

**REGULAR PUBLIC MEETING  
DECEMBER 18, 2024**

**I. Salute to the Flag**

**II. Presiding Officer's Meeting Notice Statement**

"I hereby call to order the Regular Public Meeting of the Teaneck Board of Education, held on Wednesday, December 18, 2024, in-person at the Teaneck High School located at 100 Elizabeth Avenue and streamed virtually via zoom app located at the school district website., at 7:00 PM. Adequate notice of this meeting has been sent to the Record and The Star Ledger, filed with the Municipal Clerk and posted on the school district website at www.teaneckschools.org, on September 24, 2024. The agenda has been published in the Record and the Star Ledger newspaper on Monday, December 16, 2024."

**III. Roll Call**

<b><i>Board Member</i></b>	<b><i>Present</i></b>	<b><i>Absent</i></b>
Ms. Fisher (Victoria)		
Dr. Gruber (David)		
Mr. Ha (Edward)		
Dr. Kirshenbaum (Gerald)		
Dr. Klein (Dennis)		
Mrs. Reyes (Kassandra) - Vice President		
Mr. Rodriguez (Jonathan)		
Mrs. Williams (Clara) - President		
Mr. Wolff (James)		

<b><i>Student Board Liaison</i></b>	<b><i>Present</i></b>	<b><i>Absent</i></b>
Blake Ricketts - 12th Grade		
Angel Porras - 11th Grade		
Mostafa Abouganda - 10th Grade		
Matias Wouters - 9th Grade		

**IV. Reaffirmation of District Goals**

**V. Superintendent's Report**

**VI. Public Comment I (Agenda Items Only)**

**VII. Board Presentations**

- NJ State Dynamic Learning Maps by Ms. Mirander and Ms. Pugsley, Directors Special Education and Nursing Services

**VIII. Board Committee Reports**

**IX. Agenda Items**

**X. Public Comment II (non-Agenda and Agenda Items)**

**XI. New and Old Business**

**XII. Executive Session (If Needed)**

### **XIII. Adjournment**

## **Teaneck Public Schools**

**Mission: The Teaneck Public School District educates and empowers students by providing a high-quality, rigorous educational experience which prepares students for success within a diverse, global society.**

**Vision: The Teaneck Advantage: Educational Excellence for All**

### **Board Goals**

**GOAL 1: Teachers and administrators in the Teaneck Public Schools will further elevate academic programs by creating varied learning pathways and by improving student supports.**

**GOAL 2: The Teaneck Public Schools will continue to improve facilities and technology in support of 21st Century learning opportunities.**

**GOAL 3: The Teaneck Public Schools will execute effective communications and solidify quality relationships with educational partners within and throughout the community.**

**GOAL 4: The Teaneck Public Schools will create equitable and inclusive learning opportunities for all students.**

**GOAL 5: The Teaneck Public Schools will ensure operational excellence in hiring, developing and retaining staff.**

1. Policy 5520 Demonstrations - First Reading

**THEREFORE BE IT RESOLVED** the Teaneck Board of Education upon the recommendation of the Superintendent approves the **FIRST READING** of the following Board Policies and Regulations listed below. See page 37.

<b>Bylaw/Policy/Reg. No.</b>	<b>Topic</b>
Policy 5520	Demonstrations

EXPLANATION: Agenda item submitted by Dr. Spencer

1. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the minutes from the following meetings:

- 1. November 13, 2024 - Regular Public Meeting
- 2. November 13, 2024 - Executive Session

EXPLANATION: Agenda item submitted by Ms. Gray

2. **WHEREAS**, the Teaneck Board of Education has reviewed the Superintendent’s report of incident(s) of Harassment/Intimidation/Bullying (“HIB”) and has reviewed the Superintendent’s recommendations with respect to those incident(s) of HIB.

**NOW, THEREFORE BE IT RESOLVED**, that the Board accepts the Superintendent’s recommendations.

**BE IT FURTHER RESOLVED**, that pursuant to N.J.S.A. 18A:37-15(d), the Superintendent of Schools shall inform the applicable parents/guardians of the students involved in these incidents with the following information within five school (5) days of this Board meeting:

- 1. The nature of the investigation;
- 2. Whether the District found evidence of HIB;
- 3. Whether discipline was imposed;
- 4. Whether services were provided to address the incident of HIB.
- 5. Campus Case Numbers listed below.

<b>School</b>	<b>HIB Case #</b>	<b>Founded/ Unfounded</b>
Benjamin Franklin M.S.	271484-BFM-10-25-2024	Founded
Benjamin Franklin M.S	273375-BFM-11-25-2024	Founded
Whittier Elementary School	271864-WE-10302024	Unfounded
Whittier Elementary School	271968-WE-10312024	Founded
Whittier Elementary School	272270-WE-11112024	Founded
Thomas Jefferson M.S.	273776-TJM-12052024	Unfounded

EXPLANATION: Agenda item submitted by Dr. Spencer

1. **WHEREAS**, the Theodora Smiley Lacey School was awarded a partnership with Colgate Bright Smiles, Bright Futures program, for an educational initiative on dental health for elementary students;

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the agreement between Lacey School and the Colgate Bright Smiles, Bright Futures Community Program, allowing the implementation of free dental health education to Lacey School students on December 17, 2024. No cost to the District. See page 39.

EXPLANATION: Agenda item submitted by Dr. Scott

- 1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the payments of the claims for the month of November 2024.

<u>Fund</u>	<u>Amount</u>
General Fund	\$7,883,274.39
Capital Outlay	\$90,603.54
Special Revenue	\$764,519.18
Community Education	\$79,592.88
Food Service	\$469,261.07
<b>Total Payments</b>	<b>\$9,287,251.06</b>

EXPLANATION: Agenda item submitted by Ms. Gray

- 2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, has received and accepts the financial reports of the Secretary and Treasurer of School Monies for the month ending August 2024 and certifies that the reports indicate that no major account or fund is over expended in violation of N.J.A.C. 6:20-2.13 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

EXPLANATION: Agenda item submitted by Ms. Gray

- 3. **WHEREAS** N.J.S.A.18A:22-8.1 authorizes a school district to transfer amounts among line items and program categories;

**THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the line item transfers for the month of August 2024.

EXPLANATION: Agenda item submitted by Ms. Gray

- 4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves to submit to the New Jersey Department of Education, Division of Early Childhood Services Annual Preschool Program Operational Plan to continue the State funded full day Pre-K program, in order to provide a high quality education to eligible 3 & 4 year old children of our Teaneck residents for the 2025-2026 school year. See page 43.

EXPLANATION: Agenda item submitted by Ms. Gray

5. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the 2024-2025 school year lines of insurance coverage under Northeast School Board Insurance Group (NESBIG):

<b>COVERAGE</b>	<b>PREMIUM</b>	<b>INSURANCE CARRIER</b>	<b>DEDUCTIBLE</b>
PACKAGE POLICY Property Liability Auto Liability UMBRELLA	\$628,046	National Union Fire Ins. Co.	\$5,000 \$2,500 \$2,500
Environmental	\$11,081	Markel	25,000
Excess Liability Unshared Excess Liability Shared	\$91,000	Fireman's Fund	
Accident Policy Board Members Superintendent/Business Administrator	\$130	Zurich	
School Board Legal Employment Practices	\$69,176	XL Capital	35,000 50,000
Cyber	\$13,836	Cowbell/Great American	25,000
Underground Tank	\$1,213	IronShore	75,000
Worker's Compensation	\$295,076	NESBIG	
Student Accident	\$97,857	Bollinger	

EXPLANATION: Agenda item submitted by Ms. Gray

6. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves its sponsorship to Bryant Elementary Parent Teacher Organization, Lowell Parent Teacher Organization, Hawthorne Parent Teacher Association, Whittier Parent Teacher Organization, Benjamin Franklin Parent Teacher Association, Thomas Jefferson Parent Teacher Association, and Teaneck High School's Parent Teacher Organization with respect to liability for activities performed in pursuit of supporting students.

EXPLANATION: Agenda item submitted by Ms. Gray

7. **WHEREAS**, the Teaneck Board of Education acknowledges the need to **amend** resolution #13 under Finance and Budget approved at the January 17, 2024 regular public meeting to reflect a revised Board approval date to ensure compliance with the Office of School Facilities Projects to occur after February 29, 2024.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the **amendment** to the resolution under Finance and Budget #13 approved at the Regular Public meeting held on Wednesday, January 17, 2024 to December 18, 2024. All provisions of resolution #13 shall remain in full force and effect.

EXPLANATION: Agenda item submitted by Ms. Gray



8. **WHEREAS**, the Teaneck Board of Education submitted an application on May 30, 2023 for the Bryant Elementary School for addition of five (5) prek classrooms has been offered \$2,826,240 from the Office of School Facility Projects and;

**WHEREAS**, the terms and conditions of the grant required financial matching that is deemed not feasible for the Teaneck School district as it would impose financial strain.

**WHEREAS**, the Teaneck Board of Education is committed to the responsible and effective management of its resources and believes that rejecting these funds is necessary to maintain fiscal responsibility and strategic alignment.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, hereby reject the funds in the amount of \$2,826,240.

EXPLANATION: Agenda item submitted by Ms. Gray

9. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education appoints Dr. Victor Anaya, Interim Business Administrator/Board Secretary as the Custodian of Records, for the period of December 9, 2024 – January 7, 2025.

EXPLANATION: Agenda item submitted by Ms. Gray

10. **THEREFORE BE IT RESOLVED** pursuant to N.J.S.A. 18A:18A-3(a), the Teaneck Board of Education designates Dr. Victor Anaya, Interim Board Secretary/Business Administrator as the Qualified Purchasing Agent pursuant to N.J.A.C. 5:34-5.1 for the Teaneck Board of Education and authorizes him to award contracts that do not exceed in the aggregate in a contract year the total sum of \$44,000 as provided in N.J.S.A. 18A:18A-3 and 18A:18A4.3 without public advertising for bids. Furthermore, the Purchasing Agent is authorized to solicit competitive quotations for purchases in excess of \$6,600, pursuant to N.J.S.A. 18A:18A-37(a) and to award contracts pursuant to N.J.S.A. 18A:18A-37(c).

**BE IT FURTHER RESOLVED** pursuant to N.J.S.A. 18A:18A-2(b), the Purchasing Agent is designated to have the power to prepare advertisements, to advertise for and receive bids.

**BE IT FURTHER RESOLVED** that all purchases made by the Teaneck Board of Education be made using purchase orders issued by the Purchasing Agent authorizing a purchase transaction with a vendor to provide goods or to perform services pursuant to N.J.S.A. 18a:18a-2(v).

**BE IT FURTHER RESOLVED** that any Teaneck Board of Education employee who orders and/or receives any goods and services without going through the approved purchase order process has made an unauthorized purchase, N.J.S.A. 18A:18A-2(v) and 18A:18A-3(a), and is subject to disciplinary action.

**BE IT FURTHER RESOLVED** that pursuant to 18A:18A-44, all goods and services provided or performed under any contract with the Teaneck Board of Education shall be inspected and reviewed by the appropriate staff member of the Teaneck School District who initially requested said goods and/or services.

**BE IT FURTHER RESOLVED** that the Purchasing Agent pursuant to N.J.S.A. 18A:18A45(g) may include the sale of district property no longer needed for school purposes as part of the specifications to offset the price of a new purchase; and

**BE IT FURTHER RESOLVED**, that the Business Administrator/Board Secretary or their designee, is hereby authorized and directed to execute warrants without further action on the part of the Board for payment, when due, including the salaries and health benefits of all Teaneck Board of Education personnel heretofore authorized and approved by the Teaneck Board of Education as well as other payments necessary to conduct district business and the payroll operation; and

**BE IT FURTHER RESOLVED** that the Business Administrator/Board Secretary is hereby authorized and directed to make principal and interest payments on school bonds for the 2024 calendar year.

EXPLANATION: Agenda item submitted by Ms. Gray

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education authorize the Interim School Business Administrator Dr. Victor Anaya to audit all claims and demands to be paid, provide for approval, and make payment of audited claims and demands prior to the Board meeting. Any such approvals shall be presented to the Board at the following meeting for ratification, pursuant to N.J.S.A. 18A:19-4 and 18A:19-4.1.

EXPLANATION: Agenda item submitted by Ms. Gray

12. **WHEREAS** N.J.S.A. 18A:18A-10 provides that a Board of Education, without advertising for bids or after having rejected all bids obtained pursuant to advertising therefore by resolution, may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property; and

**WHEREAS** the Teaneck Board of Education has the need on a timely basis to procure goods and services utilizing State contracts; and

**WHEREAS** the Teaneck Board of Education desires to authorize its purchasing agent for the 2024 calendar year to make any and all purchases necessary to meet the needs of the School District throughout the school year.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education authorizes Dr. Victor Anaya Interim School Business Administrator/Board Secretary to utilize State Contracts for the procurement of Goods and Services through State Agencies for the 2024 calendar year; and

**BE IT FURTHER RESOLVED** that the Teaneck Board of Education does hereby **authorize the Purchasing Agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property**, including but not limited to the Federal General Services Administration and cooperative purchasing programs in other states and those contained on the Division's website.

EXPLANATION: Agenda item submitted by Ms. Gray

13. **WHEREAS**, the Teaneck Board of Education recognizes the need to ensure the safety, functionality and modernization of school facilities to support educational excellence; and,

**WHEREAS**, the current track, sound system and electrical systems are nearing the end of their useful life and require replacement or upgrades to meet regulatory, safety and operational standards; and,

**WHEREAS**, the Teaneck Board of Education has identified these projects as critical priorities in the districts long-term facilities plan; and,

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves the engagement of appropriate professionals including architects and contractors to ensure timely and successful completion of the below projects and approves the projects in the amount not to exceed \$3,822,075 which maybe funded either by the 2025-2026 General Operating Budget or Capital Reserve funds. In the event these projects need to start ahead of time, funds from Capital reserve will be transferred upon approval by the Board after the fiscal year 24 Audit is complete.

BRYANT	Electrical Service Upgrade (total includes a portion of the architect fees to prepare bid documents	\$1,073,000
THOMAS JEFFERSON MIDDLE SCHOOL	Electrical Service Upgrade (total includes a portion of the architect fees to prepare bid documents	\$1,309,000
TEANECK HIGH SCHOOL	Auditorium Sound System Upgrades	\$179,601
TEANECK HIGH SCHOOL	Track Replacement	\$1,260,474
	<b>TOTAL</b>	<b>\$3,822,075</b>

EXPLANATION: Agenda item submitted by Ms. Gray

14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following Project Change Order #2 for the Electrical Upgrade at Teaneck High School. See page 62.

**CHANGE ORDER#:** GC-02

**ARCHITECT:** Di Cara Rubino

**PROJECT:** Electrical Upgrade at Teaneck High School

**CONTRACTOR:** TSUJ Corporation

**DATE:** 12/18/2024

<u>CONTRACTOR</u>	<u>DESCRIPTION</u>	<u>ORIGINAL CONTRACT ALLOWANCE #1</u>	<u>PREVIOUS CHANGE ORDER #1</u>	<u>NEW CHANGE ORDER #2</u>	<u>BALANCE CONTRACT ALLOWANCE #1</u>
TSUJ Corp	Supply & Install new 400A, 3pole 120/250v Siemans 3VA% circuit breaker into the new switchgear	\$40,000	(\$23,401.99)	(\$4,450.76)	\$12,147.25
	<b>TOTAL</b>	\$40,000	(\$23,401.99)	(\$4,450.76)	\$12,147.25

EXPLANATION: Agenda item submitted by Mr. D'Angelo

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves the Sodding of Football field at Teaneck High School in the amount of \$156,250. Proposal from Natural Green Lawn Care attached. Ref: 24-690 ESCNJ #23/24-09. See page 63.

EXPLANATION: Agenda item submitted by Mr. D'Angelo

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the purchase of Food Service Equipment at the following schools listed below. The equipment will be purchased from MAP Restaurant Supplies located at 358-360 South Street, Newark, NJ 07105 with Bid #ESCNJ 24/25-18 through NJ State Approved. The total cost for the school is **\$63,387.52**.

<b>SCHOOL</b>	<b>EQUIPMENT</b>	<b>AMOUNT</b>
Bryant	Reach In Refrigerator & Reach In Freezer	\$11,413.58
Hawthorne	Reach In Refrigerator, Work Table, Wire Shelving	\$8,322.22
Whittier	Reach In Refrigerator, Work Table, Wire Shelving	\$8,350.98
Ben Franklin	Reach In Freezer, Cube Style Ice maker	\$11,223.46
Teaneck HS	Hot Food Well unit, New Steam Well, Cube Style Ice Maker, Burners, Shelves, Milk Cooler, Open Burners, Gas connector hose	\$24,077.28
<b>TOTAL</b>		<b>\$63,387.52</b>

EXPLANATION: Agenda item submitted by Mr. D'Angelo

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves eight (8) hours per week for the period of Nov. 11, 2024 - Jan. 31, 2024 for Ms. Marilyn Bynum to provide Accounting Services at the rate of \$50 per hour not to exceed \$4,800.

EXPLANATION: Agenda item submitted by Dr. Spencer

18.

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the facilities use requests listed below.

Organization Purpose	Facilities Use Request	Date(s) Time	Fees
Friends of Lubavitch of Bergen County Rabbi Simon	Lowell School Gymnasium and Cafeteria. Program for children of single parents to provide dinner, homework assistance, and sports.	Tuesday evening beginning on November 26, 2024 through June 17, 2025. 6:30 – 8:15 pm Superintendent granted permission to begin the program prior to Board approval.	No Charge Community based event. Distribution to Teaneck public school and private school families.
Teaneck Creek Conservancy Ms. Roxana Dempsey	Benjamin Franklin Middle School Auditorium	Sunday: February 23, 2025 2:00 pm – 8:00 pm	No Charge, the Teaneck Public Schools and the Teaneck Creek Conservancy have a partnership
Teaneck Junior Soccer League Ms. Reyes-Cedano	Benjamin Franklin Middle School Gymnasium Indoor Soccer drills and scrimmages.	Sunday: January 5 through March 9, 2025	<b>Custodial Fees: \$3,030.72</b> due to Sunday facility use. Community based event for Teaneck residents and public school students, therefore, no other fees charged.
West Spanish Teaneck Christian Congregation of Jehovah Witnesses. Mr. Varela Public Talk	Benjamin Franklin Middle School Auditorium	Saturday: April 12, 2025 6:00 pm – 9:00 pm	Fees: <b>\$1,116.70</b> Include auditorium, custodial and one security officer. The Congregation will provide one security officer as well.
University of Michigan	Teaneck High School Football Field Band Practice	Friday: December 27, 2024	Fees: \$435 Includes Field Use and one Security Officer.

EXPLANATION: Agenda item submitted by Dr. Spencer

19. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, accepts the following donations:

Item	Estimated Value	Donor	On Behalf Of
Donation	\$7000	Bergen County Youth Services Commission	Jahari Jacobs, Benjamin Franklin and Thomas Jefferson Assistant Principal in support of the Confidence Closet, which provides access to personal hygiene products and toiletries. Additionally, an added component will be to purchase a washer and dryer for Benjamin Franklin Middle School.
Donation	\$7000	Bergen County Youth Services Commission	Robert Davis, Thomas Jefferson Counselor, in support of the Confidence Closet, which provides access to personal hygiene products and toiletries. Additionally, an added component will be to purchase a washer and dryer for Thomas Jefferson Middle School.
Donation	\$800	Toniette Duncan, Teaneck Resident	Donation of a washer and dryer in support of the Teaneck High School Life Skills program.

EXPLANATION: Agenda item submitted by Dr. Scott

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the attendance of staff members at a **Professional Development and Conference with a grand total of \$10,230.03** (District Funded: \$7,189.70; Title II Funded: \$2,289.44; Title III Funded: \$750.89. See page 64.

EXPLANATION: Agenda item submitted by Dr. Scott

21. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves **Student Field Trips** listed on the attached summary totaling **\$13,775.78** (District Funded: \$5,760; Parent Funded: \$7,515.78; PTA: \$500.) See page 68.

EXPLANATION: Agenda item submitted by Dr. Scott

22. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the attached list of **Student Fundraising Activities**. See page 73.

EXPLANATION: Agenda item submitted by Dr. Scott

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves out-of-district tuition contracts for students requiring Special Education out-of-district placements in accordance with their respective Individualized Educational Plans (IEPs) for the **2024-2025** school year in the amount of \$611,016.13. See page 76.

EXPLANATION: Agenda item submitted by Dr. Scott



24. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves contracts with clinicians and agencies to provide related services and independent evaluations for the **2024-2025** school year. See page 77.

EXPLANATION: Agenda item submitted by Dr. Scott

25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves bedside instruction payments to LEARNWELL in the amount of \$60.75 per hour for student ID#104093. Services will commence October 31, 2024 through November 6, 2024. Not to exceed \$400.00 (1 week).

EXPLANATION: Agenda item submitted by Dr. Scott

26. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the agreement with The Sneaker Preacher to conduct two workshops for the FORUM on Monday, November 18th and Tuesday, December 17th, 2024 for Middle School and High School Students, enrolled in the PASS (Police/Parents and Student/School Partnership Program) for \$300 per session and not to exceed \$600. Account# 20-009-100-300-00-000-000. FORUM/J. Justice Purchase Ed. Services.

EXPLANATION: Agenda item submitted by Dr. Scott

27. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education upon the recommendation of the Superintendent approves agreements with Faith Alpher to present two (2) 50 minute interactive assemblies on the topic of Social Emotional Skills focusing on principles of Thomas Jefferson Middle School's values of respect, responsibility and readiness to learn for Thomas Jefferson Middle School students on January 13, 2025 for a cost not to exceed \$3,000. Title I funded account code: 20-231-200-320-00-070-000.

EXPLANATION: Agenda item submitted by Dr. Scott

28. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the contract with Velez Educational Services for professional services supporting Teaneck High School's administration in building the 2025-2026 Master Schedule in Skyward, the district's Student Information System, totaling \$4,800. See attached. District Funded: 11-000-218-590-12-073-000.

EXPLANATION: Agenda item submitted by Dr. Scott

29. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves an agreement with Educational Productions with Jim Vagias for four (4) 45 minute assemblies on the topic of anti-bullying on November 15, 2024 at Lowell School in an amount to not exceed \$1990. Grant funded: Title IV: 20-280-100-300-000-00-000.

EXPLANATION: Agenda item submitted by Dr. Scott

30. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves an agreement with Brian Chevalier on one (1) 45-55 minute assembly on mindfulness on March 27, 2025 at Lowell School in an amount not exceed \$875. Grant funded: Title IV: 20-280-100-300-000-00-000.

EXPLANATION: Agenda item submitted by Dr. Scott

31. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves an agreement with Jim Vagias (d.b.a. Educational Productions) for four 45-minute magic performances titled "Kind Kids Assembly" to take place on January 23, 2025, for Whittier students in an amount not to exceed \$1990. Assembly aligns with No Name Calling Week-Fostering a Culture of Kindness and Respect. Grant Funded - TITLE IV: 20-280-100-300-00-150-000.

EXPLANATION: Agenda item submitted by Dr. Scott

32. **WHEREAS**, effective December 2, 2024, there has been a change in placement for Students ID #106401 and #108321 from Pillar Care Continuum-Pillar Elementary School;

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the tuition rate of (\$102,794.) One-hundred two thousand, seven-hundred ninety-four dollars for Student ID#106401 and the rate of (\$92,672) Ninety-two thousand, six-hundred seventy-two dollars for Student ID#108321 to CTC Academy for the remainder of the 2024-2025 school year.

EXPLANATION: Agenda item submitted by Dr. Scott

33. **WHEREAS**, the Scripps Spelling Bee, a national spelling competition, offers students in grades 1 through 8 the opportunity to demonstrate mastery of the English language through rigorous spelling challenges;

**THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves Whittier Elementary School's participation in The Scripps National Spelling Bee Competition for the 2024-2025 school year in an amount not to exceed \$260.00. Funded by Whittier School Student Activities Account.

EXPLANATION: Agenda item submitted by Dr. Scott

1. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Retirement(s)**:

<b>Staff Name</b>	<b>Position</b>	<b>Location</b>	<b>Effective Date</b>	<b>Position Control</b>	<b>Years of Service</b>
Monica Lawson	Teacher of Kindergarten	Whittier Elementary School	04/01/2025	CJG	30
Caridad Clavelo	Teacher of Spanish	Teaneck High School	02/01/2025	AFM	20

EXPLANATION: Agenda item submitted by Ms. Jones

2. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, with regret, approves the following **Resignation(s)**:

Staff Name	Position	Location	Effective Date	Position Control	Years of Service
Irene Gray	Asst. School Business Admin./Board Secty.	Business Office	01/01/2025	CMA	1.5
Brigit Dacey	Teacher of Pre-K	Bryant Elementary	01/24/2025	CHZ	1
Farkisha Huffin	Bus Driver	Transportation	12/02/2024	CHR	3
Lisa Viggiano	Speech Language Therapist	Special Services	12/31/2024	CLN	3
Christian Cabrera	School Social Worker	Benjamin Franklin	09/01/2024	CEJ	0
Michelle Munoz	District	Substitute Security Officer	12/13/2024	CMM	0
Valarie Astor	Teacher of Elementary	Whittier	06/23/2025	ATC	11
Lydia DeRuitter	Teacher of Mathematics	Thomas Jefferson	01/31/2025	AML	20
Tracy Nagengast	School Psychologist	Special Services	02/04/2025	ANG	10

EXPLANATION: Agenda item submitted by Ms. Jones

3. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Certificated Appointment(s)**, pending successful completion of all mandatory requirements.

Staff Name	Position/PCN	Location	Guide/Step	Salary	Effective Dates	Notes
Jonathan Campbell	Teacher of Social Studies/BLD	TJMS	MA, Step 9	\$78,000 (Prorated)	01/13/2025-06/30/2025	Replacement
Cody Conrad	Teacher of Social Studies/ACI	THS	BA, Step 9	\$68,000 (Prorated)	12/02/2024-06/30/2025	Replacement
Spencer Crump*	Teacher of Social Studies/ALI	BFMS	MA, Step 6	\$69,200 (Prorated)	11/19/2024-06/30/2025	Replacement
Natalie Goris*	Teacher of Social Studies/AKS	BFMS	BA, Step 1	\$56,750 (Prorated)	11/13/2024-06/30/2025	Replacement
Michele Greenwood	Teacher of Science/BOE	THS	MA+32, Step 7	\$87,200 (Prorated)	01/02/2025-06/30/2025	Replacement
Vladimir Pedroza*	Teacher of Spanish/ AJU	BFMS	MA, Step 8	\$75,200 (Prorated)	11/25/2024-06/30/2025	Replacement
Nancy Loiacono	Asst. Business Administrator/Bd. Secy.	District Business Office	Non-Affiliated	\$130,000 (Prorated)	02/16/2025-06/30/2025	Replacement

*\*Previously Hired Pending Issuance of NJDOE certification  
Employees may begin their assignment sooner than noted, pending clearance.*

EXPLANATION: Agenda item submitted by Ms. Jones

4. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of the following staff, assigned to a **Non-Certificated Position**, effective as indicated.

Staff Name	Position	Location	Amount	Effective Dates
Roberta Yuzek	Substitute Secretary	District	\$15.13 p/hr	10/01/2024-12/31/2024
			\$15.49 p/hr	01/01/2025-06/30/2025

EXPLANATION: Agenda item submitted by Ms. Jones

5. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the Appointment of the following **Long-Term and Leave Replacements Teachers** assigned to a non-tenure track position.

Staff Name	Position	Location	Amount	Effective Dates	Benefits	Notes
Victoria Dyker	Long-Term Substitute Teacher	Hawthorne Elementary School	\$200.00 per day	11/01/2024-06/30/2025	N/A	ESS
Dennis Hiel	Long-Term Substitute Teacher	Lowell Elementary	\$260.00 per day	12/01/2024-TBD	N/A	ESS

EXPLANATION: Agenda item submitted by Ms. Jones

6. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education approves the employment contract for **Dr. Victor Anaya** to serve as the **Interim School Business Administrator/Board Secretary** for the Teaneck Public Schools from December 9, 2024 through June 30, 2025, which has been approved by the Bergen County Superintendent of Schools. The employment agreement was approved by the Bergen County Superintendent of Schools on November 22, 2024. Employment contract on file in the Office of Human Resources.

EXPLANATION: Agenda item submitted by Ms. Jones

7. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following **Leaves of Absence**:

Staff ID#	Type	Dates of Paid Leave	Days Used	Dates of Unpaid Leave	Days Used	Return Day
5119	Paternity	11/18/2024-11/22/2024	5 Sick Days	11/25/2024-01/10/2025	25	01/13/2025
5343	Medical	10/08/2024-11/12/2024	23 Sick Days	N/A	N/A	11/13/2024
5450	Paternity	N/A	N/A	12/02/2024-03/11/2024	60	03/12/2025

EXPLANATION: Agenda item submitted by Ms. Jones

8. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Reassignment(s)**:

Staff Name	From: Position/Location/PCN	To: Position/Location/PCN	Effective Date	Notes
Brandi Lewis	Teacher Grade 4/Lowell Elementary/ASP	Teacher Grade 3/ Lowell Elementary/ASJ	01/02/2025-06/30/2025	Replacement S. DeDonna

EXPLANATION: Agenda item submitted by Ms. Jones

9. **THEREFORE BE IT RESOLVED** the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Transfer(s)**:

Staff Name	From: Position/Location/PCN	To: Position/Location/PCN	Effective Date	Notes
Alisha Montoya	Special Education Teacher @ Whittier Elementary School/ CNR	LDTC @ Bryant Elementary School & Theodora Lacey School/AKB	Pending a suitable replacement	Replacement
Javalda Powell	Community Liaison @BFMS	Community Liaison @BFMS & TJMS	12/19/2024 - 06/30/2025	Shared Support

EXPLANATION: Agenda item submitted by Ms. Jones

10. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves **Salary Reclassifications**.

Staff Name	Position	Current Guide/Step	Salary	New Guide/Step	Salary	Effective Dates
Milagro Tavaréz	Secretary	12-Mon C Step 8	\$74,077.00	12-Mon B Step 8	\$78,577.00	12/19/2024 -06/30/2025

EXPLANATION: Agenda item submitted by Ms. Jones

11. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent approves, the following staff serving as **Provisional Teacher Mentors** as required under the New Jersey Department of Education Provisional Teacher Process for the 2024-2025 school year.

<b>Novice Teacher</b>	<b>Mentor Teacher</b>	<b>Certification</b>	<b>Mentor Fee</b>
Spencer Crump	Daniella Cata	Teacher of Social Studies	\$1000.00 (prorated)
Vladimir Pedroza	Melinda Ramirez	Teacher of Spanish	\$550.00 (Prorated)

EXPLANATION: Agenda item submitted by Ms. Jones

12. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education approve payments to the following individual(s) for **unused vacation, sick** and/or personal business days in accordance with their appropriate collective bargaining agreement or employment contract. See page 78.

<b>Name</b>	<b>Position</b>	<b>Total Amount</b>	<b>Separation Date</b>
Henson Ince	HVAC Operator	\$10,316.01	09/01/2024
Moses Poyser	Custodian	\$4,611.50	10/31/2024
Derrick Shepherd	Custodian	\$33,136.04	10/01/2024
Danielle Lawlor	Physical Education Teacher	\$2,743.50	09/19/2024
Milton Dobson	Custodian	\$28,336.04	09/01/2024
Melvin Jefferson	Grounds Foreman	\$10,461.32	10/01/2024

EXPLANATION: Agenda item submitted by Ms. Jones

13. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves **vacation day payouts** for the employee(s) listed below pursuant to the TAAS Collective Bargaining Agreement:

<b>Staff Name</b>	<b>Position</b>	<b>Years of Service</b>	<b>Vacation Day(s)</b>	<b>Per Diem Rate</b>	<b>Total Payment</b>
Jenine Kea	Payroll Manager	5	5	\$434.61	\$2,173.05

EXPLANATION: Agenda item submitted by Ms. Jones



14. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following staff members as **Home Instructors**, on an as-needed basis for the 2024-2025 school year.

Staff Name	Job Title	Stipend Amount
Susie Cipriano	Home Instructor	\$50.00 per hour
Yaneth Mesa	Home Instructor	\$50.00 per hour

EXPLANATION: Agenda item submitted by Ms. Jones

15. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the employees listed below for **Extra Work, Extra Pay Breakfast Program at BFMS & TJMS**.

Staff Name	School	Effective Dates	Stipend Amount
Victor Stanic	Benjamin Franklin Middle School	09/04/2024-06/23/2025	\$1,400.00
Spencer Jones	Thomas Jefferson Middle School	09/04/2024-06/23/2025	\$1,400.00
William Mazerolle (Substitute)	Benjamin Franklin Middle School	09/04/2024-06/23/2025	As Needed
Lawrence Heart (Substitute)	Benjamin Franklin School	09/04/2024-06/23/2025	As Needed
Jean McVerry (Substitute)	Benjamin Franklin School	09/04/2024-06/23/2025	As Needed

EXPLANATION: Agenda item submitted by Ms. Jones

16. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the employees listed below for **Extra Work, Extra Pay** stipends at Benjamin Franklin Middle School for the 2024-2025 school year, in accordance with the TTEA Collective Bargaining Agreement:

Staff Name	Activity	Location	Stipend Amount
Dana Butler	Botany Club	Benjamin Franklin Middle School	\$1,100.00 prorated

EXPLANATION: Agenda item submitted by Ms. Jones

17. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Extra Work, Extra Pay** Assignment, at the **Teaneck High School** for the 2024-2025 school year, in accordance with the TTEA Collective Bargaining Agreement.

Staff Name	Title of Stipend	Amount
Richard Rodda	Literacy Magazine	\$4,600.00
Paula Huber	Athletics Treasurer	\$8,748.00

EXPLANATION: Agenda items submitted by Ms. Jones

18. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the stipend positions for the **Teaneck Community Education Centers School Aged Child Care (SACC) Staff**.

Staff Name	Position	Effective Dates	Hourly Amount
Arianna Rigamonty	Student Aide	12/19/2024 - 12/31/2024	\$15.13 p/hr
		01/01/2025- 06/30/2025	\$15.49 p/hr

EXPLANATION: Agenda item submitted by Ms. Jones

19. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Chaperone(s)** at Teaneck High School for student-based events/activities for the 2024-2025 school year:

Staff Name	Position	Stipend Amount
Breanne Millett	Chaperone	\$50.00 per hour as needed
Michaela Freemantle	Chaperone	\$50.00 per hour as needed
James Lagomarsino	Chaperone	\$50.00 per hour as needed

EXPLANATION: Agenda item submitted by Ms. Jones

20. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Winter Coach** stipend positions for the 2024-2025 school year at Teaneck High School.

Staff Name	Position	Winter Sport	Amount
Marques Robinson	Head Coach	Basketball	\$3,000.00
Jamil Jacobs	Assistant Coach	Indoor Track	\$4,665.00
Joel Garcia	Volunteer	Indoor Track	\$0.00
Fajr Ali	Volunteer	Girls Basketball	\$0.00
Zachary Olukanni	Volunteer	Boys Basketball	\$0.00

EXPLANATION: Agenda item submitted by Ms. Jones

21. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following new club **LINK (Leadership, Inspiration, Nurturing and Knowledge)** at the Teaneck High School for the 2024-2025 school year.

Staff Name	Title of Stipend	Amount
Adina Lefkowitz	Volunteer	\$0.00

EXPLANATION: Agenda items submitted by Ms. Jones

22. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following **Teaneck Athletic Event Staff** positions for the 2024-2025 SY at Teaneck High School:

Staff Name	Position	Amount
William Zarro	Announcing and Scorekeeping	\$60.00 per game
Dan Olender	Security	\$60.00 per game
Aknaris Diaz	Ticket Taker	\$60.00 per game
Matthew Green	Security	\$60.00 per game
Megan McBryde	Security	\$60.00 per game
Alexandra Cavallo	Ticket Taker	\$60.00 per game

John Paladino	Security	\$60.00 per game
Lance Parham	Security	\$60.00 per game
Jason McDonald	Security	\$60.00 per game
James Lagomarsino	Security	\$60.00 per game
Spencer Jones	Security	\$60.00 per game
Jokeldy Hernandez	Security	\$60.00 per game
Patrick O'Conner	Security	\$60.00 per game
Michael Guthrie	Scorekeeping	\$60.00 per game
Theodore Orlouski	Event Staff	\$60.00 per game
Breanne Millett	Announcer	\$60.00 per game
Barbara Kilgore	Ticket Taker	\$60.00 per game

EXPLANATION: Agenda items submitted by Ms. Jones

23. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves payment to the following staff members as **Foundation Trainers**, for implementing professional development workshops for nontenured teachers as part of the district's mentoring plan, during the 2024-2025 school year.

Staff Name	Number of Years as a Foundation Trainer	Stipend Amount
Tawana Smith	1 year	\$2,500.00
Saundra Warren Givens	1 Year	\$2,500.00
Paulette Szalay	2 Years	\$2,500.00
Linea Rondael	3 Years	\$2,500.00
Zainabu Conteh	4 Years	\$2,500.00

EXPLANATION: Agenda items submitted by Ms. Jones

24. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent and pending approval from Tulane University’s Internal Review Board, approves Ms. **Javalda Powell, Community Liaison** at Benjamin Franklin Middle School to conduct explanatory mixed methods research as a part of an Advanced Practice Project for Tulane University’s School of Social Work. Ms. Powell would conduct an explanatory **Mixed Methods Research** to explore whether an Afrocentric small group intervention will increase student engagement and academic achievement for Black middle school boys. Upon completion of the study, a copy of the research report would be sent to the Superintendent's Office.

EXPLANATION: Agenda item submitted by Dr. Scott

25. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon recommendation of the Superintendent, approves Ms. Amy Morik, Child Study Team Social Worker at Whittier Elementary School to conduct the **Internship in School Leadership** with Mrs. Nussbaum, Principal of Whittier Elementary School, during Spring 2024 Semester from January 17, 2025 - May 5, 2025. Ms. Morik must complete 300 hours of on-site work under the supervision of a university professor from Montclair State University and the mentorship of an Administrator from the Teaneck Public Schools. This internship will prepare Ms. Morik for the responsibilities of a building level leader upon the completion of her program.

EXPLANATION: Agenda item submitted by Dr. Scott

26. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following student teacher(s) placements pending fingerprints and medical clearance receipt. The Board adopts **Student Teachers/Unpaid Interns** at the request of partnering colleges/universities to promote and support scholars in becoming qualified educators in the State of New Jersey.

Name of Student	College/Institution	Location	Effective Dates
Briana Esteves	Fairleigh Dickinson	Whittier Elementary	01/02/2025- 05/09/2025 Spring 2025

EXPLANATION: Agenda Item submitted by Dr. Scott

27. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the employees listed below for the **Before and Afterschool Tutoring Program** at Benjamin Franklin Middle School.

<b>Staff Name</b>	<b>Position</b>	<b>Effective Dates</b>	<b>Stipend Amount</b>
Munyiva Munguti	Lead Teacher of Program	01/02/2025-04/24/2025 Tues/Thurs.	\$3,750.50
Josephine Cinella	Math	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Zainabu Conteh	Math	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Kimberly Rossy	Math	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Tyler Williams	ELA	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Alyssa Jackson	ELA	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Shanice Wright	ELA	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Tiffany Torres	MLL Support	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
Tasja Hans	STEM/Enrichment	01/02/2025-04/24/2025 Tues/Thurs.	\$2,500.00
	<b>Cost Not to Exceed:</b>		<b>\$23,750.50</b>

EXPLANATION: Agenda item submitted by Dr. Scott

28. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the following certified staff to participate in the **Hawthorne Elementary Title I After School Math and ELA program**. Account #20-231-100-101-00-110-000

<b>Staff Name</b>	<b>Position</b>	<b>Effective Dates</b>	<b>Stipend Amount</b>
Maria Garica-Iglesias	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Samuel Griffin	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Victor Hernandez	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Felix Mejia	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Allison Norris	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Tawana Smith	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Lorena Valer	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs. (Not to exceed \$2,800.00)
Saundra Warren-Givens	Instructor	12/10/2024-04/10/2025 Tues/Thurs.	\$50 p/hr x 56 hrs (Not to exceed \$2,800.00)
	<b>Cost Not to Exceed:</b>		<b>\$22,400.00</b>

EXPLANATION: Agenda item submitted by Dr. Scott

29. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon recommendation of the Superintendent, approves the following staff for the **Title I After School Literacy and Mathematics Program at Lowell Elementary School**. Teachers will receive up to 6 hours for professional development over the course and the lead teacher/program coordinator will overseeing the program and receive an additional 10 professional development hours.

<b>Staff Name</b>	<b>Position</b>	<b>Effective Dates</b>	<b>Stipend Amount</b>
Aretha Blake-Arroyo	Lead Teacher of Program	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$3,862.00)
Abigail Aleksa	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
Natalie Drelich	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
Tiffany Echavarria	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
Chris Hernandez	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
Sharmaine Joseph	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
Marisol Lopez	Instructor	01/07/2025 - 05/22/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,487.50)
		<b>Total not to exceed:</b>	<b>\$18,787.00</b>

EXPLANATION: Agenda item submitted by Dr. Scott

30. **THEREFORE BE IT RESOLVED**, that the Teaneck Board of Education, upon the recommendation of the Superintendent, approves the following certificated staff for the **Title I After the Bell Program** at Whittier Elementary School. The After the Bell Program will provide students in grades K–4 with additional support in the areas of language arts and mathematics. Account# 20-231-100-101-00-150-000:

<b>Staff Name</b>	<b>Position</b>	<b>Effective Dates</b>	<b>Stipend Amount</b>
Annie Matestic	Lead Teacher of Program	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$3,600.00)



Willa Rudy	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Ann Delaney	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Alison Goerg	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Destiny Harmon	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Holly Koehler	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Keith Orapello	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Jennifer Rome	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Diana Sanchez	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Tatiana Stripling	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Unju Choi	Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00)
Odette Vovra	Substitute Teacher	01/07/2025 - 05/08/2025 Tues/Thurs.	\$50.00 p/hr (Not to exceed \$2,200.00 as needed)
	<b>Total Not to Exceed:</b>		<b>\$27,800.00</b>

EXPLANATION: Agenda item submitted by Dr. Scott

31. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education upon the recommendation of the Superintendent, approves the following **Recission of Extra Work, Extra Pay Stipend(s)** at Teaneck High School:

Staff Name	Name of Club	Stipend Amount
Sean Holland	Literary Magazine Club	\$2,300.00

EXPLANATION: Agenda item submitted by Ms. Jones

32. **THEREFORE BE IT RESOLVED** that the Teaneck Board of Education, upon the recommendation of the Superintendent approves the **For the Record Amendment(s)**.

Staff Name	Job Title	Amount	Guide/Degree	Effective Dates	Notes
Adria Warfield	Dance MD Class (6th period compensation)	<b>\$70.00</b>	<b>MA</b>	09/01/2024-06/30/2025	Change in Reclassification BA to MA
Anila Hoxha	Algebra 1 (6th period compensation)	<b>\$70.00</b>	<b>MA</b>	09/01/2024-06/30/2025	Change in Reclassification BA to MA
Anila Hoxha	Algebra 1 (7th period compensation)	<b>\$90.00</b>	<b>MA</b>	09/01/2024-06/30/2025	Change in Reclassification BA to MA
Levette Glanton	Biology	<b>\$100.00</b>	MA+32	09/01/2024-06/30/2025	Change in rate
Helene Nguessan	Teacher of Elementary Grade 6	\$83,000.00 (pro-rated)	BA, Step 13	<b>09/23/2024-06/30/2025</b>	Change in start date
Rebecca Soohoo-Buckingham	Accounts Payable Secretary	N/A	N/A	<b>07/01/2024-06/30/2025</b>	Change of Job title
Leah Clifford	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Jemsen Howley	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Ferial Ibrahim	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Uzma Jamal	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary Adjustment
Syniyia Paul	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Derek Blanco	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Elijah Rodriguez	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment

Sukena Safdar	Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Saige Moya	Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Allyssa Fernandez	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Muntaha Ali	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Arianna Rigamonty	Student Aide (SACC Program)	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Roberta Yuzek	Substitute Secretary	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Joanne Clemons	Substitute Secretary	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment
Linda Alford-Fennell	Substitute Secretary	<b>\$15.49 p/hr</b>	N/A	<b>01/01/2025-06/30/2025</b>	Salary adjustment

EXPLANATION: Agenda item submitted by Ms. Jones



# Teaneck Board of Education

## District Policy

### 5520 – DEMONSTRATIONS

Section: Students

Date Created: March 2012

Date Edited: November 2024

Students have a right to peacefully assemble and express their views in accordance with Board policies and the District Code of Conduct, as stipulated in the Student Handbook.

Students are protected in the exercise of their constitutionally guaranteed rights to assemble peacefully and to express ideas and opinions provided their activities do not infringe on the rights of others and do not interfere with the operation of the educational program.

The Teaneck Board of Education is responsible for the safety of students and staff. When a student-initiated demonstration becomes known to the building principal, the Superintendent should collaborate to ensure the safety of all students and staff, and the Board should be notified.

Demonstrations should not obstruct the free movement of people including but not limited to blocking hallways or doors. In addition, staff should not block hallways or doors in response to a demonstration.

The building principal should direct demonstrators to venues that have controlled access points and have been successfully used for large gatherings and events. Areas within the school and/or athletic fields should be designated for demonstrations in order to properly secure participants and maximize safety. The site should be designated based upon safety and security risks. Sufficient security personnel should be consulted and remain on hand should they deem it appropriate.

The Superintendent may summon law enforcement officers to ensure the safety of all students and staff. Maintaining a collaborative relationship with law enforcement and the District is a central tenet for maximum safety.

Visitors or outside attendees are **not** permitted on school premises during any demonstration.

Students will conduct themselves in accordance with the Code of Conduct and in a manner that enhances the integrity and impact of their message. The Board will not permit the conduct of an individual or group to interfere with the orderly operation of the educational program or negatively affect the rights of others. Any assembly of students that communicates obscene, slanderous, or prejudicial words, uses force or violates the law or school rules is prohibited. Violations of the Code of Conduct during the course of a demonstration will be addressed consistent with Board Policy 5600.

After a demonstration, a review session should be convened by the building principal between students, counselors, and/or other trained staff to facilitate an open dialogue about the demonstration, its objectives, and student responses. This forum should aim to foster mutual understanding, address any issues that arose during the demonstration and explore constructive ways to further advocate for their concerns.

All decisions related to a demonstration shall be content neutral without evaluating the subject matter of the assembly.

N.J.S.A. 2C:12-3; 2C:33-1; 2C:33-2; 2C:33-8

N.J.S.A. 18A:6-1; 18A:37-1; 18A:37-2

Adopted:



**COLGATE BRIGHT SMILES BRIGHT FUTURES®  
COMMUNITY PROGRAM AGREEMENT**

THIS AGREEMENT (this “Agreement”), effective as of **December 17, 2024**, is entered into between **COLGATE-PALMOLIVE COMPANY**, a Delaware corporation (“Colgate”), with offices at 300 Park Avenue, New York, New York 1002 and **THEODORA SMILEY LACEY** a **NEW JERSEY–PARTNERSHIP** (“Partner”), having its principal location at **1 Merrison St, Teaneck, NJ 07666** on behalf of itself and its affiliates. Colgate and Partner are each referred to in this Agreement as a “Party” and collectively the “Parties.”

WHEREAS, Colgate established its Bright Smiles, Bright Futures® (“BSBF”) program in 1991, and wishes to help improve health and wellbeing for children, families and communities served by BSBF.

WHEREAS, Partner desires to work with Colgate’s BSBF program to conduct an event relating to oral health and wellness initiatives (the “Event”), as described below;

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Parties agree as follows:

1. **BSBF Program**. Colgate’s BSBF program (“Program”) will provide the following at Partner during the Event, on a mutually agreed day/time, in exchange for Partner’s provision of the activities/obligations set forth in Section 3:

- a. **Partner Program/Curriculum**. BSBF will provide participating individuals with free, fun and engaging educational kits containing tools to teach children healthy practices for oral health care. The BSBF website, [www.colgatebsbf.com](http://www.colgatebsbf.com), contains intra-sites for parents, teachers and kids. Many valuable educational tools can be easily downloaded from this website.
- b. **BSBF Mobile Van Program**. BSBF will provide participants in the Program who obtain written consent of their parent or guardian the opportunity to receive free dental screenings and oral health education aboard the mobile van unit (screenings based on availability and number of students that obtain required consents).
- c. **Community Awareness Programs**. BSBF mobile vans and staff participate in community events with a focus on raising awareness on oral health care.

2. **Partner Responsibilities**. In exchange for Colgate performing the Program-related activities set forth in Section 1, Partner will do the following:

- a. Distribute and gather all Colgate required forms, including the parent/guardian consent forms, provided by Colgate;
- b. Post flyers and other promotional material announcing the scheduled dental screenings or virtual visits;
- c. Provide a list of site contacts at the Partner;



- d. Provide a list of eligible participants to receive dental screenings;
- e. Provide a mutually acceptable, safe place to allow Colgate or its agents to park the Colgate BSBF mobile van unit to provide participants with the dental screenings (van dimensions are 36 ft. L x 15 ft. H x 14 ft. W); and
- f. Assist in identifying staff and/or parents to help as liaisons/volunteers during the Colgate BSBF mobile van visit at the agreed upon site.

3. Compliance with Laws and Colgate Policies.

- a. Both Parties shall comply with applicable state and federal law in performing their respective obligations under this Agreement. Each Party shall obtain, provide and maintain all governmental, regulatory or local approvals, notices, permits, licenses or similar requirements that are necessary for the applicable Party to commence and perform its obligations under this Agreement.
- b. Partner represents and warrants that it is in compliance with Colgate-Palmolive Company's Anti-Bribery Policy as of the Effective Date and shall remain in compliance throughout the term of this Agreement with such policy and any amendments to such policy in the form: (i) provided by Colgate to Partner throughout the term of this Agreement or (ii) updated throughout the term of this Agreement at <https://www.colgatepalmolive.com/en-us/core-values/our-policies/anti-bribery-policy>.
- c. Partner represents and warrants that it is in compliance with Colgate-Palmolive Company's Third Party Code of Conduct as of the Effective Date and shall remain in compliance throughout the term of this Agreement with Colgate-Palmolive Company's Third Party Code of Conduct and any subsequent amendments thereto in the form (i) provided by Colgate to Partner throughout the term of this Agreement or (ii) updated throughout the term of this Agreement at <https://www.colgatepalmolive.com/en-us/corp/about/governance/third-party-code-of-conduct>, including the requirement of strict compliance with the letter and spirit of applicable environmental laws and regulations and the public policies they represent.
- d. Partner will not process personal data in connection with this Agreement or its activities related thereto.

4. Indemnification. Colgate and Partner each agree it shall defend, indemnify and hold harmless the other Party, its affiliates and their respective officers, directors, employees and agents, from and against any and all third party losses, liabilities, damages, actions, judgments, suits, demands or claims (including, without limitation, amounts paid in settlement and reasonable costs of investigation and reasonable attorneys' fees and disbursements) (collectively, "Claims") to the extent arising out of or resulting from the gross negligence or willful misconduct of the indemnifying party in connection with the Event; provided, however, that any Claims arising out of the negligence, gross negligence or willful misconduct of the indemnified party are specifically excluded from the foregoing indemnity. The indemnifying party shall have the right to defend itself in any such action or proceeding with attorneys of its own selection.





5. Insurance. Partner shall maintain at all times during the term of this Agreement, and at its sole expense, such policy or policies of insurance, including a general liability, worker's compensation or equivalent state plan and employers liability, as are necessary to cover all loss, destruction or damage for which Partner has assumed responsibility under the terms of this Agreement, and shall name Colgate as an additional insured with respect to the general liability policy. Partner shall cause its insurance policies to provide a waiver of subrogation in favor of Colgate. The policies shall be with at least a Standard & Poor's A+ rated company providing limits of appropriate amount. Such limits can be satisfied with a primary policy or a combination of a primary and excess / umbrella policies. Partner shall promptly furnish upon request certificates of insurance to Colgate evidencing that the insurance required by this paragraph is in full force and effect.

6. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of New York.

7. Term. The term of this Agreement shall commence on the effective date set forth above and continue in effect for one (1) year.

8. Miscellaneous

a. This Agreement shall be governed by and interpreted and enforced in accordance with the laws of the State of New York, USA applicable to agreements entered into and to be wholly performed therein.

b. Colgate may perform its obligations under this Agreement through one or more subcontractors. Each Party is responsible for its use of subcontractors hereunder, including any wrongful act or omission of such subcontractor(s).

c. Nothing in this Agreement is intended to or shall be construed to constitute or establish any endorsement, joint venture, partnership or fiduciary relationship between the Parties and no Party shall have the right or authority to act for or on behalf of the other Party.

d. This Agreement, including all exhibits attached hereto, each of which are incorporated herein by reference, sets forth the entire understanding between the Parties related to the subject matter hereof, and supersedes any and all prior or contemporaneous negotiations, understandings, agreements, representations, warranties, inducements or similar communications between the Parties.

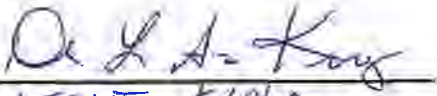
e. Any provision of this Agreement which by its express terms or by its nature is intended to survive the expiration or termination of this Agreement shall survive any such expiration or termination of this Agreement.

f. This Agreement may not be modified except by a writing signed by a duly authorized signatory of each Party.

g. Neither Party shall assign any right or any obligation under this Agreement without the prior written consent of the other Party.



IN WITNESS WHEREOF, the parties acknowledge their agreement to the foregoing by the due execution of this Agreement by their respective authorized representatives.

COLGATE-PALMOLIVE COMPANY	THEODORA SMILEY LACEY
By: _____ Name: Robert Wilson Title: SVP, Professional Engagement & Public Health.	By:  Name: LESLIE KING Title: PRINCIPAL

# 2025-2026 Three-year Preschool Program Plan and Annual Update - Bergen County

"Three-year preschool program plan and annual updates" means the school district's three-year programmatic plan that is updated annually, as required and approved by the Department, to implement a preschool program that meets this chapter's provisions" (Chapter 13A, Elements of High-Quality Preschool Programs)

**Due: November 15, 2024**

New Jersey Department of Education (NJ DOE)  
Division of Early Childhood Services (DECS)  
Office of Preschool Education (OPE)

Contact:

Cary A. Booker  
Assistant Commissioner  
Division of Early Childhood Services

Contact Number: (609) 376-9077  
[doeearlychild@doe.nj.gov](mailto:doeearlychild@doe.nj.gov)

1. District or Charter Name: \*

Teaneck Public Schools

2. Please select county: \*

Bergen County

3. Primary Early Childhood (EC) Administrator's Name: \*

4. Primary EC Administrator's Role(s)/Title: \*

Supervisor of Early Childhood

5. Number of years of experience in preschool for the primary EC Administrator? \*

25

6. Please check all that apply for the primary EC Administrator: \*

- Preschool teaching experience
- Special education preschool experience
- Preschool Curriculum Training
- Performance Based Assessment Training
- NJ Preschool Supervisor Association EC training
- Training on high-quality inclusive practices ML- training trainings
- NJ DOE training (not meetings)
- Preschool
- Other

7. Hours of Early Childhood college course work for the primary EC Administrator: \*

Up to 9 hours

9 to 15 hours

15-30 hours

30 plus

NA

8. Numbers of preschool teaching experience for the primary EC Administrator: \*

1-3 years

3-5 years

5-10 years

10-20 years

More than 20 years

NA

9. Secondary Early Childhood (EC) Administrator's Name:

Enter your answer

10. Secondary EC Administrator's Role(s)/Title:

Enter your answer

11. Number of years of experience in preschool for the secondary EC Administrator?

The value must be a number

12. Please check all that apply for the secondary EC Administrator:

- Preschool teaching experience
- Special education preschool experience
- Preschool Curriculum Training
- Performance Based Assessment Training
- NJ Preschool Supervisor Association EC training
- Training on high-quality inclusive practices ML- training trainings
- NJ DOE training (not meetings)
- Preschool
- Other

13. Hours of Early Childhood college course work for the secondary EC Administrator:

- Up to 9 hours
- 9 to 15 hours
- 15-30 hours
- 30 plus
- NA

14. Years of preschool teaching experience of secondary EC Administrator:

- 1-3 years
- 3-5 years
- 5-10 years
- 10-20 years
- More than 20 years
- NA

15. Are you projecting to serve at least 90% of the preschool universe of three-year-olds and four-year-olds in the 2024-2025 school year (The universe is calculated by the district's first grade enrollment times two (2))? \*

- Yes
- No

16. If no, please select the percentage you are projecting to serve within your universe for the 2024-2025 school year \*

- 0-10%
- 11-20%
- 21-50%
- 51-75%

17. Is the district projecting to serve 3 year-olds? \*

Yes

No

18. Is the district projecting to serve 4 year-olds?

\*

Yes

No

19. Does the district contract with Head Start?

\*

Yes

No

20. If no, select the following?

No Head Start in the community

Head Start facility does not meet standards

Head Start – provider not interested

Head Start does not want to meet PEA program requirements



Other

21. Please provide the name, phone number, and email address of the Head Start the district contacted regarding contracting.

1. Head Start Agency:

2. Contact Name:

3. Phone:

4. Email:

Enter your answer

22. Does the district contract with private providers? \*

Yes

No

23. If no, select from the following: \*

No private provider in the community

The private provider(s) facilities do not meet standards

The private provider(s) are not interested

The private provider(s) do not want to meet PEA program requirements

Other

24. Facilities: All classrooms including in-district, Head Start and contracted Private Providers, meet 950 sq. foot (NJ6A:13A-7.1(a)1-2)

\*

Yes

No

If no, then facility waiver needs to be submitted by June 1, 2025.  
<https://www.nj.gov/education/sboe/ew/>

25. If no, facility waivers have been submitted for all classrooms less than 950 sq. feet \*

Yes

No

N/A

26. What is the date of the approval letter for the waiver? (if applicable)

10/29/2024



27. How many approval letter facility waivers has the district received since becoming a PEA-funded district. (If applicable)

1

28. Please select your district type. Please note: All new classrooms planned in the 2025-2026 school year must meet facilities requirements, outlined in N.J.A.C. 6A:13A-7.1.

\*

Former Abbott

Charter

PEA

29. Self-Assessment Validation System (SAVS) Participation: Please provide the date of last validation visit. (\*Please skip this question if your district has not been notified to participate in the SAVS process.)

Enter your answer

30. Self-Assessment Validation System (SAVS) Participation: Please provide the date of last self-reporting submission. (\*Please skip this question if your district has not been notified to participate in the SAVS process.)

Enter your answer

31. Is the district enrolled in Grow NJ Kids (GNJK)? \*

Yes

No

32. District completed GNJK Self-Assessment

Yes

No

In progress

NA

33. Please indicate the date of submission of the GNJK Self-Assessment (\*Please skip this question if the district is not enrolled in Grow NJ Kids and/or the GNJK Self-Assessment is in progress.)

Enter your answer

34. Completed GNJK Quality Improvement Plan (QIP) (\*Please skip this question if the district is not enrolled in Grow NJ Kids)

Yes

No

In progress

35. Please indicate date of completion of the QIP. (\*Please skip this question if the district is not enrolled in Grow NJ Kids and/or the GNJK QIP is in progress)

Enter your answer

36. Please provide date of Grow NJ Kids Rating(s) and the star rating determination: (\*Please skip this question if the district is not enrolled in Grow NJ Kids and/or is not GNJK rated yet).

Enter your answer

37. What screenings does the nurse administer? (please check all that apply) \*

Vision

Hearing

- Dental
- Height
- Weight
- All the above
- Other

38. When will all the screenings be completed? \*

Beginning in October 2024-April 2025

39. Do you have an established Early Childhood Advisory Council (ECAC)? \*

- Yes
- No

40. Please select membership representation on the district's ECAC below (check all that apply): \*

- District Staff
- Parents / Families
- Community Stakeholder
- Head Start
- Providers

41. Does the ECAC meet quarterly? \*

- Yes
- No
- Other

42. Please list transition initiatives from preschool entry to K through third grade. \*

The ECAC Transition Committee has developed the following goals and plan: Ensure a continuum from PreK - 3rd grade instruction by having vertical articulation between each grade level, Supporting professional learning communities- PLCs Common Planning opportunities that are focused on high quality practices. Ensure opportunities are provided to have an understanding and familiarity of Developmentally Appropriate Practices, Social and Emotional Learning, Executive Functioning, data driven programs and philosophies that drive Early Childhood Education. Ex. Exchange Day- K teachers visit 1st grade- vise versa. Promote exposures to new school environments with Open Houses and programs for parents, staff and administrators to help support grade level transitions Early Intervention transitions are coordinated through the District's Special Education Department.

43. The following preschool staff will coordinate and implement parent involvement and parent education activities throughout the school year (check all that apply):

\*

- CPIS
- Social Worker
- Nurse

Other

44. If other, please explain:

Enter your answer

45. Please check all that apply for parent education topics for the year that are coordinated through the CPIS and/or Social Worker:

\*

Child development

Nutrition

Safety

Support children's learning

Other

46. If other, please explain:

Enter your answer

47. Is there a written protocol or policy of how the family can access resources or community services (inclusive of district, childcare provider and Head Start)? \*

Yes

No

48. Please select the district's comprehensive curriculum for the 2025-2026 school year \*

- High Scope
- Creative Curriculum
- Connect4Learning
- Tools of the Mind
- Frog Street

49. Does the district use a curricula enhancement(s)? \*

- Yes
- No

50. If yes, what curricula enhancement(s)?

Enter your answer

51. If yes, what is the date(s) of the NJ DOE approval?

Enter your answer

52. What is the district's Performance based assessment (PBA) for the 2025-2026 school year? \*

- TS GOLD



COR

Work Sampling

Other

53. If other, please explain:

Enter your answer

54. How will the district deliver PD? Please check all that apply \*

Turn-key training from PIC or PIRS

District Supervisors

Early Childhood Education consultants

Grow NJ Kids

Developers

Coaching (PIC and PIRS)

Others PD related to preschool

Other

55. If other, please describe.

NJPIEP

56. When was the last time you had PD conducted by the curriculum developers? \*

within the past 12 months

12-24 months

24-48 months

48 months or longer

57. When was the last time the district staff had training on the developmental screening tool? \*

within the past 12 months

12-24 months

24-48 months

48 months or longer

58. When was the last time that preschool program staff (inclusive of contracted providers and Head Start) received professional development on best practices that support multilanguage learners? \*

within the past 12 months

12-24 months

24-48 months

48 months or longer

59. Please provide a description of how the chosen curriculum supports multilanguage learners in the preschool classroom. \*

Tools of the mind provides scaffolds for multi-language learners for all of their curriculum components. In addition, materials are supplied in both English and Spanish. Teachers use the various themes to introduce vocabulary in the languages present in their classrooms.

60. Please indicate the Developmental Screening Tool(s) used by the district. \*

Teaneck uses the ESI-R

61. In 2023-2024 school year, please indicate the number of referrals to PIRS from developmental screening tools? (If the district is a newly funded PEA district, please skip.)

12

62. In 2023-2024 school year, please indicate the number of refers for an Request for Assistance (RFA) process to PIRS? (If the district is a newly funded PEA district, please skip.)

21

63. In 2023-2024 school year, please indicate the numbers of direct referrals to CST without PIRS intervention? (If the district is a newly funded PEA district, please skip.)

4

64. Are you projecting to include children with IEPs in general education classrooms in 2025-2026? \*

Yes

No

65. What will be the maximum number of children with IEPs in a PEA classroom? \*

0

1-3

4-5

6-7

8 plus

66. What percentage of classrooms will include children with IEPs? \*

0%

1-25%

26-50%

51-75%

75-99%

100%

67. Does your district include preschool in your Title 1 needs assessment? If the district does not receive Title 1 please indicate N/A. \*

Yes

No

N/A

68. Does the district plan to use your Title 1 needs assessment to identify professional development for preschool? If the district does not receive Title 1 please indicate N/A.

\*

Yes

No

N/A

69. Does the district plan to use Title 1 funds for transition activities from preschool to Kindergarten and Kindergarten to First Grade. If the district does not receive Title 1 please indicate N/A. \*

Yes

No

N/A

70. The 2025-2026 Three-year preschool program plan and annual update submission is pending Board approval. The date or anticipated date of the Board-Certified Resolution is: \*

11/28/2024



**TSUJ, CORPORATION.**

PO Box 4621, Wayne, NJ 07474

NJ Electrical License 14559

Phone 973-291-6488, Fax 973-291-6162

E-Mail: TSUJCorp@optonline.net

11.27. 2024

**Norberto Figueroa**  
**Senior Construction Administrator**  
**35 Waterview Blvd**  
**Suite 303**  
**Parsippany, NJ 07054**  
tel: 973.256.0202  
cell: 347.224.2582  
[nfigueroa@dicararubino.com](mailto:nfigueroa@dicararubino.com)

**RE: Electrical Service Upgrade at Teaneck High School. Additional Work**

**Quote # 7**

No.	Description	
1.	<p><b>Extra Work:</b></p> <ol style="list-style-type: none"><li><b>Supply and install New 400A, 3Pole 120/250V Siemens 3VA5 circuit breaker into the new switchgear.</b></li><li>Install additional 20' of 2 1/2" EMT conduit with 4x 4/0 wires from the junction box to the Panel SDP - 2</li></ol> <p>Material: Circuit breaker: \$2,137.26. Shipping; \$78.00 2 1/2", Conduit: \$120.91 x 2 = \$241.82 4/0 THHN: 100' = \$953.68 Miscellaneous (90 elbow, coupling, connectors): \$80.00 Total: \$3,490.76</p> <p>Labor: Electrician Journeymen: 8 hours x \$120.00 = \$960.00 Total: \$4,450.76</p>	



September 23, 2024

Ref: 24-690  
ESCNJ #23/24-09

Anthony D'Angelo  
Director of Facilities and Grounds  
Teaneck Public Schools  
1315 Taft Rd  
Teaneck NJ 07666  
[Ad'angelo@teaneckschools.org](mailto:Ad'angelo@teaneckschools.org)

**Football Renovation**

- Ensure all irrigation heads are marked and working
- Sod cut and remove outer perimeters of field
- Utilizing rotadairon, till all remaining turf 6" in depth for football field re-sodding (approx. 375' x 195')
- Rough grade till areas and remove 25-40% of debris
- Install 200 yards topsoil to fill low and depressed areas
- Laser grade to achieve proper pitching of field and allowing proper water runoff
- Supply and install 50 tons loam topsoil
  - This will improve soil tremendously with proper drainage and better root development for turf
- Laser grade to proposed final heights
- Add starter fertilizer
- Install 75,000 ft<sup>2</sup> big roll tall fescue / blue grass sport blend sod

**Total Cost: \$156,250**

Respectfully submitted,

Mark Troyer  
Operations Manager  
[mark@sportcaresfm.com](mailto:mark@sportcaresfm.com)  
C: 732-609-4266 | O: 732-560-8844

**READ, AGREED, AND ACCEPTED BY ADDRESSEE:**

Signature: \_\_\_\_\_  
 Print Name: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 PO #: \_\_\_\_\_

**Terms:**

- Payment shall be due within thirty (30) days of completion;
- Unless otherwise agreed upon and noted herein, the visit shall be performed as scheduled by the parties on an agreed-upon date;
- Accounts overdue beyond 30 days of billing will be charged at an interest rate of 1.5% per month (18.0% per annum);
- This proposal is based on a single mobilization. If the site is not ready and additional mobilizations are necessary additional charges will apply;
- The proposed price does not include any applicable sales or use taxes;
- In the event that Natural Green is ultimately obliged to take collection procedures for payment, acceptor of this bid shall be liable for Natural Green's collection costs including attorney fees and costs.

For Natural Green to schedule and execute above services, a signed agreement and/or PO from the customer must be sent to Natural Green directly.

**RETURN SIGNED AGREEMENT AND/OR PO TO:**  
 Natural Green  
 Fax: 732-560-8580  
 Email: [carolyn@sportcaresfm.com](mailto:carolyn@sportcaresfm.com)

PO/Agreement can be mailed, e-mailed and/or faxed

All payments should be mailed to:  
 Natural Green  
 795 E. Main Street  
 Bridgewater, NJ 08807

Professional Development

**District Funded – \$738.00  
- \$750.89**

**Grant Title II Funded - \$2,289.44**

**Grant Title III Funded  
Total Cost: \$3,778.33**

**Name:** Michael Miuccio, Emily Ferreira

**School or Department:** Teaneck High School

**Conference/Seminar/Workshop:** The Role of Small Group Literacy Learners

**Location:** Rutgers University – New Brunswick, New Jersey

**Dates:** 12/12/2024

**Estimated Cost:** \$434.44 – Title II Funded

**Explanation:** Understand the effective execution of small group literacy strategies for high school learners.

**Name:** Kimberly Thomas - Santangelo

**School or Department:** Bryant Elementary School

**Conference/Seminar/Workshop:** Preschool Instructional Coaches Meeting

**Location:** DOE – 200 Riverview Plaza Trenton, NJ 08625

**Dates:** 1/17/2025

**Estimated Cost:** No Cost to District

**Explanation:** Meeting will focus exploring strategies for enhancing preschool development opportunities. Aligned to the New Jersey Standards for Preschool Education.

**Name:** Elizabeth Woo

**School or Department:** Hawthorne Elementary School

**Conference/Seminar/Workshop:** Foundations Level K Virtual Launch Workshop

**Location:** Virtual

**Dates:** 1/13/2025

**Estimated Cost:** \$330.00 – Title II Funded

**Explanation:** Attending the Foundations Level K Virtual Launch Workshop equips teachers with essential tools and strategies to effectively implement the Wilson Literacy curriculum which will foster effective implementation of the multisensory, structured literacy approach.

**Name:** Kelly Williams

**School or Department:** Teaneck High School

**Conference/Seminar/Workshop:** Writing about Reading: Meaningful Instruction to Whole Group Texts – Columbia University.

**Location:** Virtual

**Dates:** 1/13/2025, 2/3/2025, 4/1/2025

**Estimated Cost:** \$600.00 – Title II Funded

**Explanation:** This three-part session emphasizes the importance of engaging students with texts in a way that goes beyond basic comprehension. Teachers will develop strategies for guiding students into making deeper connections, analyzing themes, and exploring the author’s purpose.



---

**Name:** Destiny Harmon  
**School or Department:** Whittier Elementary School  
**Conference/Seminar/Workshop:** Foundations Level K Virtual Launch Workshop  
**Location:** Virtual  
**Dates:** 1/13/2025

**Estimated Cost:** \$330.00 – **Title II Funded**

**Explanation:** Attending the Foundations Level K Virtual Launch Workshop equips teachers with essential tools and strategies to effectively implement the Wilson Literacy curriculum which will foster effective implementation of the multisensory, structured literacy approach.

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**Name:** Diana Sanchez  
**School or Department:** Whittier Elementary School  
**Conference/Seminar/Workshop:** Improve Your ELL Students' Learning Using Multisensory Vocabulary Instruction  
**Location:** Virtual  
**Dates:** 1/13/2025

**Estimated Cost:** \$295.00 – **Title III Funded**

**Explanation:** Strategies learned will focus on improving the implementation of multisensory vocabulary instruction when working with multilingual learners.

---

**Name:** Diana Sanchez  
**School or Department:** Whittier Elementary School  
**Conference/Seminar/Workshop:** NJTESOL Spring Conference  
**Location:** NJTESOL/NJBE  
**Dates:** 5/22/2025

**Estimated Cost:** \$455.89 **Title III Funded**

**Explanation:** The conference offers a valuable opportunity for educators to network, exchange ideas, and collaborate on effective programs and resources for supporting English Language Learners (ELLs). It fosters professional growth and provides insights and strategies to enhance ELL instruction.

---

**Name:** Kimberly Sullivan  
**School or Department:** Lowell Elementary School  
**Conference/Seminar/Workshop:** Maximizing Your Effectiveness as an Instructional Coach  
**Location:** Virtual  
**Dates:** 1/13/2024 – 1/14/2024

**Estimated Cost:** \$595.00 – **Title II Funded**

**Explanation:** A way to increase the effectiveness of coaching skill to improve instructional and impact on student learning.

---

**Name:** Lauren Mattiace  
**School or Department:** Benjamin Franklin Middle School  
**Conference/Seminar/Workshop:** Basic Life Support  
**Location:** Holy Name, Teaneck, NJ  
**Dates:** 2/28/2025

**Estimated Cost:** \$95.00 (District funded)

**Explanation:** The school nurse will renew her certification for BLS, CPR, and AED.

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**Name:** Kim Pirro, Lisa Sgambati, Pedro Valdes  
**School or Department:** Lowell Elementary School  
**Conference/Seminar/Workshop:** NJ Coalition for Inclusive Education  
**Location:** Galloway, NJ  
**Dates:** 1/10/2025  
**Estimated Cost:** \$385.80 (District funded)  
**Explanation:** This conference is a requirement for members of the Systemic Change Committee.

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**Name:** Alexis Ryerson  
**School or Department:** Lowell Elementary School  
**Conference/Seminar/Workshop:** NJ Coalition for Inclusive Education  
**Location:** Galloway, NJ  
**Dates:** 1/10, and 1/27/2025  
**Estimated Cost:** \$257.20 (District funded)  
**Explanation:** This conference is a requirement for members of the Systemic Change Committee.

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Professional Development

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Name: Dr. Andre Spencer  
School or Department: Superintendent of Schools  
Conference/Seminar/Workshop: League of Innovative School Fall 2024 Convening  
Sponsored by: Digital Promise, League of Innovative Schools  
Location: Visalia, California  
Date(s): September 30 - October 3, 2024  
Estimated Cost(s): \$ 1,651.54                      Substitute Not Required **(District Funded)**

**Explanation:** To attend comprehensive education sessions for public school superintendents.

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Name: Dr. Andre Spencer  
School or Department: Superintendent of Schools  
Conference/Seminar/Workshop: RTM 2024 October National Superintendents Forum  
Sponsored by: RTM Business Group/Bridgemark Media Group  
Location: Baltimore, MD  
Date(s): October 20, 21, 2024  
Estimated Cost(s): \$50.00                      Substitute Not Required **(District Funded)**

**Explanation:** Dr. Spencer was a Keynote Speaker on a panel of Superintendents across the country.

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Name: Dr. Andre Spencer  
School or Department: Superintendent of Schools  
Conference/Seminar/Workshop: National Alliance of Black School Educators  
Sponsored by: National Alliance of Black School Educators  
Location: Atlanta, GA  
Date(s): November 21-24, 2024  
Estimated Cost(s): \$2,277.58                      Substitute Not Required **(District Funded)**

**Explanation:** To attend comprehensive education sessions for public school superintendents.

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Name: Dr. Andre Spencer  
School or Department: Superintendent of Schools  
Conference/Seminar/Workshop: AASA Annual Conference  
Sponsored by: American Association of School Administrators  
Location: New Orleans, LA  
Date(s): March 5 – 8, 2025  
Estimated Cost(s): \$2,472.58                      Substitute Not Required **(District Funded)**

**Explanation:** To attend comprehensive education sessions for public school superintendents.

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**FIELD TRIP**


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**District Funded** - \$5,760.00  
**PTA Grant Funded** - \$500.00

**Parent Funded** - \$7,515.78

**Grand Total:** 13,775.78

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**Trip Leader(s):** Jennifer Domingues, Victor Hernandez, Zara Matragas, Lorena Valer, Tara Costa, Jaqwaysia Edge, Ellen Buechel, Bonita Brown, Faiza Shafi, 16 Parent Chaperones

**School or Department:** Hawthorne Elementary School

**Trip Planned:** New Milford YMCA Team Makers

**Location:** New Milford, New Jersey

**Number of Students:** 78

**Date(s):** January 14, 2025

**Estimated Cost:** \$1830.00 (Parent Funded)

**Substitute Required**

**EXPLANATION:** Students will use science, math, and engineering during station rotations.

Team Makers foster an enjoyable and encouraging atmosphere that allows second graders to develop socially and academically.

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**Trip Leader(s):** Elizabeth Woo, Beatriz Garcia, Tara Costa, Claudette Peterkin, Ellen Buechel, 12 Parent Chaperones

**School or Department:** Hawthorne Elementary School

**Trip Planned:** LEGOLAND Discovery Center

**Location:** East Rutherford, New Jersey

**Number of Students:** 47

**Date(s):** January 15, 2025

**Estimated Cost:** \$1983.28 – (\$1483.28 Parent Funded), (\$500.00 PTA Funded)

**Substitute Required**

**EXPLANATION:** LEGOLAND provides an immersive experience that encourages hands-on learning in the STEM field.

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**Trip Leader(s):** Abdoulaye Diallo, Yvette Ortega-Ulubay

**School or Department:** Teaneck High School

**Trip Planned:** L'Alliance New York

**Location:** New York, New York

**Number of Students:** 30

**Date(s):** January 23, 2025

**Estimated Cost:** \$660.00 (District Funded)

**Substitute Required**

**EXPLANATION:** Attending the Animation First Festival offers valuable insights into the latest trends in animation, enhancing creative skills and expanding industry knowledge. Students will engage in a Q&A session with filmmakers after the screening.

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**FIELD TRIP**

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**Trip Leader(s):** Goldie Minkowitz, Adina Lefkowitz, Aliza Rainowitz, (Volunteer)

**School or Department:** Teaneck High School

**Trip Planned:** Holocaust Museum

**Location:** Washington, DC

**Number of Students:** 45

**Date(s):** February 12, 2025

**Estimated Cost:** \$2800.00 (District Funded)

**Substitute Required**

**EXPLANATION:** This trip offers a life-changing educational experience that fosters empathy, critical thinking, historical knowledge, and a sense of duty to fight injustice and prejudice worldwide.

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**Trip Leader(s):** Reginald Pittman, Javalda Powell, Mikell Taylor, Two Parent Chaperones

**School or Department:** Benjamin Franklin Middle School

**Trip Planned:** Teaneck High School Choral Festival

**Location:** Teaneck, New Jersey

**Number of Students:** 35

**Date(s):** January 23, 2025

**Estimated Cost:** (No cost to the district)

**No Substitute Required**

**EXPLANATION:** Attending a choral festival allows middle school choirs to enhance their musical skills, gain performance experience, and connect with other district vocalists.

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**Trip Leader(s):** Molly Neff, Four Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Teaneck High School Choral Festival

**Location:** Teaneck, New Jersey

**Number of Students:** 42

**Date(s):** January 23, 2025

**Estimated Cost:** (No cost to the district)

**No Substitute Required**

**EXPLANATION:** Attending a choral festival allows middle school choirs to enhance their musical skills, gain performance experience, and connect with other district vocalists.

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**Trip Leader(s):** Valerie Johnson, Lindsay Fisher, Christina Castelbuono, Jennifer Oriolo, Sheena Stanislaus, Spencer Jones, Megan McBryde, Cecilia Chan, 12 Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Liberty Science Center

**Location:** Jersey City, New Jersey

**Number of Students:** 115

**Date(s):** April 9, 2025

**Estimated Cost:** \$2147.50 (Parent Funded)

**Substitute Required**

**EXPLANATION:** Visiting the Liberty Science Center provides 5th graders with hands-on learning experiences that spark curiosity and deepen their understanding of science concepts.

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**FIELD TRIP**


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**Trip Leader(s):** Natasha Green

**School or Department:** Teaneck High School

**Trip Planned:** Ramapo College – Bergen County Equity Think Tank

**Location:** Ramapo, New Jersey

**Number of Students:** 8

**Date(s):** Nov. 13, 2024, Feb. 13, 2025 & April 23, 2025

**Estimated Cost:** (No cost to the district)

**No Substitute Required**

**EXPLANATION:** Members of the Student Council will attend student-led sessions on equity. Attending a workshop on equity helps students develop a deeper understanding of diversity, inclusion, and fairness, fostering a more respectful and inclusive community.

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**Trip Leader(s):** Lindsay Fisher, Jennifer Oriolo, Valerie Johnson, Spencer Jones, Sheena Stanislaus, Megan McBryde, Christina Castelbuno, 12 Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Bronx Zoo

**Location:** Bronx, New York

**Number of Students:** 115

**Date(s):** May 30, 2025

**Estimated Cost:** \$2055.00 (Parent Funded)

**Substitute Required**

**EXPLANATION:** This trip offers educational programs, guided tours, and animal encounters that align with what students are learning in the classroom, allowing them to observe concepts like ecosystems, food chains, and species diversity firsthand.

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**Trip Leader(s):** Amy Yepez, Amanda Zoran, Ashley Alcott, Brielle Feorenzo, Emmanuel Viray, James Pruden, Lisa Rosen, Samantha Laliker, Saah Hali, Ten Parent Chaperones

**School or Department:** Thomas Jefferson Middle School

**Trip Planned:** Teaneck Swim Club

**Location:** Teaneck, New Jersey

**Number of Students:** 145

**Date(s):** June 11, 2025

**Rain Date:** June 13, 2025

**Estimated Cost:** (No cost to the district)

**No Substitute Required**

**EXPLANATION:** This is an annual eighth grade graduation trip.

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**Trip Leader(s):** Danielle Amato, Michelle Doonan

**School/Department:** High School

**Trip Planned:** Life Town

**Destination:** Livingston, NJ

**Date(s):** 3/21/2025

**Estimated Cost:** \$525.00 (District Funded)

**Explanation:** The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

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**Trip Leader(s):** Danielle Amato, Michelle Doonan, Melissa Garrett, Ana Sanchez, Lecuen Severe, and Daniela Vega  
**School/Department:** High School  
**Trip Planned:** Bergen Town Center  
**Destination:** Paramus, NJ  
**Date(s):** 3/28/2025  
**Estimated Cost:** \$275.00 (District Funded)  
**Explanation:** The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

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**Trip Leader(s):** Danielle Amato, Michelle Doonan  
**School/Department:** High School  
**Trip Planned:** American Dream Mall  
**Destination:** Paramus, NJ  
**Date(s):** 4/10/2025  
**Estimated Cost:** \$275.00 (District Funded)  
**Explanation:** The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

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**Trip Leader(s):** Danielle Amato, Michelle Doonan  
**School/Department:** High School  
**Trip Planned:** Stop and Shop  
**Destination:** Teaneck, NJ  
**Date(s):** 1/13, 2/12, 3/18, 4/22, & 5/27 2025  
**Estimated Cost:** No cost to District  
**Explanation:** The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

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**Trip Leader(s):** Michelle Doonan, Danielle Amato  
**School/Department:** High School  
**Trip Planned:** IHOP  
**Destination:** Teaneck, NJ  
**Date(s):** 1/06/2025  
**Estimated Cost:** No cost to District  
**Explanation:** The students in the Autism/MD and Transition classes would participate in structured community outings and activities as part of the curriculum in correlation with IEP driven goals.

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**Trip Leader(s):** James Lagomarsino, Vance Steinberger, and James Belluzzi  
**School/Department:** High School  
**Trip Planned:** BCC Lyndhurst  
**Destination:** Lyndhurst, NJ  
**Date(s):** 1/17/2025  
**Estimated Cost:** \$440.00 (District Funded)  
**Explanation:** The *Heroes and Cool Kids* program supports students in personal development, teamwork, leadership, and positive influence.

**Trip Leader(s):** TS Murphy, Leo Aristimuno

**School/Department:** High School

**Trip Planned:** Ramapo College

**Destination:** Mahwah, NJ

**Date(s):** 3/12/2025

**Estimated Cost:** \$1,035.00 (District Funded)

**Explanation:** Theatre/Film students will analyze, evaluate, and explore a live theatrical production.

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**Fundraising Activities by School**


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School or Department: Benjamin Franklin Middle School

Activity: **Pajama “Festive” Gathering Ticket Sales**

Sponsoring Organization: BFMS Cheer Squad

Name of Sponsors: Latasha Holley-Garcia, Alyssa Jackson, Dana Butler, staff members

Participants: Advisors would sell to BFMS student body.

Date(s): December 19, 2024

Location: BFMS cafeteria

Estimated funds to be raised by this activity: \$250

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used to assist student (with hardships) to purchase uniforms for Cheer.

---

School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Girls’ Tennis

Name of Sponsors: Daniel Olender, staff member

Participants: Girls’ Tennis Team Members would sell to THS students, staff, and player’s families.

Date(s): January 2025 – June 2025

Location: Online

Estimated funds to be raised by this activity: \$500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for supplies, training, and Senior Night activities.

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School or Department: Teaneck High School

Activity: **Teens vs Adults Tennis Tournament**

Sponsoring Organization: Girls’ Tennis

Name of Sponsors: Daniel Olender, staff member

Participants: Girls’ Tennis players would sell to THS students, staff, and player’s families.

Date(s): January 2025 – June 2025

Location: Courtsense, Bogota, NJ

Estimated funds to be raised by this activity: \$500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for supplies, training, and Senior Night activities.

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**Fundraising Activities by School**


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School or Department: Teaneck High School

Activity: **Family Bowling Event**

Sponsoring Organization: Girls' Tennis

Name of Sponsors: Daniel Olender, staff member

Participants: Girls' Tennis players would sell to THS students, staff, and player's families.

Date(s): January 2025 – June 2025

Location: Bowler City, Hackensack, NJ

Estimated funds to be raised by this activity: \$500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for supplies, training, and Senior Night activities.

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School or Department: Teaneck High School

Activity: **Bake Sale**

Sponsoring Organization: Muslim Student Association Club

Name of Sponsors: Adrienne Williams, staff member

Participants: MSA Club members would sell to THS students.

Date(s): December 2024 – June 30, 2024

Location: THS lobby 2<sup>nd</sup> floor at 3:00 pm

Estimated funds to be raised by this activity: \$500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for scholarships, donation to a charity, refreshments for meetings, and supplies.

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School or Department: Teaneck High School

Activity: **SNAP Fundraiser**

Sponsoring Organization: Dance Classes & Dance Ensemble

Name of Sponsors: Adria Warfield, staff member

Participants: THS students would sell to friends, family, and teachers.

Date(s): December 19, 2024 – June 23, 2025

Location: Online

Estimated funds to be raised by this activity: \$1,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for various events throughout the school year.

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**Fundraising Activities by School**


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School or Department: Teaneck High School

Activity: **Activity Fee for Cast and Crew of Fall/Spring Productions**

Sponsoring Organization: Theater Department

Name of Sponsors: Todd Murphy, staff member

Participants: Cast and Crew of Productions

Date(s): December 19, 2024 – March/April 2025

Location: Annually for the Fall (November) and Spring (March/April) theater productions.

Estimated funds to be raised by this activity: \$250 - \$500

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for production cost, t-shirts, costumes, refreshments, and props.

---

School or Department: Teaneck High School

Activity: **Online Merchandise Sale**

Sponsoring Organization: Girls Fencing

Name of Sponsors: Pat Lawrence, coach

Participants: Girls Fencing Team would sell to students and staff

Date(s): December 2024 – June 2025

Location: Stans Sports Center Online

Estimated funds to be raised by this activity: \$200

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for warmups, team dinner, and scholarship.

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School or Department: Teaneck High School

Activity: **SNAP Online Fundraiser**

Sponsoring Organization: Girls Fencing

Name of Sponsors: Pat Lawrence, coach

Participants: Girls Fencing Team would sell to students and staff

Date(s): December 18, 2024 – January 20, 2025

Location: Online

Estimated funds to be raised by this activity: \$4,000

Funds to sponsoring organization 100%

EXPLANATION: Funds would be used for Funds would be used for various events throughout the school year.

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Student ID#	Placement	Tuition	Start Date	1:1 Aide
96117	Bergenfield Board of Education	\$53,380.00	9/5/2024	
96117	Bergenfield Board of Education - ESY 2024	\$2,630.33	7/1/2024	
105631	The Bancroft School	\$102,855.90	7/8/2024	
105206	Ridgefield Board of Education	\$40,394.32	11/11/2024	
102355	Windsor Bergen Academy	\$73,957.86	7/1/2024	
102912	Windsor Bergen Academy	\$73,957.86	7/1/2024	
107854	Sage Alliance - ESY	\$5,860.00	6/24/2024	
102420	Windsor Bergen Academy	\$73,957.86	7/1/2024	
100697	Bergenfield Alternative High School	\$38,285.00	9/19/2024	
106862	Bleshman Day School Board of Education	\$79,920.00	9/5/2024	
100470	BCSS - Evergreen Academy	\$65,817.00	9/5/2024	
	<b>Total</b>	<b>\$611,016.13</b>		

<u>Student ID#</u>	<u>Placement</u>	<u>Discipline/Rate</u>	<u>NOT TO EXCEED</u>
	HILLMAR, LLC.	<p>BILINGUAL: Spanish - speech-language, psychological, educational, social, occupational, BDI evaluation= \$ 675.00 per evaluation;                      Bilingual: Hebrew, Arabic, Mandarin, Cantonese, Hindi/Kannada, Ukrainian, Russia; Korean, Italian; Portuguese, Polish, Turkish, Gujarati and others \$900.00 per evaluation. Note: Bilingual (specialty language) Psychological requiring cognitive with/and adaptive testing = \$1,125.00; Bilingual (specialty languages) educational with/and oral language testing = \$1,125.00                      Monolingual: English- speech-language, psychological, educational, social, occupational, BDI evaluation= \$ 525.00 per evaluation;                      CST Evaluations for the Hearing Impaired- speech-language, psychological, educational and social evaluation= \$675.00 per evaluation;Note: hearing impaired Psychological requiring cognitive with/and adaptive testing = \$900.00; educational with/and oral language testing = \$900.00                      Occupational Therapy Services: \$100.00 per treatment;                      Telepractice Services are also available. Counseling Services: \$95.00 per group session per hour; \$110.00 per individual session per hour;                      Telepractice Services are also available.                      Applied Behavior Services (ABA): Discrete Trial and Therapy: \$ 95.00 per hour                      Professional Development: \$ 145.00 per hour Functional Behavioral Assessments: \$145.00 per hour                      Coordination/Advisory and Oversight: \$145.00 per hour                      Telepractice Services are also available.                      Participation at I.E.P. Meetings: \$150.00 per hour (minimum 1 hour);                      Oral Interpreter (Spanish) at I.E.P. Meeting: \$ 150.00 per hour (minimum 1 hour); Other Specialty Languages: \$175.00 per hour (minimum 1 hour);                      Sign Language Translator: \$ 175.00 per hour (minimum 1 hour);                      Written Translation of Hillmar, LLC child study teams assessments involving bilingual psychological, educational, social and speech-language evaluation impressions and/or results from English to Spanish continue to be available. The fee for this service remains the same at \$35.00 per page. Copies of Test Protocols: \$10.00 per test protocol.                      Speech Therapy Services Rates (Monolingual: English): \$120.00 per 60 min @ a maximum of 5 students in group session or individual sessions. Speech Therapy Services Rates (Bilingual: English): \$140.00 per 60 min @ a maximum of 5 students in group session or individual sessions.</p>	
103352	ESCNJ - Educational Services Commission of NJ	Insructional Services at a rate of \$90.00 per/hour	

## Separation Pay WorkSheet - December 18, 2024 Regular BOE Meeting

<b>Name of Employee: Derrick Shepherd - MAIN</b>				
Separation Date: 10/01/2024 / 36 Years				
Date of Hire: 08/15/1988				
Category Date: N/A				
<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Vacation	\$79,439.00	\$305.53	30	\$9,166.04
Sick Leave	-	\$60.00	399.5	\$23,970.00
			<b>Payment</b>	<b>\$33,136.04</b>

<b>Name of Employee: Moses Poyser - MAIN</b>				
Separation Date: 10/31/2024 / 6 Years				
Date of Hire: 05/10/2018				
Category Date: N/A				
<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Vacation	\$44,407.00	\$170.80	27	\$4,611.50
			<b>Payment</b>	<b>\$4,611.50</b>

<b>Name of Employee: Henson Ince - MAIN</b>				
Separation Date: 09/01/2024 / 16 Years				
Date of Hire: 09/04/2007				
Category Date: N/A				

<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Vacation	\$74,909.00	\$288.11	18	\$5,186.01
Sick Leave	-	\$60.00	85.5	\$5,130.00
			<b>Payment</b>	<b>\$10,316.01</b>

<b>Name of Employee: Milton Dobson - MAIN</b>				
Separation Date: 09/01/2024				
Date of Hire: 10/15/1992				
Category Date: N/A				
<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Vacation	\$79,439.00	\$305.53	30	\$9,166.04
Sick Leave Balance	-	\$60.00	319.5	\$19,170.00
			<b>Payment</b>	<b>\$28,336.04</b>

<b>Name of Employee: Danielle Lawlor TEACH</b>				
Separation Date: 09/19/2024				
Date of Hire: 09/01/2011				
Category Date: N/A				
<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem Rate</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Sick Leave Balance	-	\$59.00	46.5	\$2,743.50
			<b>Payment</b>	<b>\$2,743.50</b>

<b>Name of Employee: Melvin Jefferson - MAIN</b>				
Separation Date: 10/01/2024 / 22 Years				
Date of Hire: 01/02/2002				
Category Date: N/A				
<u>Eligible PTO for 2024-2025 SY</u>	<u>Annual</u>	<u>Per Diem</u>	<u>Balance of Days Earned</u>	<u>Total Amount</u>
Vacation	\$78,556.00	\$302.14	24	\$7,251.32
Sick Leave Balance	-	\$60.00	53.5	\$3,210.00
			<b>Payment</b>	<b>\$10,461.32</b>