPOSTA	CHRISTINE	LRS	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ 500	\$ 99,585	Tenured
183	LAUTZ	LYDIA	NES	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Non-Tenured
184	LEAVY	JENNIFER	FES	Teacher	09/01/24 [#]	06/30/25	0.73	10	BA	\$ 46,643	\$ -	\$ 46,643	Tenured 11/10/2024
185	LEISTER	TINA	KES	Teacher	09/01/24 [#]	06/30/25		8-9	MA+15	\$ 68,720	\$ -	\$ 68,720	Tenured
* 186	LENOX	THOMAS	RHS	Teacher	09/01/24 [#]	06/30/25		12	BA+30	\$ 74,414	\$ -	\$ 74,414	Non-Tenured
187	LETTIERI	HEATHER	KES	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured
* 188	LIMA	MARCIE	RHS	Teacher	09/01/24 [#]	06/30/25		22	BA+30	\$ 96,820	\$ 500	\$ 97,320	Tenured
* 189	LISA	KERRY	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 750	\$ 100,821	Tenured
190	LOEB	JESSICA	EMS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
191	LOMBARDO	ANDREA	JES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
192	LOMUNTAD	CAROLINE	EMS	School Counselor	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Tenured
* 193	MAESO	MICHAEL	RHS	Teacher	09/01/24 [#]	06/30/25		21	BA	\$ 86,095	\$ -	\$ 86,095	Tenured 09/02/2024
* 194	MAHER	CHELSEA	RHS	School Counselor	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Non-Tenured
* 195	MAHMOUD	ADAM	RHS	Teacher	09/01/24 [#]	06/30/25		12	MA+15	\$ 76,779	\$ -	\$ 76,779	Tenured
196	MAIELLO	ERIN	EMS	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ -	\$ 100,071	Tenured
* 197	MAINIERO	MELISSA	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
198	MANNEY	LYNN	FES	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
199	MAREK	NATALIE	KES	Teacher	09/01/24 [#]	06/30/25		5-7	MA+15	\$ 66,790	\$ -	\$ 66,790	Non-Tenured
200	MARTINI	ANN	NES	Teacher	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ -	\$ 86,006	Tenured
201	MARTINO	TIFFANY	EMS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
202	MARZOCCA	MICHELLE	FES	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ 500	\$ 99,585	Tenured
203	MASON	JULIE	FES	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
204	MASON	LAUREN	FES	Teacher	09/01/24 [#]	06/30/25		23	MA	\$ 100,071	\$ 500	\$ 100,571	Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
205	MATULLO	LAUREN	EMS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Non-Tenured
206	MAURER	JENNIFER	FES	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 207	MC CRACKEN	JENNIFER	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
208	MCAULIFFE	KATEY	JES	School Library Media Specialist	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ -	\$ 101,846	Tenured
209	MCDERMOTT	JAMES	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 210	MCGINLEY	BIRSEN	RHS	Transition Coordinator	09/01/24 [#]	06/30/25		12	BA+15	\$ 72,724	\$ -	\$ 72,724	Tenured
211	MCINNES	CATHY	FES	Teacher	09/01/24 [#]	06/30/25		11	BA	\$ 66,370	\$ -	\$ 66,370	Tenured
212	MCNEMAR	THERESA	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 213	MCPHEE	MICHAEL	RHS	Teacher	09/01/24 [#]	06/30/25		16-17	BA+30	\$ 80,534	\$ -	\$ 80,534	Tenured
214	MEANEY	COURTNEY	NES	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Non-Tenured
* 215	MEEKER	REID	RHS	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 216	MEETH	JUSTIN	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
217	MEISER	KRISTIN	JES	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Tenured
218	MEOLA	LOUIS	EMS	Teacher	09/01/24 [#]	06/30/25		21	MA+30	\$ 97,495	\$ -	\$ 97,495	Tenured
219	MIDILI	TARA	LRS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+15	\$ 87,558	\$ -	\$ 87,558	Tenured
220	MILLER	RYAN	FES	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
221	MILLER	VICTORIA	NES	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Tenured
* 222	MISURELLI	FRANK	RHS	Teacher	09/01/24 [#]	06/30/25		21	BA+15	\$ 90,342	\$ -	\$ 90,342	Tenured
* 223	MITCHELL	TERI	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA+15	\$ 96,522	\$ -	\$ 96,522	Tenured
* 224	MONACO	DAVID	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 225	MONAGHAN	MARK	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		4	BA	\$ 58,465	\$ -	\$ 58,465	Non-Tenured
226	MONTANO	ASHLEY	NES	Teacher	09/01/24 [#]	06/30/25		5-7	BA+15	\$ 62,765	\$ -	\$ 62,765	Tenured 09/02/2024
227	MOSHER	KATHERINE	FES, NES	LDT-C	07/01/24	06/30/25	1.10	23	MA	\$ 110,078	\$ -	\$ 110,078	Tenured
* 228	MOSHER	MICHAEL	RHS	School Psychologist	07/01/24	06/30/25	1.10	23	DR	\$ 116,911	\$ -	\$ 116,911	Tenured
229	MOSKOWITZ	PHILLIP	EMS	Teacher	09/01/24 [#]	06/30/25		11	MA+30	\$ 75,120	\$ -	\$ 75,120	Tenured
230	MUELLER	SANDRA	JES	Teacher	09/01/24 [#]	06/30/25		4	BA	\$ 58,465	\$ -	\$ 58,465	Non-Tenured
* 231	MULDERRIG	FRANCIS	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ -	\$ 103,621	Tenured
* 232	MULLEN	MAIREAD	RHS	Teacher	09/01/24 [#]	06/30/25		10	BA	\$ 63,895	\$ -	\$ 63,895	Non-Tenured
233	MULLER	AMY	LRS	Teacher	09/01/24 [#]	06/30/25		16-17	BA+30	\$ 80,534	\$ -	\$ 80,534	Tenured
234	MURILLO	AMY	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
235	NASSAN	LORRAINE	KES	Teacher	09/01/24 [#]	06/30/25	0.73	13-15	MA	\$ 57,531	\$ -	\$ 57,531	Tenured
* 236	NAVARRO	MARIA	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ -	\$ 101,846	Tenured
237	NEUMANN	ERIN	LRS	Teacher	09/01/24 [#]	06/30/25		8-9	BA+30	\$ 66,195	\$ -	\$ 66,195	Tenured
238	NG	ELLEN	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
239	NICKEL	KARA	KES	Teacher	09/01/24 [#]	06/30/25		12	MA+30	\$ 78,450	\$ -	\$ 78,450	Tenured
* 240	NORGARD	KAITLYN	RHS	Teacher	09/01/24 [#]	06/30/25		12	MA	\$ 75,427	\$ -	\$ 75,427	Tenured 09/02/2024
241	NORTH	TIFFANY	LRS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Tenured
242	O'CONNOR	CHRISTINE	NES	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
243	O'MALLEY	SHANNON	JES	Teacher	09/01/24 [#]	06/30/25		13-15	BA+15	\$ 75,981	\$ -	\$ 75,981	Tenured
244	O'SHEA	NICHOLE	NES	Teacher	09/01/24 [#]	06/30/25		1	BA	\$ 56,980	\$ -	\$ 56,980	Non-Tenured
* 245	OBRAITIS	CASEY	RHS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
* 246	OBRIEN	WILLIAM	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
247	OLCOTT	NICOLE	KES	Teacher	09/01/24 [#]	06/30/25		5-7	BA+30	\$ 64,265	\$ -	\$ 64,265	Tenured
248	ORT	SARAH	LRS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
249	OSBUN	JAMIE	LRS	Teacher	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured
* 250	OSTER	KAITLYN	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
251	PALANCHI	KRISTIN	LRS, EMS	School Library Media Specialist	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 252	PEREZ	JENNIFER	JES, NES, EMS, RHS	Behavior Specialist-Analyst	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ -	\$ 101,846	Tenured
253	PERHACS	JENNIFER	LRS	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
254	PERRI	ASHLEY	EMS	Teacher	09/01/24 [#]	06/30/25		2-3	BA+15	\$ 60,480	\$ -	\$ 60,480	Non-Tenured
* 255	PETERSON	ALEXANDRA	RHS	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
256	PILRUN	AMY	EMS	Teacher	09/01/24 [#]	06/30/25		5-7	BA+15	\$ 62,765	\$ -	\$ 62,765	Tenured 09/02/2024
* 257	POPOWYCZ	BECKY	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
258	RALSTON	SHERI	NES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
259	REDWOOD	SUSAN	LRS	LDT-C	07/01/24	06/30/25	1.10	23	MA+15	\$ 112,031	\$ -	\$ 112,031	Tenured
260	REILLY	SEAN	EMS	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 261	REISER	JEANNETTE	RHS	Teacher	09/01/24 [#]	06/30/25		21	BA+15	\$ 90,342	\$ 500	\$ 90,842	Tenured
262	RENN	CHRISTI	FES	Teacher	09/01/24 [#]	06/30/25		23	MA+15	\$ 101,846	\$ -	\$ 101,846	Tenured
* 263	RENNA	JUSTIN	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
264	REX	JEAN	NES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured
265	RICE	KATHLEEN	JES	Teacher	09/01/24 [#]	06/30/25	0.73	16-17	MA	\$ 60,109	\$ -	\$ 60,109	Tenured 11/25/2024
266	RICHARDSON	KILEY	EMS	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured 09/15/2024
267	RICHMAN	MARGERY	EMS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
268	RIGGINS	DAWN	JES	Teacher	09/01/24 [#]	06/30/25		18-19	BA+30	\$ 83,779	\$ -	\$ 83,779	Tenured
* 269	RISPOLI	MARIA	RHS	Teacher	09/01/24 [#]	06/30/25		20	MA+30	\$ 93,055	\$ -	\$ 93,055	Tenured
270	RODAS	SHANNON	EMS	Teacher	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ -	\$ 86,006	Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
271	RODDY	HEATHER	KES	School Library Media Specialist	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
272	RODGERS	SUSANNA	LRS	Teacher	09/01/24 [#]	06/30/25		16-17	MA+30	\$ 85,370	\$ -	\$ 85,370	Tenured
273	ROHDE	STEPHANIE	JES	Teacher	09/01/24 [#]	06/30/25		8-9	DR	\$ 72,895	\$ -	\$ 72,895	Tenured
* 274	ROMAN	DANIEL	RHS	Teacher	09/01/24 [#]	06/30/25		12	BA	\$ 69,345	\$ -	\$ 69,345	Tenured
* 275	ROMAN	MONICA	RHS	Teacher	09/01/24 [#]	06/30/25		21	BA	\$ 86,095	\$ 500	\$ 86,595	Tenured
276	ROSE	ANDREW	JES	Teacher	09/01/24 [#]	06/30/25		4	BA	\$ 58,465	\$ -	\$ 58,465	Non-Tenured
277	ROSE	DENISE	LRS	Teacher	09/01/24 [#]	06/30/25		12	BA+15	\$ 72,724	\$ -	\$ 72,724	Tenured
278	ROSSI	CHRISTINA	EMS	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 279	ROUMES	RYAN	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
280	ROUSSEAU	BRIANNE	FES	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured
281	ROY	ERIC	LRS	Teacher	09/01/24 [#]	06/30/25		21	MA+30	\$ 97,495	\$ 500	\$ 97,995	Tenured
* 282	SAAVEDRA	JULIETH	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
283	SABELLA	KERI	KES	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Non-Tenured
* 284	SALYERDS	ROBERT	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		18-19	BA	\$ 79,020	\$ -	\$ 79,020	Tenured
* 285	SAN EMETERIO	STEFANIE	RHS	School Counselor	09/01/24 [#]	06/30/25		21	MA+15	\$ 95,645	\$ -	\$ 95,645	Tenured
286	SANDERS	AMANDA	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Non-Tenured
287	SANTO	DIANA	FES	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ -	\$ 99,085	Tenured
* 288	SANTORO	KIMBERLY	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 289	SANTORO	MEGAN	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
290	SAPPIO	ALEXIS	FES	Teacher	09/01/24 [#]	06/30/25		5-7	BA	\$ 59,765	\$ -	\$ 59,765	Tenured 11/03/2024
291	SAUL	JOANNE	JES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
* 292	SAVITSKI	KAITLIN	RHS	Teacher	09/01/24 [#]	06/30/25		5-7	MA	\$ 65,165	\$ -	\$ 65,165	Tenured
293	SCASSERRA	DOMINICK	JES, KES	School Psychologist	07/01/24	06/30/25	1.10	13-15	MA+30	\$ 90,360	\$ -	\$ 90,360	Tenured
* 294	SCHENECK	MATTHEW	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA	\$ 92,085	\$ 500	\$ 92,585	Tenured
* 295	SCHILLING	SCOTT	RHS	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured
* 296	SCHMIDT	LAURA	RHS	Teacher	09/01/24 [#]	06/30/25		16-17	MA+15	\$ 83,823	\$ -	\$ 83,823	Tenured
297	SELLARI	KAYLA	LRS	Teacher	09/01/24 [#]	06/30/25		10	BA	\$ 63,895	\$ -	\$ 63,895	Tenured
* 298	SHADWELL	CHRISTOPHER	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
* 299	SHAW	JAMES	RHS	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Tenured
* 300	SHELDON	CHRISTINE	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
301	SHEPLAK-LEWIS	JACQUELINE	LRS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+15	\$ 87,558	\$ -	\$ 87,558	Tenured
302	SIEGEL	DAVID	NES	Teacher	09/01/24 [#]	06/30/25		11	MA	\$ 72,195	\$ -	\$ 72,195	Tenured
303	SIMONE	SANDRA	JES, LRS	SLS	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ -	\$ 86,006	Non-Tenured
* 304	SLIWINSKI	WOJCIECH	RHS	Teacher	09/01/24 [#]	06/30/25		10	BA+15	\$ 67,002	\$ -	\$ 67,002	Tenured 09/02/2024
* 305	SMALL	JESSICA	RHS	Teacher	09/01/24 [#]	06/30/25		12	BA+15	\$ 72,724	\$ -	\$ 72,724	Tenured
306	SMITH	JENNIFER	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
307	SMITH	SHAWN	EMS	Teacher	09/01/24 [#]	06/30/25		21	MA+30	\$ 97,495	\$ 500	\$ 97,995	Tenured
308	SOBESTANOVICH	KELSEY	NES	Teacher	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Non-Tenured
* 309	SOERGEL	STEVE	RHS	Teacher	09/01/24 [#]	06/30/25		23	DR	\$ 106,283	\$ -	\$ 106,283	Tenured 01/20/2025
* 310	SOLOTIST	APRIL	RHS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
* 311	SOMERS	ALEXIS	FES, KES, LRS, EMS, RHS	Behavior Specialist-Analyst	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Tenured
* 312	SPARGO	BARBRA	RHS	Teacher	09/01/24 [#]	06/30/25		22	BA+30	\$ 96,820	\$ 500	\$ 97,320	Tenured
313	SPARGO	JUSTIN	EMS	Teacher	09/01/24 [#]	06/30/25		21	BA+15	\$ 90,342	\$ 500	\$ 90,842	Tenured
* 314	SPERONZA	JANE-FRANCES	RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA	\$ 78,809	\$ -	\$ 78,809	Tenured
315	START	KURTIS	NES	Teacher	09/01/24 [#]	06/30/25		18-19	MA	\$ 86,006	\$ 500	\$ 86,506	Tenured
316	STEHLGENS	DANA	FES	Teacher	09/01/24 [#]	06/30/25		13-15	BA+30	\$ 77,748	\$ -	\$ 77,748	Tenured
317	STEINMETZ	ALYSSA	FES	Teacher	09/01/24 [#]	06/30/25		11	MA	\$ 72,195	\$ -	\$ 72,195	Tenured
318	STORM	MEGHAN	KES	Teacher	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured
319	STOYANOV	AUBREY	KES	Teacher	09/01/24 [#]	06/30/25		16-17	BA+30	\$ 80,534	\$ -	\$ 80,534	Tenured 09/02/2024
320	STRAUSS	JOYCE	NES	Teacher	09/01/24 [#]	06/30/25	0.73	11	BA	\$ 48,450	\$ -	\$ 48,450	Non-Tenured
* 321	SUSIN	JESSICA	RHS	School Social Worker	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Tenured
* 322	SWEER	KRISTA	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
* 323	SWEER	RYAN	EMS, RHS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+15	\$ 80,223	\$ -	\$ 80,223	Tenured
324	TAGGART	DANA	JES	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 750	\$ 104,371	Tenured
325	TATARKA	RYAN	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	BA	\$ 72,445	\$ -	\$ 72,445	Non-Tenured
326	TATE	JASON	LRS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
327	TAVARES	DIANE	FES, JES, KES, NES	PT	09/01/24 [#]	06/30/25		23	DR	\$ 106,283	\$ -	\$ 106,283	Tenured
* 328	TERRANOVA	LAURIE	RHS	Teacher	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
* 329	THEODOROPOULOS	ARISTEA	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA+15	\$ 96,522	\$ -	\$ 96,522	Tenured
330	THOMAS	JACLYN	EMS	Teacher	09/01/24 [#]	06/30/25		16-17	BA	\$ 75,670	\$ -	\$ 75,670	Tenured
331	THOMPSON	CARIE	EMS	LDT-C	09/01/24 [#]	06/30/25		18-19	MA+30	\$ 89,420	\$ -	\$ 89,420	Tenured
332	TIGER	BRITTANY	JES	Teacher	09/01/24 [#]	06/30/25		21	MA+15	\$ 95,645	\$ 500	\$ 96,145	Tenured
* 333	TIRELLA	MARC	RHS	Teacher	09/01/24 [#]	06/30/25		20	MA	\$ 89,805	\$ -	\$ 89,805	Non-Tenured
* 334	TOM	JEAN	RHS	Teacher	09/01/24 [#]	06/30/25		12	MA+30	\$ 78,450	\$ -	\$ 78,450	Tenured
* 335	TOMASHESKI	PAUL	RHS	Teacher	09/01/24 [#]	06/30/25		11	BA	\$ 66,370	\$ -	\$ 66,370	Non-Tenured
336	TORRES-DAVIS	EVELYN	EMS	School Counselor	09/01/24 [#]	06/30/25		18-19	MA+15	\$ 87,558	\$ -	\$ 87,558	Tenured
* 337	TORSIELLO	CHRISTOPHER	RHS	Teacher	09/01/24 [#]	06/30/25		2-3	BA	\$ 57,480	\$ -	\$ 57,480	Non-Tenured

ANNUAL REAPPOINTMENTS ROXBURY TWP BOE 5/13/24 :: EXHIBIT HR2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.
[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	24/25 FTE if diff than 1.00	24/25 Step	24/25 Level	24/25 Base Salary	24/25 Longevity Amt	24/25 TOTAL Salary	Tenured? [+]
338	TRAUTZ	CARYN	EMS	Teacher	09/01/24 [#]	06/30/25		13-15	MA+30	\$ 82,145	\$ -	\$ 82,145	Tenured
339	TRIMMER	THERESA	LRS	Teacher	09/01/24 [#]	06/30/25		23	MA+30	\$ 103,621	\$ 500	\$ 104,121	Tenured
* 340	TROTTER	GREGORY	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA	\$ 92,085	\$ 750	\$ 92,835	Tenured
341	TUCKER	ELIZABETH	EMS	Teacher	09/01/24 [#]	06/30/25		20	MA+15	\$ 91,430	\$ -	\$ 91,430	Tenured
342	TUFARO	CATHERINE	LRS	Teacher	09/01/24 [#]	06/30/25		1	BA	\$ 56,980	\$ -	\$ 56,980	Non-Tenured
343	TUNSTEAD RUSBACH	ELENA	LRS	Teacher	09/01/24 [#]	06/30/25		12	MA+30	\$ 78,450	\$ -	\$ 78,450	Tenured
344	UCCELLO	VANESSA	KES	Teacher	09/01/24 [#]	06/30/25		8-9	MA+30	\$ 70,445	\$ -	\$ 70,445	Non-Tenured
345	URBAN	MARY BETH	FES	Teacher	09/01/24 [#]	06/30/25	0.73	23	BA+30	\$ 72,332	\$ -	\$ 72,332	Tenured
346	URBAN	TARA	LRS	School Counselor	09/01/24 [#]	06/30/25		4	MA	\$ 63,865	\$ -	\$ 63,865	Non-Tenured
347	VANDEMERKT	STEPHANIE	KES, NES	SLS	09/01/24 [#]	06/30/25		8-9	MA	\$ 67,095	\$ -	\$ 67,095	Non-Tenured
348	VENTRICELLI	KATHRYN	JES, NES	LDT-C	09/01/24 [#]	06/30/25		22	MA+30	\$ 101,356	\$ -	\$ 101,356	Tenured
* 349	VERGARA	ALEXIS	RHS	School Psychologist	07/01/24	06/30/25	1.10	18-19	MA+30	\$ 98,362	\$ -	\$ 98,362	Tenured
350	VOLK	KAREN	EMS	Teacher	09/01/24 [#]	06/30/25		18-19	BA+15	\$ 82,901	\$ -	\$ 82,901	Tenured
351	WEAVER	DENNIS	LRS	Teacher	09/01/24 [#]	06/30/25		12	BA+30	\$ 74,414	\$ -	\$ 74,414	Tenured
* 352	WEBER	KURT	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ 500	\$ 99,585	Tenured
* 353	WENARSKY	COURTNEY	RHS	Teacher	09/01/24 [#]	06/30/25		11	MA	\$ 72,195	\$ -	\$ 72,195	Tenured
354	WETREICH	DEBORAH	NES	School Psychologist	07/01/24	06/30/25	1.10	23	MA+30	\$ 113,983	\$ -	\$ 113,983	Tenured
355	WILSON	COURTNEY	JES	Teacher	09/01/24 [#]	06/30/25		10	MA	\$ 69,488	\$ -	\$ 69,488	Tenured
356	WING	KATHLEEN	JES	School Counselor, ABS	09/01/24 [#]	06/30/25		2-3	MA	\$ 62,880	\$ -	\$ 62,880	Non-Tenured
357	WISNER	MEGAN	FES	School Nurse	09/01/24 [#]	06/30/25		20	BA	\$ 82,495	\$ -	\$ 82,495	Non-Tenured
* 358	WOOD	PAUL	RHS	Teacher	09/01/24 [#]	06/30/25		23	BA+30	\$ 99,085	\$ -	\$ 99,085	Tenured
359	WRIGHT	KEESHANA	EMS	School Social Worker	07/01/24	06/30/25	1.10	20	MA+15	\$ 100,573	\$ -	\$ 100,573	Tenured
360	YOUNG	JAIME	KES	Teacher	09/01/24 [#]	06/30/25		8-9	BA	\$ 61,695	\$ -	\$ 61,695	Tenured 09/02/2024
361	ZAVALA	ERNESTO	EMS	Teacher	09/01/24 [#]	06/30/25		16-17	MA	\$ 82,341	\$ -	\$ 82,341	Non-Tenured
* 362	ZENGEL	RENEE	RHS	Teacher	09/01/24 [#]	06/30/25		21	BA	\$ 86,095	\$ 500	\$ 86,595	Tenured
363	ZENNA	KATHRYN	JES	School Nurse	09/01/24 [#]	06/30/25		21	BA+30	\$ 93,095	\$ -	\$ 93,095	Tenured

ANNUAL REAPPOINTMENTS:
PERMANENT SUBSTITUTES

ROXBURY TWP BOE 5/13/2024

EXHIBIT HR3

				Per Diem						
				Last Name	First Name	Loc.	Job Title	Rate	Tenured?	Start Date
*	1	BACICH	ANDREA	RHS	Perm Sub Teacher	\$ 160.00	Non-Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week
	2	BIJELIC	KALIOPI	EMS	Perm Sub Teacher	\$ 160.00	Tenured 3/9/25	9/1/2024	6/30/2025	Not to exceed 4 days per week
*	3	GRANATA	GIUSEPPA	RHS	Perm Sub Teacher	\$ 160.00	Non-Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week
	4	HERTER	SUSAN	FES	Perm Sub Teacher	\$ 160.00	Non-Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week
	5	LEVINE	HILLARY	JES	Perm Sub Teacher	\$ 160.00	Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week
	6	RAO	VEENA	NES	Perm Sub Teacher	\$ 160.00	Non-Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week
*	7	SCHMIDT	DIANE	DIST	Permanent Sub Nurse	\$ 285.00	Tenured	9/1/2024	6/30/2025	Not to exceed 4 days per week

10-month employees shall start working on the first day of the board approved school calendar

* A. PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

Last Name	First Name	Step	Rate/Hr	Longevity	Start Date	End Date	Discussion
1 ASK	MELISSA	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
2 BEEDE	AGNES	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
3 BILOTTA	STACEY	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
4 BISCHOFF	TAMMY	G	\$23.75	\$200.00	9/1/2024	6/30/2025	
5 BULLOCK	MARIELENA	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
6 CARPENTIER	JAMES	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
7 CHAPMAN	DAVID	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
8 CHURCH	STACEY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
9 COLATRELLA	COLLEEN	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
10 COLUCCI	PATRICIA	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
11 CUFF	DONNA	G	\$23.75	\$400.00	9/1/2024	6/30/2025	
12 DAGOSTINO	GINA	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
13 D'AGOSTINO	LAURA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
14 DAWSON	JODI	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
15 DELGADO	CRISTIAN	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
16 DORAN	ROBERTA	G	\$23.75	\$400.00	9/1/2024	6/30/2025	
17 FARINA	NICOLE	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
18 FREUND	BRYNN	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
19 GABLOFF	KRISTINA	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
20 GAMBA	MARGUERITE	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
21 GAYDOS	JENNIFER	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
22 GIBNEY	LISA	G	\$23.75	\$400.00	9/1/2024	6/30/2025	
23 GNANASAKTHY	SELVAMAGAL	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
24 GONZALEZ	ADALGISA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
25 HAMMAREN	JILL	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
26 HAWCO	BARBARA	G	\$23.75	\$200.00	9/1/2024	6/30/2025	
27 HEMMER	CYNTHIA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
28 KAUR	JASDEEP	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
29 KEST	MICHELE	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
30 KINNEY	MINSU	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
31 KOCH	JOYCE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
32 KOUTOUZAKIS	ASIMINA	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
33 LA MANNA	SUSAN	G	\$23.75	\$200.00	9/1/2024	6/30/2025	
34 LOPEZ	ALEJANDRA	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
35 LORENZO	ADRIANA	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
36 LOVI	MARJORIE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
37 MILLER	JACKSON	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
38 NELSON	FATIMAH	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
39 PAITCHEL	AMY	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
40 PARENTI	RENEE	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
41 PRESS	NANCY	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
42 RATIGAN	LAURA	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
43 ROME	ANGEL	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
44 SHELTON	ASHLEI	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
45 SOBANKO	GILMA	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
46 STASZAK	JAMES	B	\$20.00	\$0.00	9/1/2024	6/30/2025	
47 TERRERO	AMY	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
48 TORRES	VANESSA	C	\$20.75	\$0.00	9/1/2024	6/30/2025	
49 VENO	ADAIR	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
50 ZELMAN	LAURIE	F	\$23.00	\$0.00	9/1/2024	6/30/2025	

* B. FULL-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(WORK HOURS SUBJECT TO CHANGE; 30 OR MORE HOURS WEEKLY)

Last Name	First Name	Step	Rate/Hr	Longevity	Start Date	End Date	Discussion
1 BALOGH	BETH	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
2 BONNEFOND	KRISTIN	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
3 BOTTONA	NANCY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
4 BUSBY	ERIN	G	\$23.75	\$200.00	9/1/2024	6/30/2025	
5 COLDITZ	DAWN MARIE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
6 DEXTER	CARLA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
7 FICHTER	HEATHER	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
8 FRIEDELLA	TRACY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
9 GEDE	STEPHANIE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
10 GULLA	CARMEL	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
11 HAUCKE	THERESA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
12 HUSEIN	AMANI	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
13 JOHNSTON	MICHELE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
14 KELLEY	RYAN	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
15 KLEIN	DAVID	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
16 LAVELLE	ERIN	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
17 LUPPNOW	ROSEMARY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
18 MATERA	LISA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
19 MURDOCH	JAMES	E	\$22.00	\$0.00	9/1/2024	6/30/2025	
20 PEREZ	ROBYN	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
21 REINKNECHT	CINDY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
22 RYALL	MARY	G	\$23.75	\$200.00	9/1/2024	6/30/2025	
23 SORBINO	JASMINE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
24 SOTELO	VIRGINIA	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
25 SPARANO	DEIDRE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
26 STONE	MICHELE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
27 THOMAS	CHERYL	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
28 TURRISI	PATRICIA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
29 WEHMEYER	MARY ELLEN	G	\$23.75	\$0.00	9/1/2024	6/30/2025	

* C. PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(WORKING LESS THAN 5 DAYS/WEEK PAYABLE BY TIMESHEETS; NOT TO EXCEED 29.5 HRS/WK)

Last Name	First Name	Step	Rate/Hr	Longevity	Start Date	End Date	Discussion
1 CLEVINGER	TRACY	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
2 DECKER	SONIA	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
3 DIAZ	MARTHA	G	\$23.75	\$0.00	9/1/2024	6/30/2025	Home Program
4 KOVAL	MARGARET	G	\$23.75	\$0.00	9/1/2024	6/30/2025	Job Coach
5 MELE	ANNMARIE	F	\$23.00	\$0.00	9/1/2024	6/30/2025	
6 OLIVER	SUSAN	D	\$21.25	\$0.00	9/1/2024	6/30/2025	
7 PUCO	VALERIE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	Home Program
8 STARK	MARNIE	G	\$23.75	\$0.00	9/1/2024	6/30/2025	
9 WAKE-ROTOLO	SARA	D	\$21.25	\$0.00	9/1/2024	6/30/2025	

D. PART-TIME TITLE 1 PARAPROFESSIONALS (CONTINGENT UPON TITLE 1 FUNDING)

(WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

Last Name	First Name	Loc	Step	Rate/Hr	Longevity	Start Date	End Date	Discussion
1 BATSCHE	JENNIFER	NES	E	\$22.00	\$0.00	9/1/2024	6/30/2025	Contingent on Title I funding
2 HOWARD	VALERIE	FES	G	\$23.75	\$0.00	9/1/2024	6/30/2025	Contingent on Title I funding
3 RIGGS	DEANA	NES	A	\$19.50	\$0.00	9/1/2024	6/30/2025	Contingent on Title I funding
4 TWEED	ELENA	NES	G	\$23.75	\$0.00	9/1/2024	6/30/2025	Contingent on Title I funding
5 WEST	MARY	FES	F	\$23.00	\$0.00	9/1/2024	6/30/2025	Contingent on Title I funding

10-month employees shall start working on the first day of the board approved school calendar

ANNUAL REAPPOINTMENTS:
REA SECRETARIES

ROXBURY TWP BOE 5/13/2024

EXHIBIT HR 5

										Base		2024-25			
Last Name	First Name	Tenured?	Loc	Secretarial Placement	Term	FTE	Grade	Step	Salary	Longevity	Salary	Start Date	End Date	Discussion	
	1 ALBANESE	MARIA	Tenured	EMS	Principal			IV	6	\$60,230	\$250	\$60,480	7/1/2024	6/30/2025	
*	2 ALECCI	KAREN	Tenured	B&G	Director			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
*	3 AMICO	KARIN	Tenured	TECH	Data Processing			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
	4 BAGONIS	HEIDI	Non-Tenured	KES	pt 10m School Office	10m	0.5334	II	2	\$23,456	\$0	\$23,456	9/1/2024	6/30/2025	
*	5 BEDOYA	INGRIS	Non-Tenured	RHS	Principal			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
	6 CAMPBELL	STEFANIE	Tenured	KES	Principal			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
	7 CASOLA	TERRY	Tenured	NES	Principal			IV	6	\$60,230	\$500	\$60,730	7/1/2024	6/30/2025	
	8 CUMMING	KRISTEN	Tenured	EMS	10m Guidance	10m		III	6	\$49,004	\$0	\$49,004	9/1/2024	6/30/2025	
*	9 DREXLER	MICHELLE	Non-Tenured	RHS	10m Asst Prin Attend	10m		III	6	\$49,004	\$0	\$49,004	9/1/2024	6/30/2025	
	10 FAZIO	NICOLE	Non-Tenured	EMS	Asst Principal			III	5	\$58,525	\$0	\$58,525	7/1/2024	6/30/2025	
*	11 GIAMMARINO	KARA	Tenured	SS	10m CST	10m		III	5	\$48,771	\$0	\$48,771	9/1/2024	6/30/2025	
*	12 IRELAND	SUSAN	Tenured	RHS	CST			III	6	\$58,805	\$0	\$58,805	7/1/2024	6/30/2025	
*	13 KARL	STEPHANIE	Tenured 1/25/2025	CO	Accts Payable			V	4	\$60,870	\$0	\$60,870	7/1/2024	6/30/2025	
*	14 LYNCH-SMITH	PATRICIA	Tenured	TECH	Director			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
*	15 MERINGOLO	JEANNE	Tenured	SS	CST			III	6	\$58,805	\$0	\$58,805	7/1/2024	6/30/2025	
*	16 MONACO	ASHLEY	Tenured	RHS	10m Asst Principal	10m		III	6	\$49,004	\$0	\$49,004	9/1/2024	6/30/2025	
	17 MULCH	JEAN	Tenured	FES	pt 10m School Office	10m	0.5334	II	6	\$25,506	\$250	\$25,756	9/1/2024	6/30/2025	
	18 MURPHY	REGINA	Tenured 1/4/2025	NES	pt 10m School Office	10m	0.5334	II	4	\$24,523	\$0	\$24,523	9/1/2024	6/30/2025	
	19 O'BRIEN	HEATHER	Tenured	JES	Principal			IV	5	\$59,950	\$0	\$59,950	7/1/2024	6/30/2025	
*	20 OSTERMAN	GEORGIA	Tenured	RHS	10m Guidance	10m		III	6	\$49,004	\$0	\$49,004	9/1/2024	6/30/2025	
	21 PEDERSEN-SCHNABEL	SUSAN	Tenured	LRS	10m Asst Principal	10m		III	6	\$49,004	\$0	\$49,004	9/1/2024	6/30/2025	
	22 PEREZ	CYNTHIA	Tenured	LRS	Principal			IV	6	\$60,230	\$250	\$60,480	7/1/2024	6/30/2025	
*	23 RANSEGNOLA	DEBRA	Tenured	RHS	Asst Prin-Athletics			III	6	\$58,805	\$250	\$59,055	7/1/2024	6/30/2025	
*	24 ROGERS	JOANNE	Tenured	CO	Accts Receivable			V	6	\$63,080	\$500	\$63,580	7/1/2024	6/30/2025	
*	25 RONCHETTA	ERIN	Tenured	SS	Director			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
*	26 SEELINGER	HEATHER	Tenured	RHS	Head Guidance			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
	27 STANICH	JENIFER	Tenured	JES	pt 10m School Office	10m	0.5334	II	6	\$25,506	\$0	\$25,506	9/1/2024	6/30/2025	
	28 TREMPER	MAUREEN	Tenured	FES	Principal			IV	6	\$60,230	\$0	\$60,230	7/1/2024	6/30/2025	
*	29 WEISS	RUTH	Tenured	RHS	Main Office			III	6	\$58,805	\$0	\$58,805	7/1/2024	6/30/2025	

Term is 12 months unless otherwise indicated. FTE is 1.00 unless otherwise indicated.

Last Name	First Name	Job Title	Loc	Base Salary	Boiler License	CDL	Plumbing, Refrig	Electrician, Journeyman	Longevity	Total Salary	Start Date	End Date	Discussion
1 BANES	CHRISTOPHER	Maintenance Worker	B&G	\$67,109	\$400	\$0	\$850 R	\$700 J	\$0	\$69,059	7/1/2024	6/30/2025	
2 DALY	JOSHUA	Maintenance Worker	B&G	\$69,213	\$0	\$0	\$850 R	\$0	\$0	\$70,063	7/1/2024	6/30/2025	
3 GOTTSLEBEN	JEFFREY	Maintenance Worker	B&G	\$83,293	\$400	\$0	\$1,300 P	\$0	\$375	\$85,368	7/1/2024	6/30/2025	
4 HILL	NICOLE	Mechanic	TRANSP	\$58,000	\$0	\$400	\$0	\$0	\$0	\$58,400	7/1/2024	6/30/2025	Eligible for salary increment on 2/12/25 (Article LVIII)
5 IZZO	STEPHEN	Maintenance Worker	B&G	\$75,150	\$0	\$0	\$0	\$700 J	\$0	\$75,850	7/1/2024	6/30/2025	
6 MEIXSELL	THEODORE	Mechanic	TRANSP	\$59,815	\$0	\$400	\$0	\$0	\$0	\$60,215	7/1/2024	6/30/2025	
7 MENDLEN	JAKE	Groundskeeper	B&G	\$56,600	\$0	\$0	\$0	\$0	\$0	\$56,600	7/1/2024	6/30/2025	Eligible for salary increment on 8/23/24 (Article LVIII)
8 MOORE	DAVID	Mechanic	TRANSP	\$69,795	\$0	\$400	\$0	\$0	\$0	\$70,195	7/1/2024	6/30/2025	
9 NIEVES	DANIEL	Mechanic	TRANSP	\$71,893	\$0	\$400	\$0	\$0	\$0	\$72,293	7/1/2024	6/30/2025	
10 PINTO	JOSEPH	Groundskeeper	B&G	\$80,384	\$400	\$400	\$0	\$0	\$500	\$81,684	7/1/2024	6/30/2025	
11 PINTO	NICHOLAS	Groundskeeper	B&G	\$80,384	\$0	\$0	\$0	\$0	\$375	\$80,759	7/1/2024	6/30/2025	
12 SANTOS	ERIC	Groundskeeper	B&G	\$60,000	\$400	\$0	\$0	\$0	\$0	\$60,400	7/1/2024	6/30/2025	Eligible for salary increment on 1/23/25 (Article LVIII)
13 SMITH	WILLIAM	Maintenance Worker	B&G	\$77,030	\$0	\$0	\$0	\$0	\$0	\$77,030	7/1/2024	6/30/2025	
14 STOIA	JASON	Maintenance Worker	B&G	\$73,168	\$0	\$0	\$0	\$0	\$0	\$73,168	7/1/2024	6/30/2025	
15 WECHT	TYLER	Maintenance Worker	B&G	\$62,405	\$0	\$0	\$0	\$0	\$0	\$62,405	7/1/2024	6/30/2025	
16 WILDERMUTH	JAMES	Maintenance Worker	B&G	\$75,000	\$0	\$0	\$0	\$1,400 E	\$0	\$76,400	7/1/2024	6/30/2025	Eligible for salary increment on 4/1/25 (Article LVIII)

Employees must maintain current licenses and provide proof annually to the Board to receive full payment of stipends listed (Article LIX).

ANNUAL REAPPOINTMENTS:
BUS DRIVERS

ROXBURY TWP BOE 5/13/2024

EXHIBIT HR 7

	Last Name	First Name	Job Title	Step	Hourly Rate	Start Date	End Date	Discussion
1	ARLUNA-SELVA	NICOLE	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
2	BALLO	NATHANIEL	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
3	BARTEK	HELEN	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
4	BEDEL	DIANE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
5	BENEDUCE	PHILIP	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
6	BLAIR	VICKI	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
7	BRANA	GEORGE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
8	CALVEY	MICHELE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
9	COLLINS	MICHELLE	Bus Driver	3	\$ 32.90	9/1/2024	6/30/2025	
10	CORRENTE	FRANK	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
11	DAMONTE	JOANNE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
12	DEXTER	CYNTHIA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
13	DIAZ	GEORGE	Bus Driver	4	\$ 35.51	9/1/2024	6/30/2025	
14	DOOLING	LINDA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
15	EMMONS	ALLEN	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
16	EWTON	DIANNA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
17	FAIRCHILD	CHRISTY	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
18	FARAJ	DANIEL	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
19	FEHSAL	JENNIFER	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
20	FERREIRA	VANDA	Bus Driver	3	\$ 32.90	9/1/2024	6/30/2025	
21	FRY	TONIE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
22	HAMMOND	RAYMOND	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
23	HNYDA	COURTNEY	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
24	HOWELL	COLEEN	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
25	JOHNSON	DONALD	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
26	JUDKINS	PAULA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
27	LAGRASSA	RICHARD	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
28	LUGO	ISRAEL	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
29	MATTHEWS	DAVID	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
30	MENDOZA MACIAS	MIRIAN	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
31	MEOLA	JULIE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
32	MILDE	MARYBETH	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
33	NICHOLAIS	LILIANA	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
34	OAKES	GWENDOLYN	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
35	PARKER	ROBERT	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
36	PERFETTI	ANTHONY	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
37	PICKEL	BETTINA	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
38	PILGRIM	FRANKLYN	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
39	RAMIREZ	MARISOL	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
40	REINHART	ANGELA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
41	RIVERA	MARIBEL	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
42	RIVERA	MARY A.	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
43	RIVERA	MARY P	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
44	RODRIGUEZ	CARLOS	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
45	RUANO	ERIC	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
46	RUDALF	SANDRA	Bus Driver	4	\$ 35.51	9/1/2024	6/30/2025	
47	RUSSO	ELVIA	Bus Driver	4	\$ 35.51	9/1/2024	6/30/2025	
48	SINK	CURTIS	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
49	SNYDER	BETSY	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
50	SPRAGUE	JAMIE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
51	SZYPIOTKO	THOMAS	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
52	TOLA	GARRY	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
53	TURNER-WILLIS	LISA	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
54	VARGA	ILONA	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
55	VARVAR	GLORIANA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
56	VONDER HAAR	WILLIAM	Bus Driver	3	\$ 32.90	9/1/2024	6/30/2025	
57	WHITTAKER	MARGUERITE	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
58	WILLIS	RONALD	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
59	YEBOAH	JOSEPH	Bus Driver	4	\$ 35.51	9/1/2024	6/30/2025	
60	YOUNG	NANCY	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
61	ZABITA	CYNTHIA	Bus Driver	5	\$ 38.12	9/1/2024	6/30/2025	
62	ZAPATA	DIANA	Bus Driver	2	\$ 30.94	9/1/2024	6/30/2025	
63	ZEVETCHIN	ROSALBA	Bus Driver	4	\$ 35.51	9/1/2024	6/30/2025	

Annual salary based on a daily work package of at least 5 hours, subject to change under the terms of the bargaining agreement
10-month employees shall start working on the first day of the board approved school calendar

ANNUAL REAPPOINTMENTS:
UNAFFILIATED SALARIED EMPLOYEES

ROXBURY TWP BOE 5/13/2024

EXHIBIT HR 8

A. MIDDLE MANAGERS / COORDINATORS

Last Name	First Name	Job Title	Salary	Start Date	End Date	Discussion
1 KATZ	ROBERT	Director of Transportation	\$120,407	7/1/2024	6/30/2025	
2 MONAGHAN	JAMES	Director of Security	\$87,586	7/1/2024	6/30/2025	
3 PITZER	CURTIS	Technology Coordinator	\$135,322	7/1/2024	6/30/2025	
4 RENZETTI	SANDRA	Payroll Coordinator	\$85,663	7/1/2024	6/30/2025	
5 RHODES	ANN	Community School / Community Relations Coordinator	\$103,746	7/1/2024	6/30/2025	
6 RIFFEL	PETER	Director of Building & Grounds	\$139,177	7/1/2024	6/30/2025	Includes Vehicle Use Clause (Policy 7650)

B. CONFIDENTIAL SECRETARIES

Last Name	First Name	Job Title	Salary	Start Date	End Date	Discussion
1 BAUDER	YANINA	Confidential Secretary to the Business Administrator	\$66,010	7/1/2024	6/30/2025	Tenured
2 DUBEK	LAUREN	Confidential Secretary to the Superintendent	\$82,259	7/1/2024	6/30/2025	Tenured
3 KLEIN	LORI	Confidential Secretary to the Assistant Superintendent	\$68,399	7/1/2024	6/30/2025	Tenured
4 MARTIN	NAOMA	Confidential Secretary to the HR Director / Benefits Coordinator	\$72,421	7/1/2024	6/30/2025	Tenured

C. INFORMATION SPECIALISTS / OTHER DISTRICT SUPPORT

Last Name	First Name	Job Title	Salary	Start Date	End Date	Discussion
1 COLE	MELANIE	Dispatcher	\$62,009	7/1/2024	6/30/2025	
2 CONNELLY	SHEILA	Data Specialist	\$84,576	7/1/2024	6/30/2025	
3 HELLNER	THOMAS	Network Administrator	\$107,130	7/1/2024	6/30/2025	
4 NAPOLIELLO	ANNE	Computer Technician	\$69,626	7/1/2024	6/30/2025	
5 NELSON	ALICE	Dispatcher	\$59,970	7/1/2024	6/30/2025	
6 PALMIERI	LISA	Treasurer of School Monies	\$12,665	7/1/2024	6/30/2025	
7 WAGNER	MATTHEW	Systems Administrator	\$71,564	7/1/2024	6/30/2025	
8 WOODS	THOMAS	Computer Technician	\$68,969	7/1/2024	6/30/2025	
9 ZERIS	CHRISTOPHER	Computer Technician	\$62,083	7/1/2024	6/30/2025	

D. SECURITY GUARDS (FULL-TIME)

Last Name	First Name	Job Title	Salary	Start Date	End Date	Discussion
1 COMBES	WILLIAM	Security Guard F/T	\$40,943	9/1/2024	6/30/2025	10-month
2 O'BRIEN	JAMES	Security Guard F/T	\$40,943	9/1/2024	6/30/2025	10-month

* **A. PART-TIME TRANSPORTATION BUS AIDES**

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	Last Name	First Name	Job Title	Location	Hourly Rate	Start Date	End Date
1	ACUNA	PAOLA	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
2	BASTOS	MARILDA	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
3	CAGGIANO	MURVET	Transportation Aide	TRANSP	\$17.00	9/1/2024	6/30/2025
4	COLE	KENDAL	Transportation Aide	TRANSP	\$17.50	9/1/2024	6/30/2025
5	DOLAN	LISA	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
6	KING	RITA	Transportation Aide	TRANSP	\$17.50	9/1/2024	6/30/2025
7	LEBOEUF	STEPHANIE	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
8	LONG	VIRGINIA	Transportation Aide	TRANSP	\$17.00	9/1/2024	6/30/2025
9	MUNK	NICOLE	Transportation Aide	TRANSP	\$17.00	9/1/2024	6/30/2025
10	PERRELLI	JAIME	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
11	QORRI	SHKENDIJE	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
12	RUANO	FRANCISNED	Transportation Aide	TRANSP	\$18.00	9/1/2024	6/30/2025
13	SIEGEL	DYLAN	Transportation Aide	TRANSP	\$17.00	9/1/2024	6/30/2025

B. PART-TIME CAFETERIA/LUNCHROOM AIDES

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	Last Name	First Name	Job Title	Location	Hourly Rate	Start Date	End Date
1	CONNOLLY	JULIANNE	Cafeteria Aide	LRS	\$17.00	9/1/2024	6/30/2025
2	CORSI	DINA	Cafeteria Aide	KES	\$17.00	9/1/2024	6/30/2025
3	ECKERT	ASHLEY	Cafeteria Aide	JES	\$16.00	9/1/2024	6/30/2025
4	FASSETT	SHARON	Cafeteria Aide	KES	\$16.00	9/1/2024	6/30/2025
5	FEHSAL	ANITA	Cafeteria Aide	FES	\$17.00	9/1/2024	6/30/2025
6	GONG	JOSIE	Cafeteria Aide	FES	\$16.50	9/1/2024	6/30/2025
7	KEMPTON	FRANCINE	Cafeteria Aide	LRS	\$17.00	9/1/2024	6/30/2025
8	LEWIS	PAMELA	Cafeteria Aide	LRS	\$17.00	9/1/2024	6/30/2025
9	MURRAY	MARY ANNE	Cafeteria Aide	NES	\$16.50	9/1/2024	6/30/2025
10	OPALKA	ANGELA	Cafeteria Aide	EMS	\$16.00	9/1/2024	6/30/2025
11	OZKAYA	CHERYL	Cafeteria Aide	LRS	\$17.00	9/1/2024	6/30/2025
12	RAWA	SARA	Cafeteria Aide	JES	\$16.00	9/1/2024	6/30/2025
13	TYRPAK	DIANE	Cafeteria Aide	NES	\$16.00	9/1/2024	6/30/2025

* **C. PART-TIME SECURITY GUARDS**

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	Last Name	First Name	Job Title	Location	Hourly Rate	Start Date	End Date
1	GONZALEZ	ROBERT	Security Guard 12m	District	\$27.66	7/1/2024	6/30/2025
2	HERTER	HERBERT	Security Guard 10m	District	\$27.66	9/1/2024	6/30/2025
3	KOSTELNIK	MICHAEL	Security Guard 10m	District	\$27.66	9/1/2024	6/30/2025
4	NEGRON	JOAQUIN	Security Guard 10m	District	\$27.66	9/1/2024	6/30/2025
5	SLATER	PAUL	Security Guard 10m	District	\$27.66	9/1/2024	6/30/2025

* **D. PART-TIME DISTRICT COURIER**

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 12.5 HOURS WEEKLY PAYABLE BY TIMESHEETS)

	Last Name	First Name	Job Title	Location	Hourly Rate	Start Date	End Date
1	SMITH	ROBERT	District Courier	District	\$20.00	9/1/2024	6/30/2025

10-month employees shall start working on the first day of the board approved school calendar

-Grouped by "School/Course Level", then organized by "Course".

-Unless otherwise noted, proposed hours provided is the total amount allotted for the grade level or grade span shown.

	Course	School/Course Level	Grade Level	Course Duration (FY, Sem, Q)	New, Revision, or Rewrite	Proposed hours	Teachers to be Board-approved to write
1	Art	Elem	K	Cycle Equivalent	Revision	5	Lauren Agresta; Sandra Mueller
2	Art	Elem	1	Cycle Equivalent	Revision	5	Lauren Agresta; Sandra Mueller
3	Art	Elem	2	Cycle Equivalent	Revision	5	Lauren Agresta; Sandra Mueller
4	Art	Elem	3	Cycle Equivalent	Revision	5	Lauren Agresta; Sandra Mueller
5	Art	Elem	4	Cycle Equivalent	Revision	5	Lauren Agresta; Sandra Mueller
6	Math	Elem	K	FY	Revision	10	Keri Sabella
7	Math	Elem	1	FY	Revision	10	Lyndsay Derendal
8	Math	Elem	2	FY	Revision	10	Erica Iuvone
9	Math	Elem	3	FY	Revision	10	Robert Allison
10	Math	Elem	4	FY	Revision	10	Maria Gallagher
11	Reading	Elem	K	FY	Revision	10	Casey Gomez; Katherine Higgins, Jen Maurer
12	Reading	Elem	1	FY	Revision	10	Ashley Montano
13	Reading	Elem	2	FY	Revision	10	Cathy McInnes; Rebecca Freeborn
14	Reading	Elem	3	FY	Revision	10	Robert Allison; Nicole Olcott
15	Reading	Elem	4	FY	Revision	10	Cara Erdreich, Kristin Meiser, Stacey Carroll
16	Reading	Elem	5	FY	Revision	10	Margaret Ferrentino; Amy Murillo
17	Writing	Elem	K	FY	Revision	10	Casey Hoopes Gomez; Katherine Higgins; Jennifer Maurer
18	Writing	Elem	1	FY	Revision	10	Ashley Montano
19	Writing	Elem	2	FY	Revision	10	Rebecca Freeborn; Cathy McInnes
20	Writing	Elem	3	FY	Revision	10	Robert Allison; Nicole Olcott
21	Writing	Elem	4	FY	Revision	10	Stacey Carroll; Cara Erdreich; Kristin Meiser
22	Writing	Elem	5	FY	Revision	10	Margaret Ferrentino; Amy Murillo
23	Art	LRS	5	Sem Equivalent	Revision	10	Christine LaPosta
24	Art	LRS	6	Sem Equivalent	Revision	10	Christine LaPosta
25	Choir	LRS	5	FY	Rewrite	10	Kate Katz; Ellen Ng
26	Choir	LRS	6	FY	Rewrite	10	Kate Katz; Ellen Ng
27	Math	LRS	5	FY	Revision	10	Jennifer Smith
28	Algebra I	EMS	8	FY	Rewrite	20	Kristin Iacobino; Amanda Sanders; Jaclyn Thomas
29	ELA 7 - Writing Units and NJSLS Updates	EMS	7	FY	Rewrite	20	Elizabeth Esposito; Kimberly Farina; Christina Rossi
30	ELA 8 - Writing Units and NJSLS Updates	EMS	8	FY	Rewrite	20	Kelsey Curley; Margery Richman; Shannon Rodas
31	Math	EMS	8	FY	Rewrite	20	Kristin Iacobino; Amanda Sanders; Jaclyn Thomas
32	Online Skills	EMS	7	Cycle	Rewrite	15	Cindy Hubbard
* 33	Animation I	RHS	9 - 12	Sem	Rewrite	15	Christopher Torsiello
* 34	Animation II	RHS	9 - 12	Sem	Rewrite	15	Christopher Torsiello
* 35	AP Psychology	RHS	11 - 12	FY	Rewrite	20	Aristea Theodoropoulos
* 36	Careers in HealthCare	RHS	10 - 12	FY	Revision	15	Margaret Fagan

-Grouped by "School/Course Level", then organized by "Course".

-Unless otherwise noted, proposed hours provided is the total amount allotted for the grade level or grade span shown.

	<i>Course</i>	<i>School/Course Level</i>	<i>Grade Level</i>	<i>Course Duration (FY, Sem, Q)</i>	<i>New, Revision, or Rewrite</i>	<i>Proposed hours</i>	<i>Teachers to be Board-approved to write</i>
* 37	College Writing (Formerly Expos)	RHS	12	FY	Rewrite	20	Kaitlin Savitski
* 38	Cybersecurity	RHS	9 - 12	FY	Rewrite	20	Lee Hayden
* 39	Drone Technologies	RHS	10 - 12	FY	New	35	Christopher Blough
* 40	English I - NJSLS Updates	RHS	9	FY	Rewrite	20	Shari Kaine; Maria Rispoli; Laura Schmidt; Barbra A. Spargo
* 41	English II - NJSLS Updates	RHS	10	FY	Rewrite	20	James Hansen; Isabel Kalodner; Adam Mahmoud; Megan Santoro; Barbra A. Spargo
* 42	English III - NJSLS Updates	RHS	11	FY	Rewrite	20	Peter Flynn; Elizabeth Heddy; Adam Mahmoud
* 43	English IV - NJSLS Updates	RHS	12	FY	Rewrite	20	Jonathan Benbow; James Hansen; Kaitlyn Norgard; Kaitlin Savitski
* 44	Genetics	RHS	10 - 12	Sem	New	17.5	Laurie Terranova
* 45	Horticulture and Landscaping	RHS	10 - 12	FY	Rewrite	20	Margaret Fagan
* 46	Human Behavior	RHS	11 - 12	FY	Revision	15	Emily Christiansen; Bohdanka Demova; Aristea Theodoropoulos
* 47	Human Geography	RHS	9 - 12	Sem	New	17.5	JoEllen Hopper
* 48	In Program Resource	RHS	9 - 12	FY	Rewrite	20	Caitlin Gluck
* 49	Music Leadership (Honors)	RHS	12	FY	New	35	Krista Sweer; Ryan Sweer
* 50	Pop Culture (Summit/Vista)	RHS	9 - 12	FY	Rewrite	20	Melissa Mainiero
* 51	Spanish II/Practical Spanish	RHS	9 - 12	FY	Revision	15	Kevin Cantwell; Joseph Filoramo; Maria Navarro; Julieth Saavedra
* 52	Spanish V H	RHS	10 - 12	FY	New	35	Judy Bedoya; Kerry Lisa
* 53	Unified Physical Education	RHS	9 - 12	FY	New	35	Kayla Gangemi; David Monaco
* 54	Video Game Design	RHS	9 - 12	Sem	Rewrite	15	Lee Hayden