

## **ORDER OF BUSINESS FOR JULY 15, 2014 PUBLIC MEETING**

District policy states that anyone wishing to speak on an agenda item prior to its vote by the full Board will have an opportunity to do so without prior notice.

CALL TO ORDER

PLEDGE OF ALLEGIANCE

OPEN PUBLIC MEETING ACT STATEMENT

“Adequate notice of this meeting was provided as specified in the Open Meeting Act. Notices of this Meeting were sent to The RECORD, RIDGEWOOD NEWS, and to the Midland Park Borough Clerk for the 2014 elective year. A notice was also posted inside the office of the Midland Park Board of Education in a place reserved for such announcements. The Board announces that under its long-standing policy, it will not discuss in public any comments made by members of the public concerning individual staff members. In addition, all questions must be presented to the Board of Education during the public session and prior to the adjournment of the meeting.”

ROLL CALL

BOARD SECRETARY’S REPORT

PRESIDENT’S REPORT

### **Mission Statement**

**The Midland Park School District as part of a strong, dedicated community, provides students with a comprehensive, adaptive education in a positive environment by maximizing all resources and empowering them to realize their individual worth and responsibility with the expectation that all students achieve the New Jersey Core Curriculum Content Standards at all grade levels.**

## SUPERINTENDENT'S REPORT

Presentation on "The Share & Grow Learning Partnership" between the Midland Park and Waldwick School Districts.

Approve the following resolutions:

- a. BE IT RESOLVED that the Board hereby affirms the Superintendent's decision in HIB Investigation No. 052114215 for the reasons set forth in the Superintendent's Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board's decision to the affected students' parents forthwith.
- b. BE IT RESOLVED that the Board hereby affirms the Superintendent's decision in HIB Investigation No. 052114341 for the reasons set forth in the Superintendent's Report to the Board and directs the Board Secretary/School Business Administrator to transmit a copy of the Board's decision to the affected students' parents forthwith.

### Open to the Public:

To discuss action items on the Agenda.

## BOARD MOTIONS

1. Approve the minutes of the following regularly scheduled public meetings:

June 3, 2014  
June 17, 2014

### A. Personnel – (M. Cirasella)

Board resolutions related to hiring for the 2014-2015 school year will be on an emergency basis, pursuant to N.J.S.A. 18A:6-7.1, N.J.S.A. 18A:39-17 and/or N.J.S.A. 18A:6-4.13, as applicable.

1. Accept the resignation of Caline Treger as a French teacher in the Highland School, effective retroactive to June 30, 2014.
2. Approve the appointment of Eileen Ietto, Speech and Language Specialist to provide Extended School Year Services during the summer months for one special education student. She will be paid as per Schedule D of the MPEA contract (pending completion of negotiations) not to exceed eight hours.
3. Approve the appointment of Loreto Angulo-Pizarro as a home instructor for an elementary school special education student, effective retroactive from June 16, 2014 through June 24, 2014. She will be paid as per Schedule D of the MPEA contract (pending completion of negotiations) not to exceed 10 hours per week.

4. Approve the employment contract for Stacy Garvey, School Business Administrator, for the 2014-2015 school year, pending approval by the County Superintendent of Schools, which is attached as an appendix: A-4
  
5. Approve the employment contracts for the following individual staff members for the 2014-2015 school year, which are attached as appendices:
  - a. Eurico Antunes, District Technology & Data Coordinator A-5a
  - b. Scott Collins, Buildings & Grounds Supervisor A-5b
  - c. Ristem Sela, Computer Technician A-5c
  
6. Approve a transfer for Principal Danielle Bache from the Highland School to the Godwin School, effective August 11, 2014 through June 30, 2015.
  
7. Approve the appointment of Peter Galasso as Principal at Highland School. He will be paid a salary of \$110,000 prorated, effective August 11, 2014 through June 30, 2015.
  
8. Approve the appointment of Kira Harder as a School Psychologist for the district. She will be placed on MA +30 Step 1 on the MPEA salary (pending completion of negotiations), effective September 1, 2014 through June 30, 2015.
  
9. Approve the appointment of Tarra Lawlor as the ELL Instructor at the high school for the 2014-2015 school year. She will be paid as per the MPEA contract for three days per week, 30 minutes per day.
  
10. Approve the additions to the list of Fall Coaches at the high school for the 2014-2015 school year, which are attached as an appendix. A-10
  
11. Approve the appointment of the following substitute Bus Aides, effective retroactive from July 14, 2014 through August 30, 2014:
 

Alberta Dykstra  
Patrick Weaver  
Tyler Vassallo
  
12. Approve the appointment of Kaitlyn Mastrofilippo as a substitute maternity leave replacement for Kathrine Kuperus. She will be paid at the approved substitute rate of pay, effective September 1, 2014 through October 31, 2014.
  
13. Approve the appointment of Denise Connelly as a substitute Aide for the Midland Park Continuing Education After School Child Care program for the 2014-2015 school year on an as needed basis.
  
14. Approve the appointment of Fiona Keenan as an Aide for the Midland Park Continuing Education After School Child Care program, effective September 1, 2014 through June 30, 2015.

B. Finance Committee – (R. Schiffer, Chairperson)

1. Approve the following block motion:
  - a. June 2014 Midland Park Continuing Education claims in the amount of \$147,438.62.
  - b. June 2014 cafeteria claims in the amount of \$28,220.10.
  - c. June 2014 supplemental claims in the amount of \$206,413.14.
  - d. July 2014 claims in the amount of \$311,541.03.
2. Approve the June 2014 direct pays in the amount of \$153,541.01.
3. Approve the following block motion:
  - a. Second June 2014 payroll in the amount of \$542,552.43.
  - b. Supplemental June 2014 payroll in the amount of \$58,082.24.
  - c. First July 2014 payroll in the amount of \$85,845.03.
4. Approve the purchasing through the National Intergovernmental Purchasing Alliance (NIPA).
5. Approve purchasing through the following New Jersey State Contracts:

Apple Computer, Inc.	70259
Grainger	79875
Hewlett Packard Co.	70262
Home Depot	83930
TD Equipment Finance	85098
Tequipment Inc.	80992
Verizon Wireless	82583
6. Approve the decommissioning of the following items:
  - a. Pottery Wheel inventory #1907 in Art room 40 at the high school, which is no longer functioning
  - b. SMART TABLE ST230i inventory #2797 in room 9 at the Godwin School, which is damaged and irreparable

C. Curriculum Committee – (S. Criscenzo, Chairperson)

1. Approve the District Organizational Chart for the 2014-2015 school year, which is attached as an appendix.

2. Approve the recommendation of the Director of Special Services for the placement of one elementary school student on home instruction, effective retroactive from June 13, 2014 through approximately July 25, 2014.
3. Approve the submission to the New Jersey Department of Education the “Individuals with Disabilities Act, Part B (IDEA-B) Combined Basic and Preschool Flow-Through Grant Application FY 2015, as follows:

Basic                \$245,508  
Preschool        \$ 20,538

4. Approve the following staff members requesting workshop attendance:

Name	Workshop	Location	Cost	Date
Michael Gaccione	NJSIAA/DAANJ Athletic Directors Course	Robbinsville, NJ	\$193.00	Aug. 20, 2014
Stacy Garvey	ASBO International Annual Conference	Kissimmee, FL	\$2,800	Sept. 18-23, 2014
Danielle Bache Nicholas Capuano Marie Cirasella June Chang Peter Galasso	Education in an Age of Disruptive Innovation: Achieving Essential 21 <sup>st</sup> Century Fluencies	Mahwah, NJ	\$183.96 \$183.96 \$183.96 \$183.96 \$183.96	Oct. 10, 2014
Teresa Mallon	NJ Science Teachers Association – Simmons Summer Scholar	Princeton, NJ	\$89.57	Oct. 14 & 15, 2014
Maureen Kelley	NJ Association of School Librarians Fall Conference	Long Branch, NJ	\$130.76	Oct. 27, 2014

5. Approve all courses and related instructors programs and trips, which are included in the Fall 2014 brochure of the Midland Park Continuing Education program (copy available for public review in the Board of Education office).

D. Policy Committee – (T. Thomas, Chairperson)

1. Approve the first reading of the following new and revised policies, as per the attached appendices:
  - a. Victim of Domestic or Sexual Violence Leave (new) M                      Policy Section 1581                      D-1a
  - b. Employment of Teaching Staff Members (revised) M                      Policy Section 3125                      D-1b
  - c. Professional Development for Teachers and School Leaders (revised) M                      Policy Section 3240                      D-1c
  - d. Employment of Support Staff Members (revised) M                      Policy Section 4125                      D-1d

- E. Legislative Committee – (J. Canellas, Chairperson)
  
- F. Buildings & Grounds Committee – (R. Formicola, Chairperson)
  
- G. Negotiations Committee - (B. McCourt, Chairperson)
  
- H. Public Relations Committee – (P. Triolo, Chairperson)
  
- I. Liaison Committee
  - High School PTA - (S. Criscenzo)
  
  - Elementary School PTA- (P. Triolo)
  
  - Booster Club – (T. Thomas)
  
  - Performing Arts Parents – (J. Canellas)
  
  - Special Education – (M. Thomas)
  
  - Education Foundation – (R. Formicola)
  
  - Board of Recreation – (B. McCourt)
  
  - Continuing Education Program – (R. Schiffer)
  
  - Student Representative to the Board – (Brian Mulligan)

Borough Town Council – (M. Thomas & J. Canellas)

Ad Hoc – (W. Sullivan)

J. Old Business

K. New Business

Motion to go into closed session before the meeting of August 7, 2014, for the purpose of personnel, negotiations and confidential student and association matters.

Open to the Public

Motion to Adjourn

July 15, 2014

MIDLAND PARK HIGH SCHOOL  
COACHING STAFF 2014-2015**SPRING APPOINTMENTS**

<u>Position</u>	<u>Coach</u>	<u>Stipend</u>
Volleyball Head Coach	Katie Moquete	\$5,177
Volleyball Assistant Coach	Carolyn Asch	\$3,837
Volleyball Assistant Coach	Kristy Victory	\$3,837
7/8 Grade Volleyball	Jay Esposito	\$2,470
Associate Head Cheerleading Coach (Fall)	Brittany DeCotiis	\$2,452
Associate Head Cheerleading Coach (Winter)	Brittany DeCotiis	\$2,452



Starting date 6/1/2014

Ending date 6/30/2014

Text 6/30/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
005168	06/03/14		5240	DeCamp Bus Lines	\$1,095.00
005169	06/03/14		7778	DIAMOND TOURS INC.	\$240.00
005170	06/03/14		3597	FRANK KOVATS INC	\$249.00
005171	06/03/14		8226	GLEN ROCK COMMUNITY SCHOOL	\$3,234.26
005172	06/03/14		1696	PLUNKETT;JOHN	\$2,670.00
005173	06/03/14		0290	VERIZON WIRELESS	\$64.38
005174	06/03/14		0214	WHITE STAR TOURS	\$200.00
005175	06/03/14		1954	MIDLAND PARK BOARD OF ED.	\$30,992.78
005176	06/04/14		1589	ALICE AUSTEN HOUSE	\$145.00
005177	06/04/14		1689	JACQUES MARCHAIS MUSEUM OF TIBETAN ART	\$156.00
005178	06/04/14		0790	KARLS KLIPPER	\$536.25
005179	06/04/14	06/06/14	1977	SNUG HARBOR	\$0.00
005180	06/06/14		1977	SNUG HARBOR	\$100.00
005181	06/06/14		2136	MADISON SQUARE GARDEN ENTERTAINMENT	\$2,720.00
005182	06/06/14		3274	WAGNER TOURS, INC.	\$1,625.00
005183	06/11/14		0338	BERGEN COUNTY SPECIAL SERVICES	\$13,200.00
005184	06/11/14		7972	CINQUINA;JUDITH	\$560.00
005185	06/11/14		5240	DeCamp Bus Lines	\$1,997.00
005186	06/11/14		0140	MOLTISANTI;AMANDA	\$210.00
005187	06/11/14		1454	SCARSO;MELINDA	\$100.00
005188	06/11/14		1725	VANE;LORRAINE	\$158.00
005189	06/11/14		1954	MIDLAND PARK BOARD OF ED.	\$114.79
005190	06/11/14		5138	FRANCOLINO;JOANN	\$145.00
005191	06/11/14		8226	GLEN ROCK COMMUNITY SCHOOL	\$3,789.28
005192	06/11/14		2659	RAMSEY ADULT SCHOOL	\$1,025.89
005193	06/17/14		5777	ANTONUCCI;THOMAS	\$45.00
005194	06/17/14		1584	EDUCATION TO GO	\$134.50
005195	06/17/14		4279	Flotilla 10-13	\$660.00
005196	06/17/14		5597	SKOGLUND;KAREN	\$375.00
005197	06/17/14		5770	SWAN;DENISE	\$472.50
005198	06/17/14		0067	WENDY SUSAN RICHMOND LLC	\$170.00
005199	06/17/14		2588	BITE OF THE APPLE WALKING TOURS	\$20,874.00
005200	06/19/14		1730	KEANE;SHEILA	\$11.00
005201	06/20/14		1665	NCMA	\$526.00
005202	06/20/14		1697	SANDS POINT PRESERVE	\$480.00
005203	06/20/14		1697	SANDS POINT PRESERVE	\$240.00
005204	06/24/14		1243	GOMEZ; JOYCE	\$211.04
005205	06/27/14		2588	BITE OF THE APPLE WALKING TOURS	\$3,021.00

Check Journal  
Rec and Unrec checks

Midland Park School District  
Hand and Machine checks

Page 2 of 2  
07/02/14 11:52

Starting date 6/1/2014

Ending date 6/30/2014

Text 6/30/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
005206	06/27/14		5240	DeCamp Bus Lines	\$689.00
005207	06/27/14		1954	MIDLAND PARK BOARD OF ED.	\$54,045.14
005208	06/27/14		8825	STAPLES CREDIT PLAN	\$66.19
005210	06/30/14		1954	MIDLAND PARK BOARD OF ED.	\$26.24
005212	06/30/14		0290	VERIZON WIRELESS	\$64.38

Fund Totals
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13 SPECIAL SCHOOLS

\$147,438.62

Total for all checks listed

\$147,438.62

Prepared and submitted by:

  
Board Secretary

7/8/14  
Date

## Check Journal

Midland Park School District

Page 1 of 1

Rec and Unrec checks

Hand checks

07/10/14 11:30

Starting date 6/1/2014

Ending date 6/30/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
001940 H	06/02/14		4298	POMPTONIAN	\$5,442.00
460048	06/02/14			WEEK ENDING 5/23/2014	\$5,442.00
001941 H	06/09/14		4298	POMPTONIAN	\$9,301.78
460049	06/09/14			WEEK ENDING 5/30/2014	\$9,301.78
001942 H	06/26/14		4298	POMPTONIAN	\$13,476.32
460051	06/13/14			WEEK ENDING 6/13/2014	\$13,476.32

Fund Totals
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60 ENTERPRISE FUND

\$28,220.10

Total for all checks listed

\$28,220.10

Prepared and submitted by:

  
Board Secretary7/10/14  
Date

Starting date 6/20/2014      Ending date 6/20/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017182	06/20/14		0036	ACCURATE SECURITY CO. OF RAMSEY, INC	\$6.75
401347	01/31/14			KEYS FOR HIGHLAND PROJECT	\$6.75
017183	06/20/14		0420	AMAZON	\$784.35
401671	05/08/14			Edge Trim laptopCart;EAntunes	\$57.25
401683	05/09/14			Laptop Keyboard;EAntunes	\$29.10
401713	05/16/14			microphone;Chang	\$698.00
017184	06/20/14		1671	AMERICAN FLOOR MATS	\$3,326.78
401707	05/07/14			Mats; M. Gaccione	\$3,326.78
017185	06/20/14		0146	AMERIFLEX	\$78.75
400006	07/02/13			FLEXIBLE SPENDING	\$78.75
017186	06/20/14		1574	AMZER/MOFTWARE, INC.	\$107.74
401400	02/24/14			;M Murphy	\$107.74
017187	06/20/14		0167	APPLE , INC.	\$11,560.00
401784	06/06/14			Supplies;Gouraiqe	\$11,560.00
017188	06/20/14		0017	ASCD	\$75.00
401609	04/23/14			license;Chang	\$75.00
017189	06/20/14		0205	ATLANTIC TOMORROWS OFFICE	\$482.50
401768	06/03/14			Supplies; B. Rasmussen	\$482.50
017190	06/20/14		5504	BACHE;DANIELLE	\$1,627.50
401073	12/04/13			TUITION REIMBURSEMENT	\$1,627.50
017191	06/20/14		0339	BERGEN COUNTY SPECIAL SERVICES	\$40,495.66
400536	08/01/13			Services;Gouraiqe	\$30,063.10
400966	11/05/13			CH 192/193	\$10,432.56
017192	06/20/14		1690	BOROUGH OF HO-HO-KUS	\$2,005.28
401724	05/22/14			FUEL	\$2,005.28
017193	06/20/14		0672	CINTAS CORPORATION	\$153.12
400261	07/02/13			MOP PROGRAM	\$153.12
017194	06/20/14		0753	COTTRELL GRAPHICS, L.L.C.	\$82.00
401696	04/23/14			Books;Gouraiqe	\$82.00
017195	06/20/14		0622	DCRP	\$108.09
400007	07/02/13			DCRP	\$108.09
017196	06/20/14		2296	DEER PARK SPRING WATER CO.	\$180.37
400262	07/02/13			WATER,COFFEE	\$180.37
017197	06/20/14		1533	ENGLEWOOD PUBLIC SCHOOL DISTRICT	\$176.80
400968	11/05/13			Transportation	\$176.80
017198	06/20/14		1058	FERULLO; ROSEMARY	\$1,833.00
401075	12/04/13			TUITION REIMURSEMENT #1	\$1,833.00
017199	06/20/14		6821	GARVEY;STACY	\$680.88
401823	06/18/14			CONFERENCE REIMBURSEMENT	\$553.00
401825	06/19/14			TRAVEL REIMBURSEMENT	\$127.88
017200	06/20/14		1654	KUNIS PIANO MOVING	\$350.00
400915	10/24/13			Piano Moving; D. Halliwell	\$175.00

Rec and Unrec checks Machine checks

06/20/14 10:33

Starting date 6/20/2014 Ending date 6/20/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017200	06/20/14		1654	KUNIS PIANO MOVING	\$350.00
	400916	10/24/13		Piano Moving; D. Halliwell	\$175.00
017201	06/20/14		1255	KUPERUS; KATHERINE	\$1,499.55
	401396	02/20/14		TUITION REIMBURSEMENT #1	\$1,499.55
017202	06/20/14		1951	M P LUNCH PROGRAM	\$7,499.88
	401826	06/19/14		MAY STATE RECEIPTS	\$7,499.88
017203	06/20/14		1910	MCNERNEY; LISA	\$1,627.50
	401074	12/04/13		TUITION REIMBURSEMENT #1	\$1,627.50
017204	06/20/14		2178	NJMVC	\$150.00
	401812	06/16/14		INSPECTION OF BUSES	\$150.00
017205	06/20/14		2347	PASCACK VALLEY REGIONAL HS DISTRICT	\$150.00
	401718	05/21/14		Workshop;Parent	\$150.00
017206	06/20/14		2425	PITNEY BOWES,INC	\$42.00
	400265	07/02/13		HIGHLAND METER LEASE	\$42.00
017207	06/20/14		0637	PRIME TIME GROUP, LLC	\$4,970.00
	401792	05/23/14		;M. Gaccione	\$1,000.00
	401793	05/23/14		wrestling singlet;M. Gaccione	\$1,020.00
	401794	05/23/14		;M. Gaccione	\$1,000.00
	401795	06/04/14		Supplies; M. Gaccione	\$900.00
	401796	06/04/14		Supplies; M. Gaccione	\$1,050.00
017208	06/20/14		2485	PROFESSIONAL EDUCATION SERVICES,INC	\$1,360.38
	401704	05/15/14		HomeInstruction;Gouraiqe	\$1,360.38
017209	06/20/14		2535	R & R TRUCK MAINTENANCE, INC.	\$110.00
	401798	06/10/14		SERVICE CHEVY	\$110.00
017210	06/20/14		3205	REGION I - MAHWAH BOARD OF EDUCATION	\$27,562.00
	400264	07/02/13		TRANSPORTATION	\$27,562.00
017211	06/20/14		5313	SOCCOL; JUSTIN	\$1,627.50
	401474	03/17/14		TUITION REIMBURSEMENT #1	\$1,627.50
017212	06/20/14		2736	SPECTRUM DIVERSITY,LLC	\$1,400.00
	401581	04/17/14		Spring 2014 Student Survey	\$1,400.00
017213	06/20/14		5158	SUCCESS ADVERTISING INC.	\$495.30
	401824	06/18/14		want ad	\$495.30
017214	06/20/14		3060	TELE-MEASUREMENTS, INC.	\$5,020.00
	401751	05/29/14		PROJECTOR - HIGH SCHOOL	\$5,020.00
017215	06/20/14		3123	TRAITZ; GAIL	\$1,627.50
	401819	06/17/14		TUITION REIMBURSEMENT #1	\$1,627.50
017216	06/20/14		3237	VERIZON	\$39.08
	400270	07/02/13		PHONE SERVICE	\$39.08
017217	06/20/14		3348	WHOLESALE PHOTO SUPPLY	\$239.90
	401635	04/29/14		picture frames and mats	\$239.90
017218	06/20/14		1442	WINTERS;MICHAEL	\$1,395.00
	401174	01/07/14		TUITTION REIMBURSEMENT #1	\$1,395.00

Check Journal  
Rec and Unrec checks

Midland Park School District  
Machine checks

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06/20/14 10:33

Starting date 6/20/2014 Ending date 6/20/2014

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Fund Totals	
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11	GENERAL CURRENT EXPENSE	\$89,372.50
12	CAPITAL OUTLAY	\$5,020.00
20	SPECIAL REVENUE FUNDS	\$26,537.66
	Total for all checks listed	\$120,930.16

Prepared and submitted by:

  
Board Secretary

6/20/14  
Date

Starting date 6/26/2014      Ending date 6/26/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017219	06/26/14		0036	ACCURATE SECURITY CO. OF RAMSEY,INC	\$13.96
401820	06/17/14			KEYS FOR HIGH SCHOOL	\$13.96
017220	06/26/14		1728	AMERICAN PAPER & SUPPLY COMPANY	\$47.00
401799	06/10/14			VACCUUM PARTS	\$47.00
017221	06/26/14		1536	ARLOTTA;JOHN	\$1,500.00
401013	11/18/13			MENTOR	\$1,500.00
017222	06/26/14		0205	ATLANTIC TOMORROWS OFFICE	\$7,833.73
400258	07/02/13			DISTRICT COPIERS MAINTENANCE	\$7,833.73
017223	06/26/14		0249	BAND SHOPPE	\$1,062.40
401628	04/28/14			Parade; D. Marks	\$1,062.40
017224	06/26/14		0401	BOGERTMAN; WILLEMKE	\$464.20
400810	10/07/13			Non-Public Nursing Services	\$464.20
017225	06/26/14		1450	BONNIE BRAE	\$6,210.00
400850	10/10/13			EdTuition;Gouraige	\$6,210.00
017226	06/26/14		0561	CDW GOVERNMENT	\$113.27
401714	05/16/14			Drum; C. Treta	\$113.27
017227	06/26/14		0672	CINTAS CORPORATION	\$161.94
400261	07/02/13			MOP PROGRAM	\$161.94
017228	06/26/14		0717	CONNORS; DEBORAH	\$640.00
400533	07/31/13			HomeTherapist;Gouraige	\$640.00
017229	06/26/14		0795	CYRAN; MARILYNN	\$400.00
400663	08/01/13			Therapist;Gouraige	\$400.00
017230	06/26/14		1752	DIRECT ENERGY BUSINESS	\$263.53
401844	05/22/14			GAS MAY & JUNE	\$263.53
017231	06/26/14		0931	ECLC OF NJ	\$1,933.18
401616	04/22/14			Tuition & Extrordinary	\$1,933.18
017232	06/26/14		1656	EDUCATORS SOFTWARE SOLUTIONS	\$2,500.00
401769	06/04/14			training;Chang	\$2,500.00
017233	06/26/14		1058	FERULLO; ROSEMARY	\$2,972.80
401077	12/04/13			TUITION REIMBURSEMENT #2	\$1,833.00
401205	01/14/14			TUITION REIMBURSEMENT #3	\$1,139.80
017234	06/26/14		1067	FINK; JOY HOLLANDER	\$950.00
400534	08/01/13			Therapist;Gouraige	\$950.00
017235	06/26/14		1722	GIBSON;KRISTINE	\$1,744.00
401762	06/02/14			Training;Bache	\$1,744.00
017236	06/26/14		1428	HOME DEPOT	\$47.41
401816	06/17/14			HS MENS ROOM	\$47.41
017237	06/26/14		1565	JOSTEN'S INC.	\$707.50
401797	06/09/14			Diplomas	\$707.50
017238	06/26/14		1910	MCNERNEY; LISA	\$2,639.21
401109	12/12/13			TUITION REIMBURSEMENT #2	\$1,627.50
401738	05/27/14			TUITION REIMBURSEMENT #3	\$1,011.71

Starting date 6/26/2014      Ending date 6/26/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017239	06/26/14		1713	PRESENTATION SYSTEMS, INC.	\$4,900.00
401766	05/29/14			POSTER PRINTER;BACHE	\$4,900.00
017240	06/26/14		2511	PSE& G CO.	\$249.75
400272	07/02/13			UTILITIES	\$249.75
017241	06/26/14		2535	R & R TRUCK MAINTENANCE, INC.	\$1,400.28
401813	04/01/14			SVC 2001 FORD PICKUP	\$1,400.28
017242	06/26/14		2553	RAMAPO TREE & SHRUB CARE, L.L.C.	\$500.00
401821	06/18/14			REMOVE HEMLOCK HIGH SCHOOL	\$500.00
017243	06/26/14		2596	RENSHAW; FRANCES	\$4,600.00
400611	08/01/13			Consultant;Gouraige	\$4,600.00
017244	06/26/14		2605	RICKARD REHABILITATION SERVICES, INC	\$1,755.00
400535	08/01/13			OTServices;Gouraige	\$1,755.00
017245	06/26/14		0286	SCHOOL SPECIALTY	\$1,064.35
401697	05/14/14			chairs; n. capuano	\$1,064.35
017246	06/26/14		0287	SCHOOL SPECIALTY	\$126.04
401732	05/27/14			Supplies;Gouragle	\$14.37
401786	06/06/14			Supplies;Victory	\$111.67
017247	06/26/14		0185	SCHUPNER; LARRY	\$3,888.00
401267	01/23/14			TUITION REIMBURSEMENT #1	\$1,944.00
401397	02/20/14			TUITION REIMBURSEMENT #2	\$1,944.00
017248	06/26/14		2805	SHARP SHOP	\$31.03
401814	06/17/14			CHAIN, FUEL FILTER	\$31.03
017251	06/26/14		2841	SIR SPEEDY PRINTING	\$500.00
401811	06/13/14			Literary Magazine; J. Ferriday	\$500.00
017252	06/26/14		5313	SOCCOL; JUSTIN	\$1,627.50
401475	03/17/14			TUITION REIMBURSEMENT #2	\$1,627.50
017253	06/26/14		3133	TRI DIM FILTER CORP	\$138.70
401763	06/02/14			AC FILTERS FOR HIGHLAND	\$138.70
017254	06/26/14		3237	VERIZON	\$194.50
400270	07/02/13			PHONE SERVICE	\$194.50
017255	06/26/14		3330	WEST BERGEN MENTAL HEALTHCARE INC	\$175.00
401809	06/12/14			School Clearance	\$175.00
017256	06/26/14		1442	WINTERS; MICHAEL	\$2,262.44
401429	03/04/14			TUITION REIMBURSEMENT #2	\$1,395.00
401739	05/27/14			TUITION REIMBURSEMENT #3	\$867.44



Starting date 6/26/2014

Ending date 6/26/2014

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Fund Totals		
11	GENERAL CURRENT EXPENSE	\$48,662.28
12	CAPITAL OUTLAY	\$4,900.00
13	SPECIAL SCHOOLS	\$26.24
20	SPECIAL REVENUE FUNDS	\$2,028.20
Total for all checks listed		\$55,616.72

Prepared and submitted by:

  
Board Secretary7/8/14  
Date

Starting date 6/27/2014      Ending date 6/27/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017257	06/27/14		0036	ACCURATE SECURITY CO. OF RAMSEY,INC	\$309.04
401859	06/24/14			KEY RINGS,PLATE,KEYS	\$309.04
017258	06/27/14		0082	ALEXANDER HAY GREENHOUSE, INC.	\$570.50
401835	06/20/14			Flowers for graduation	\$570.50
017259	06/27/14		0097	ALNOR; TERRY LOU	\$100.00
401830	06/19/14			Accompanist; D. Halliwell	\$100.00
017260	06/27/14		0418	BOROUGH OF MIDLAND PARK	\$436.98
401864	06/24/14			Police Services; N. Capuano	\$436.98
017261	06/27/14		1171	CHANG;JUNE	\$300.39
401827	06/10/14			mileage reimb; Chang	\$300.39
017262	06/27/14		0622	DCRP	\$110.81
400007	07/02/13			DCRP	\$110.81
017263	06/27/14		7260	FAIRWAY ESTATE GARDEN CENTER	\$245.81
401834	06/19/14			FLOWERS HIGH SCHOOL	\$245.81
017264	06/27/14		0862	FDR HITCHES	\$5,092.00
401752	05/29/14			DUMP INSERT;COLLINS	\$5,092.00
017265	06/27/14		4385	GOURAIGE; CHRISTINA MARINARO	\$372.50
401222	01/14/14			TUITION REIMBURSEMENT #2	\$372.50
017266	06/27/14		1400	HIGH POINT SCHOOL OF BERGEN COUNTY	\$1,719.00
401866	06/27/14			2012-2013 AUDIT ADJ	\$1,719.00
017267	06/27/14		1429	HOME HARDWARE & SUPPLY	\$932.97
401862	06/26/14			JUNE MAINTENANCE SUPPLIES	\$932.97
017268	06/27/14		1440	HORIZON TERMITE & PEST CONTROL CORP	\$243.00
400263	07/02/13			PEST SERVICE	\$243.00
017269	06/27/14		1527	JACOBSEN LANDSCAPE IRRIGATION	\$2,265.04
401845	06/26/14			SPRINKLER START UP	\$2,265.04
017270	06/27/14		1652	KUIKEN BROS. CO.	\$181.84
401599	04/24/14				\$99.92
401817	06/17/14			PLYWOOD FOR HS	\$81.92
017271	06/27/14		1951	M P LUNCH PROGRAM	\$204.00
401836	06/23/14			8th Grade Celebration	\$75.00
401849	06/23/14			Cookies-sports Awards	\$129.00
017272	06/27/14		1744	MARTINEZ;MEGHAN	\$89.80
401855	06/26/14			reimbursemen/Martinez	\$89.80
017273	06/27/14		1950	MIDLAND AUTO PARTS	\$56.95
401815	06/17/14			DEGREASER	\$56.95
017274	06/27/14		1066	MURPHY; MATTHEW	\$72.62
401851	06/26/14			reimbursement character ed	\$72.62
017275	06/27/14		2422	PINNACLE PRESS, INC.	\$2,280.00
401828	06/18/14			Certificate Holders; N. Stewar	\$900.00
401829	06/18/14			Senior Awards Dinner Program	\$665.00
401840	06/26/14			Graduation Program	\$715.00

Check Journal  
Rec and Unrec checks

Midland Park School District  
Machine checks

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Starting date 6/27/2014 Ending date 6/27/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017276	06/27/14		2426	PITNEY BOWES	\$180.00
400266	07/02/13			BOE METER RENTAL	\$180.00
017277	06/27/14		2433	PLAQUES & SUCH	\$1,025.93
401847	06/19/14			awards	\$440.63
401848	06/19/14			senior awards	\$585.30
017278	06/27/14		2485	PROFESSIONAL EDUCATION SERVICES,INC	\$2,057.16
401854	06/27/14			Bedside;Gouraige	\$2,057.16
017279	06/27/14		2535	R & R TRUCK MAINTENANCE, INC.	\$1,363.08
401861	06/19/14			BUS REPAIR	\$1,363.08
017280	06/27/14		1222	RIOS; AUREA T.	\$1,000.00
400369	07/02/13			MENTOR;CHANG	\$1,000.00
017281	06/27/14		1750	SEAVERS;EDWARD	\$290.00
401841	06/27/14			PRESCHOOL DEPOSIT REFUND	\$290.00
017282	06/27/14		2787	SELA; RISTEM	\$84.63
401865	06/27/14			Mileage Reimbursement	\$84.63
017283	06/27/14		6558	STAPLES ADVANTAGE	\$102.14
401698	05/14/14			Supplies; B. Rasmussen	\$102.14
017284	06/27/14		2168	STATE OF NEW JERSEY	\$580.50
401868	06/26/14			CATASTROPHIC ILLNESS ASSESSMEN	\$580.50
017285	06/27/14		2947	STEEL; CAROLE J.	\$85.34
401837	06/24/14			workshop;Steel	\$85.34
017286	06/27/14		5158	SUCCESS ADVERTISING INC.	\$878.87
401852	06/27/14			want ads	\$878.87
017287	06/27/14		3011	SYSTEMS ELECTRONIC,INC.	\$1,418.65
401858	06/20/14			SERVICE CALLS	\$1,418.65
017288	06/27/14		3133	TRI DIM FILTER CORP	\$881.76
401818	06/17/14			FILTERS FOR SCHOOLS	\$496.66
401860	06/24/14			FILTERS	\$385.10
017289	06/27/14		2450	UNITED STATES POSTAL SERVICE	\$1,800.00
401863	06/27/14			Postage for Board of Education	\$1,800.00
017290	06/27/14		3175	UNIVERSAL SUPPLY GROUP	\$97.32
401833	06/19/14			THERMOSTAT FOR HIGHLAND	\$97.32
017291	06/27/14		3239	VERIZON WIRELESS	\$760.05
400271	07/02/13			CELLPHONES	\$760.05
017292	06/27/14		8373	WASTE MANAGEMENT OF NEW JERSEY,INC.	\$1,282.00
400269	07/02/13			TRASH/RECYCLING	\$1,282.00
017293	06/27/14		3351	WIDA CONSORTIUM ACCOUNT	\$216.00
401856	06/19/14			Supplies;Gouraige	\$216.00
017294	06/27/14		3439	ZARPAYLIC; PATRICIA	\$179.58
401850	06/26/14			reimbursement prek	\$179.58

Starting date 6/27/2014


Ending date 6/27/2014

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Fund Totals	
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11	GENERAL CURRENT EXPENSE	\$24,774.26
12	CAPITAL OUTLAY	\$5,092.00
	Total for all checks listed	\$29,866.26

Prepared and submitted by:

  
Board Secretary

7/10/14  
Date

Starting date 7/15/2014      Ending date 7/15/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017295	07/15/14		0249	BAND SHOPPE	\$247.65
	401628	04/28/14		Parade; D. Marks	\$247.65
017296	07/15/14		0339	BERGEN COUNTY SPECIAL SERVICES	\$11,130.88
	400966	11/05/13		CH 192/193	\$11,130.88
017297	07/15/14		1098	FOGARTY & HARA, ESQUIRES	\$2,465.47
	401869	06/27/14		JUNE LEGAL SERVICES	\$2,465.47
017298	07/15/14		1955	MP BD OF ED SUI FUND	\$20,000.00
	401553	04/09/14		UNEMPLOYMENT	\$20,000.00
017299	07/15/14		2232	NORTH JERSEY MEDIA GROUP	\$74.14
	401822	06/17/14		Public Notice in The Record	\$74.14
017300	07/15/14		3252	RIDGEWOOD WATER	\$1,129.73
	400257	07/02/13		WATER USAGE	\$1,129.73
017301	07/15/14		1747	SHARMA,PhD.;KRISTIN	\$2,880.00
	401857	06/16/14		Evaluation;Gouraige	\$2,880.00
017302	07/15/14		1729	ACKERSON;KIM	\$500.00
	500295	07/02/14		color guard design	\$500.00
017303	07/15/14		4070	AMERICAN BUSINESS COMMUNICATION SVCS,INC	\$5,688.00
	500270	07/02/14		DISTRICT PHONE SYS MAINT	\$5,688.00
017304	07/15/14		0817	CALLESANO; MICHELE	\$100.00
	500402	07/02/14		Petty Cash;Callesano	\$100.00
017305	07/15/14		0608	CHILDREN'S THERAPY CENTER	\$13,181.76
	500321	07/02/14		Special Education Tuition	\$13,181.76
017306	07/15/14		0865	CORE BTS, INC.	\$11,202.25
	500296	07/02/14		Symantec Renewal;EAntunes	\$11,202.25
017307	07/15/14		0941	EDUCATIONAL DATA SERVICES, INC.	\$685.00
	500255	07/02/14		MAINTENANCE AGREEMENT	\$685.00
017308	07/15/14		1079	FISHER II;GORDON H.	\$300.00
	500294	07/02/14		percussion	\$300.00
017309	07/15/14		1115	FORUM SCHOOL;THE	\$9,873.36
	500317	07/02/14		Special Education Tuition	\$9,873.36
017310	07/15/14		1179	GARDE; JAMES	\$1,700.00
	500293	07/02/14		Music arrangements	\$1,700.00
017311	07/15/14		1575	GOURAIGE; CHRISTINA MARINARO	\$100.00
	500436	07/01/14		PettyCash;Gouraige	\$100.00
017312	07/15/14		2172	KDDS III t/a NEW BEGINNINGS	\$8,838.60
	500320	07/02/14		Special Education Tuition	\$8,838.60
017313	07/15/14		1951	M P LUNCH PROGRAM	\$10.04
	500454	07/03/14		ADDITIONAL MAY BREAKFAST	\$10.04
017314	07/15/14		9515	MAXIMUS K-12 EDUCATION, INC.	\$2,598.75
	500272	07/02/14		TINET MAINTENANCE RENEWAL	\$2,598.75
017315	07/15/14		1956	MIDLAND PARK HIGH SCHOOL INTERNAL FUND	\$2,250.00
	500286	07/02/14		Judges Fees; D. Marks	\$2,250.00

Starting date 7/15/2014

Ending date 7/15/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
017316	07/15/14		6488	MUNICIPAL CAPITAL CORPORATION	\$3,384.00
500256	07/02/14			COPIERS LEASE	\$3,384.00
017317	07/15/14		7287	NESBIG	\$158,541.00
500275	07/02/14			INSURANCE	\$158,541.00
017318	07/15/14		2159	NJPSA	\$2,960.00
500284	07/02/14			Dues; P. Galasso	\$1,070.00
500285	07/02/14			Dues; N. Capuano	\$1,070.00
500297	07/07/14			Membership; Gouraige	\$820.00
017319	07/15/14		2191	NJSBA	\$9,435.40
500453	07/03/14			Membership	\$9,435.40
017320	07/15/14		2418	PIERRO; BARBARA	\$100.00
500430	07/02/14			Start-Up Petty Cash	\$100.00
017321	07/15/14		0370	PURCHASE POWER	\$1,500.00
500397	07/02/14			Postage;Bache	\$1,500.00
017322	07/15/14		2562	RASMUSSEN; BARBARA	\$100.00
500373	07/02/14			Petty Cash	\$100.00
017323	07/15/14		2582	REED ACADEMY	\$18,620.00
500451	07/03/14			Special Education Tuition	\$18,620.00
017324	07/15/14		7089	SCHOOLDUDE.COM	\$1,345.00
500254	07/02/14			MAINTENANCE DIRECT SERVICE	\$1,345.00
017325	07/15/14		3463	SOLUTIONS ARCHITECTURE	\$2,900.00
500299	07/02/14			ROOF REPLACEMENT	\$2,900.00
017326	07/15/14		3376	WINDSOR LEARNING CENTER	\$17,700.00
500322	07/02/14			Special Education Tuition	\$17,700.00

Starting date 7/15/2014

Ending date 7/15/2014

<b>Fund Totals</b>
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11	GENERAL CURRENT EXPENSE	\$279,810.15
12	CAPITAL OUTLAY	\$2,900.00
20	SPECIAL REVENUE FUNDS	\$28,830.88
	Total for all checks listed	\$311,541.03

Prepared and submitted by:

  
Board Secretary

7/10/14  
Date

Check Journal                      Midland Park School District  
 Rec and Unrec checks              Hand checks

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Starting date 6/1/2014              Ending date 6/30/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
008888 H	06/06/14		3032	TAYLOR RENTAL CENTER	\$48.60
401764	06/06/14			CONCRETE MIXER	\$48.60
940602 H	06/13/14		1954	MIDLAND PARK BOARD OF ED.	\$15,691.42
400000	07/02/13			BOARD SOCIAL SECURITY	\$15,691.42
940603 H	06/13/14		1954	MIDLAND PARK BOARD OF ED.	\$29,837.98
400004	07/02/13			STATE SOCIAL SECURITY	\$29,837.98
940604 H	06/13/14		1954	MIDLAND PARK BOARD OF ED.	\$308.82
400005	07/02/13			DRCP	\$308.82
940612 H	06/27/14		1954	MIDLAND PARK BOARD OF ED.	\$2,336.31
400000	07/02/13			BOARD SOCIAL SECURITY	\$2,336.31
940613 H	06/27/14		1954	MIDLAND PARK BOARD OF ED.	\$7.75
400005	07/02/13			DRCP	\$7.75
940616 H	06/30/14		1954	MIDLAND PARK BOARD OF ED.	\$2,106.99
400000	07/02/13			BOARD SOCIAL SECURITY	\$2,106.99
940617 H	06/30/14		1954	MIDLAND PARK BOARD OF ED.	\$126.51
400005	07/02/13			DRCP	\$126.51
942000 H	06/18/14		1954	MIDLAND PARK BOARD OF ED.	\$61,839.00
4J0001	06/18/14			Db 10-770 / Cr 10-101	\$61,839.00



Check Journal  
Rec and Unrec checks

Midland Park School District  
Hand checks

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Starting date 6/1/2014

Ending date 6/30/2014

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Fund Totals	
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10	GENERAL FUND	\$61,839.00
11	GENERAL CURRENT EXPENSE	\$48,878.62
13	SPECIAL SCHOOLS	\$1,585.76
Total for all checks listed		\$112,303.38

Prepared and submitted by:

  
Board Secretary

7/10/14  
Date

## Check Journal

Midland Park School District

Page 1 of 1

Rec and Unrec checks

Hand and Machine checks

07/10/14 10:39

Starting date 6/27/2013

Ending date 6/30/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
940610	06/27/14		PAY	MIDLAND PARK BOARD OF ED.	\$30,540.08
400001	07/01/13		Payroll 2013 - 2014		\$30,540.08
940614	06/30/14		PAY	MIDLAND PARK BOARD OF ED.	\$27,542.16
400001	07/01/13		Payroll 2013 - 2014		\$27,542.16

Fund Totals
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11	GENERAL CURRENT EXPENSE	\$53,590.63
13	SPECIAL SCHOOLS	\$4,491.61
Total for all checks listed		\$58,082.24

Prepared and submitted by:

  
Board Secretary7/10/14  
Date

Starting date 6/24/2014 Ending date 6/24/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
008889	06/24/14		PAY	MIDLAND PARK BOARD OF ED.	\$542,552.43
400001	07/01/13		Payroll 2013 - 2014		\$542,552.43
008890	06/24/14		1954	MIDLAND PARK BOARD OF ED.	\$41,237.63
400000	07/02/13		BOARD SOCIAL SECURITY		\$11,112.05
400004	07/02/13		STATE SOCIAL SECURITY		\$29,816.70
400005	07/02/13		DRCP		\$308.88

**Fund Totals**

11	GENERAL CURRENT EXPENSE	\$559,559.71
13	SPECIAL SCHOOLS	\$24,230.35
Total for all checks listed		\$583,790.06

Prepared and submitted by:

  
Board Secretary

7/10/14  
Date

Starting date 7/15/2014

Ending date 7/15/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
950704	07/15/14		PAY	MIDLAND PARK BOARD OF ED.	\$85,302.79
500001	07/01/14		Payroll 2014 - 2015		\$85,302.79

<b>Fund Totals</b>
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11	GENERAL CURRENT EXPENSE	\$82,808.66
13	SPECIAL SCHOOLS	\$2,494.13
Total for all checks listed		\$85,302.79

Prepared and submitted by: \_\_\_\_\_

Board Secretary

Date \_\_\_\_\_

Starting date 7/9/2014

Ending date 7/9/2014

Cknum	Date	Rec date	Vcode	Vendor name	Check amount
950701 H	07/09/14		PAY	MIDLAND PARK BOARD OF ED.	\$542.24
400001	07/01/13		Payroll 2013 - 2014		\$542.24

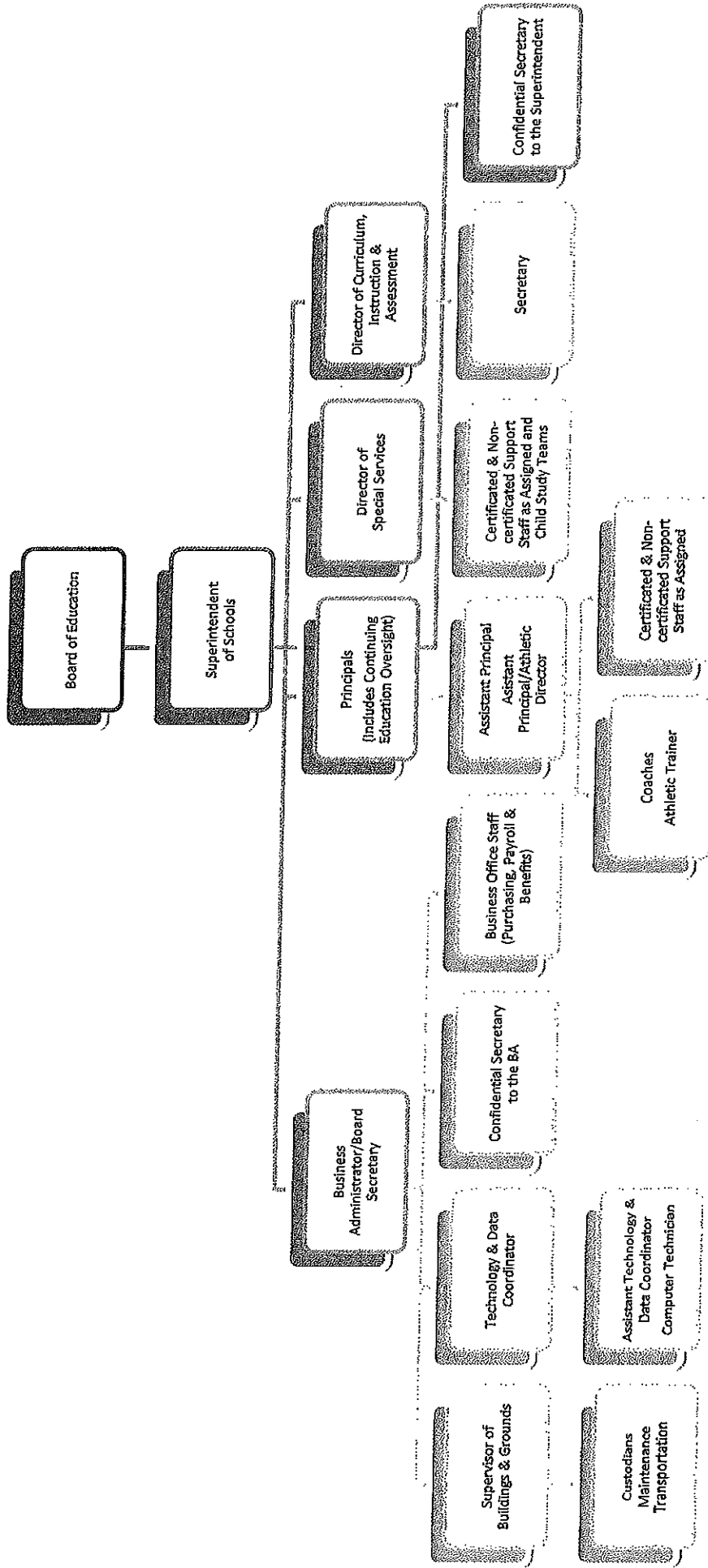
Fund Totals
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11	GENERAL CURRENT EXPENSE	\$542.24
	Total for all checks listed	\$542.24

Prepared and submitted by:

  
Board Secretary7/10/14  
Date

MIDLAND PARK PUBLIC SCHOOLS  
DISTRICT ORGANIZATIONAL CHART, 2014-2015  
BOE Approval: July 15, 2014



# POLICY

## MIDLAND PARK BOARD OF EDUCATION

### ADMINISTRATION

1581/Page 1 of 5

### VICTIM OF DOMESTIC OR SEXUAL VIOLENCE LEAVE

M

#### 1581 VICTIM OF DOMESTIC OR SEXUAL VIOLENCE LEAVE

In accordance with the provisions of N.J.S.A. 34:11C-1 et seq., an employee who was a victim of an incident of domestic violence as defined in Section 3 of P.L.1991, c.261 (C.2C:25-19) or a sexually violent offense as defined in Section 3 of P.L.1998, c.71 (C.30:4-27.26), or whose child, parent, spouse, domestic partner, or civil union partner was a victim shall be entitled to unpaid leave of no more than twenty days in one twelve-month period, to be used in the twelve-month period following any incident of domestic violence or any sexually violent offense as provided in N.J.S.A. 34:11C-1 et seq.

For the purposes of N.J.S.A. 34:11C-1 et seq. and this Policy, an "employee" means a person who is employed for at least twelve months by the Board of Education, with respect to whom benefits are sought under N.J.S.A. 34:11C-1 et seq. - "NJ SAFE Act" for not less than 1,000 hours during the immediately preceding twelve-month period.

For the purposes of N.J.S.A. 34:11C-3 and this Policy, each incident of domestic violence or any sexually violent offense shall constitute a separate offense for which an employee is entitled to unpaid leave, provided the employee has not exhausted the allotted twenty days for the twelve-month period. The unpaid leave may be taken intermittently in intervals of no less than one day, as needed for the purpose of engaging in any of the following activities as they relate to the incident of domestic violence or a sexually violent offense:

1. Seeking medical attention for, or recovering from, physical or psychological injuries caused by domestic or sexual violence to the employee or the employee's child, parent, spouse, domestic partner, or civil union partner;
2. Obtaining services from a victim services organization for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner;
3. Obtaining psychological or other counseling for the employee or the employee's child, parent, spouse, domestic partner, or civil union partner;
4. Participating in safety planning, temporarily or permanently relocating, or taking other actions to increase the safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner from



# POLICY

## MIDLAND PARK BOARD OF EDUCATION

### ADMINISTRATION

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#### VICTIM OF DOMESTIC OR SEXUAL VIOLENCE LEAVE

future domestic or sexual violence or to ensure economic security;

5. Seeking legal assistance or remedies to ensure the health and safety of the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, including preparing for, or participating in, any civil or criminal legal proceeding related to or derived from domestic or sexual violence; or
6. Attending, participating in, or preparing for a criminal or civil court proceeding relating to an incident of domestic or sexual violence of which the employee or the employee's child, parent, spouse, domestic partner, or civil union partner, was a victim.

An eligible employee may elect, or the Board of Education may require the employee, to use any of the accrued paid vacation leave, personal leave, or medical or sick leave (in accordance with the provisions of N.J.S.A. 18A:30-1) during any part of the twenty-day period of unpaid leave provided under N.J.S.A. 34:11C-1 et seq. In such case, any paid leave provided by the Board, and accrued pursuant to established policies of the Board, shall run concurrently with the unpaid leave provided under N.J.S.A. 34:11C-1 et seq. and, accordingly, the employee shall receive pay pursuant to the Board's applicable paid leave policy during the period of otherwise unpaid leave. If an employee requests leave for a reason covered by both N.J.S.A. 34:11C-1 et seq. and the "Family Leave Act," P.L.1989, c.261 (C.34:11B-1 et seq.) or the Federal "Family and Medical Leave Act of 1993," Pub.L.103-3 (29 U.S.C. § 2601 et seq.), the leave shall count simultaneously against the employee's entitlement under each respective law.

Leave granted under N.J.S.A. 34:11C-1 et seq. and this Policy shall not conflict with any rights pursuant to the "Family Leave Act," P.L.1989, c.261 (C.34:11B-1 et seq.), the "Temporary Disability Benefits Law," P.L.1948, c.110 (C.43:21-25 et seq.), or the Federal "Family and Medical Leave Act of 1993," Pub.L.103-3 (29 U.S.C. § 2601 et seq.).

Prior to taking this leave an employee shall, if the necessity for the leave is foreseeable, provide the Superintendent of Schools with written notice of the need for the leave. The notice shall be provided as far in advance as is reasonable and practical under the circumstances.

Nothing contained in N.J.S.A. 34:11C-1 et seq. and this Policy shall be construed to prohibit the Superintendent from requiring that a period of this leave be supported by the employee with documentation of the





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domestic violence or a sexually violent offense which is the basis for the leave. If documentation is required, the employee shall be regarded as having provided sufficient documentation if the employee provides one or more of the following:

1. A domestic violence restraining order or other documentation of equitable relief issued by a court of competent jurisdiction;
2. A letter or other written documentation from the county or municipal prosecutor documenting the domestic violence or a sexually violent offense;
3. Documentation of the conviction of a person for the domestic violence or a sexually violent offense;
4. Medical documentation of the domestic violence or a sexually violent offense;
5. Certification from a certified Domestic Violence Specialist or the director of a designated domestic violence agency or Rape Crisis Center, stating that the employee or employee's child, parent, spouse, domestic partner, or civil union partner is a victim of domestic violence or a sexually violent offense; or
6. Other documentation or certification of the domestic violence or a sexually violent offense provided by a social worker, member of the clergy, shelter worker, or other professional who has assisted the employee or employee's child, parent, spouse, domestic partner, or civil union partner in dealing with the domestic violence or a sexually violent offenses.

For the purposes of N.J.S.A. 34:11C-1 et seq. and this Policy, "Certified Domestic Violence Specialist" means a person who has fulfilled the requirements of certification as a Domestic Violence Specialist established by the New Jersey Association of Domestic Violence Professionals; and "designated domestic violence agency" means a county-wide organization with a primary purpose to provide services to victims of domestic violence, and which provides services that conform to the core domestic violence services profile as defined by the Division of Child Protection and Permanency in the Department of Children and Families and is under contract with the division for the express purpose of providing the services.



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For the purposes of N.J.S.A. 34:11C-1 et seq. and this Policy, "Rape Crisis Center" means an office, institution, or center offering assistance to victims of sexual offenses through crisis intervention, medical and legal information, and follow-up counseling.

The Board shall display conspicuous notice of its employees' rights and obligations pursuant to the provisions of N.J.S.A. 34:11C-1 et seq., in such form and in such manner as the Commissioner of Labor and Workforce Development shall prescribe, and use other appropriate means to keep its employees so informed.

No provision of N.J.S.A. 34:11C-1 et seq. and this Policy shall be construed as requiring or permitting the Board to reduce employment benefits provided by the Board or required by a collective bargaining agreement which are in excess of those required by N.J.S.A. 34:11C-1 et seq. Nor shall any provision of N.J.S.A. 34:11C-1 et seq. be construed to prohibit the negotiation and provision through collective bargaining agreements of leave policies or benefit programs which provide benefits in excess of those required by N.J.S.A. 34:11C-1 et seq. This provision shall apply irrespective of the date that a collective bargaining agreement takes effect.

Nothing contained in N.J.S.A. 34:11C-1 et seq. and this Policy shall be construed as permitting the Board to:

1. Rescind or reduce any employment benefit accrued prior to the date on which the leave taken pursuant to N.J.S.A. 34:11C-1 et seq. commenced; or
2. Rescind or reduce any employment benefit, unless the rescission or reduction of the benefit is based on changes that would have occurred if an employee continued to work without taking the leave provided pursuant to N.J.S.A. 34:11C-1 et seq.

All information and/or documentation provided to the Board or Superintendent of Schools pursuant to N.J.S.A. 34:11C-1 et seq., any information regarding a leave taken pursuant to N.J.S.A. 34:11C-1 et seq., and any failure of an employee to return to work, shall be retained in the strictest confidentiality, unless the disclosure is voluntarily authorized in writing by the employee or is required by a Federal or State law, rule, or regulation.

The Board of Education shall not discharge, harass or otherwise discriminate or retaliate or threaten to discharge, harass or otherwise discriminate or retaliate against an employee with respect to the compensation, terms, conditions or privileges of employment on the



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basis that the employee took or requested any leave to which the employee was entitled pursuant to N.J.S.A. 34:11C-3 or on the basis that the employee refused to authorize the release of information deemed confidential pursuant to N.J.S.A. 34:11C-3.f.

N.J.S.A. 34:11C-1 et seq.

Adopted: August 2014



# POLICY

## MIDLAND PARK BOARD OF EDUCATION

### TEACHING STAFF MEMBERS 3125/Page 1 of 3 EMPLOYMENT OF TEACHING STAFF MEMBERS

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#### 3125 EMPLOYMENT OF TEACHING STAFF MEMBERS

The Board of Education believes it is vital to the successful operation of the school district that teaching staff member positions be filled with highly qualified and competent professionals.

In accordance with the provisions of N.J.S.A. 18A:27-4.1, the Board shall appoint, transfer, remove, or renew a certificated or non-certificated officer or employee only upon the recommendation of the Superintendent of Schools and by a recorded roll call majority vote of the full membership of the Board. The Board shall not withhold its approval for arbitrary and capricious reasons. The Board shall approve the employment, fix the compensation, and establish the term of employment for every teaching staff member employed by this district.

No teaching staff member shall be employed unless he/she is a holder of a valid certificate in accordance with the New Jersey Department of Education and applicable statutes and administrative codes. The Superintendent shall require proof of any candidate's certification or pending application for certification.

The Board will employ substitutes for absent teachers in order to ensure continuity in the instructional program and will annually approve a list of substitutes and rate of pay. The Superintendent or designee shall select substitutes from the list approved by the Board to serve in the place of an absent teaching staff member.

The Board may use a private contractor to secure a substitute teacher in accordance with N.J.A.C. 6A:9 et seq.

The Board shall approve the employment, fix the compensation, and set the term of employment for each person employed in a summer school program. The Board will employ only those candidates recommended by the Superintendent. Service as a summer school teacher will not count toward the accrual of tenure or seniority.

The Superintendent shall recommend to the Board the employment of qualified coaches for the district's interscholastic and/or intramural athletic programs. The Board will employ as athletic coaches only those persons who have experience in and knowledge of the specific sport, are properly certified, and possess the personal characteristics that qualify them to serve as role models to students.



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### TEACHING STAFF MEMBERS

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#### EMPLOYMENT OF TEACHING STAFF MEMBERS

Any teaching staff member in the employ of the Board of Education shall be permitted to organize public school students for purposes of coaching or for conducting games, events, or contests in physical education or athletics. In accordance with the provisions of N.J.A.C. 6A:9-5.18(b), the Superintendent may recommend to the Board the employment of a qualified candidate for an interscholastic athletic coaching position who is a holder of either a New Jersey teaching certificate or a substitute credential, pursuant to N.J.A.C. 6A:9-6.5, to work in the interscholastic athletic program provided the position has been advertised. The twenty day limitation noted in N.J.A.C. 6A:9-6.5(b) shall not apply to coaching situations.

An athletic coach employed by this district who is not a regular employee of this district shall be employed only for the duration of the specific sport season. He/She shall be paid the stipend and no out-of-district athletic coach shall be eligible for tenure or for employment benefits.

An athletic trainer shall possess an educational services certificate issued by the State Board of Examiners pursuant to N.J.S.A. 18A:26-2.4 and 18A:26-2.5.

The Board of Education shall not employ for pay or contract for the paid services of any teaching staff member or any other person serving in a position which involves regular contact with students unless the Board has first determined, consistent with the requirements and standards of N.J.S.A. 18A:6-7.1 et seq., that no criminal history record information exists on file in the Federal Bureau of Investigation, Identification Division, or the State Bureau of Identification which would disqualify the individual from being employed or utilized in such capacity or position.

An individual employed by the Board in any substitute capacity or position shall be required to undergo a criminal history record check in accordance with the provisions of N.J.S.A. 18A:6-7.1b.

An individual, except as provided in N.J.S.A. 18A:6-7.1g, shall be permanently disqualified from employment or service in the school district if the criminal history record check reveals a record of conviction for any crime or offense as defined in N.J.S.A. 18A:6-7.1 et seq.

The Board or contracted service provider may employ an applicant on an emergent basis for a period not to exceed three months, pending completion of a criminal history record check if the Board or contracted service provider demonstrates to the Commissioner of Education that special circumstances exist which justify the emergent



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employment as prescribed in N.J.S.A. 18A:6-7.1c. In the event the criminal history record check is not completed for an emergent hired employee within three months, the Board or contracted service provider may petition the Commissioner for an extension of time, not to exceed two months, in order to retain the employee.

No criminal history record check shall be performed unless the applicant shall have furnished written consent to such a check. The applicant shall bear the cost for the criminal history record check, including all costs for administering and processing the check. The district will deny employment to an applicant if the applicant is required and refuses to submit to a criminal history record check.

The Board of Education prohibits any relative of a Board member or Superintendent of Schools from being employed in an office or position in the school district in accordance with the provisions of N.J.A.C. 6A:23A-6.2 and Board Policy 0142.1 - Nepotism.

A teaching staff member's misstatement of fact material to his/her qualifications for employment or the determination of his/her salary will be considered by the Board to constitute grounds for dismissal.

N.J.S.A. 18A:6-5; 18A:6-6; 18A:6-7.1; 18A:6-7.1b; 18A:6-7.1c; 18A:6-7.2;

18A:16-1 et seq.; 18A:26-1 et seq.; 18A:27.1 et seq.; 18A:27-4.1;

18A:27-7; 18A:27-8

N.J.S.A. 18A:54-20 [vocational districts]

N.J.A.C. 6A:9-5.18; 6A:9-5.19

Adopted: 7 October 2003  
Revised: 3 January 2006  
7 October 2008  
23 June 2009  
15 October 2013  
August 2014



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## MIDLAND PARK BOARD OF EDUCATION

### TEACHING STAFF MEMBERS 3240/Page 1 of 2 PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS

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#### 3240 PROFESSIONAL DEVELOPMENT FOR TEACHERS AND SCHOOL LEADERS

The Board of Education encourages all teaching staff members to pursue a program of continuing professional development by course work or matriculation in institutions of higher learning, participation in workshops and conferences, membership in professional organizations, and/or independent scholarship.

Teaching staff members may be permitted to: visit other schools and classrooms; attend local, regional, or national conferences; participate in committees, workshops, and panels, both within and outside the district. Requests for participation in such professional development activities must be submitted in writing to the Superintendent or designee for approval. In addition, the Board of Education must approve all travel expenditures in accordance with N.J.S.A. 18A:11-12 and the State of New Jersey Department of the Treasury, Office of Management and Budget Circulars 08-19-OMB and 06-14-OMB (OMB Circulars) and any superseding circulars and any additional requirements set forth in N.J.A.C. 6A:23A-7 et seq.

A teaching staff member who has been granted time off and/or approved to be reimbursed for a professional development activity shall submit to the Superintendent or designee, with a copy to the School Business Administrator/Board Secretary, within ten working days ~~(number of working days, weeks)~~, a brief written report that includes the primary purpose of the travel, the key issues addressed at the event, and their relevance to improving instruction or the operations of the school district.

All active teachers, defined as staff whose positions require possession of the instructional or educational services certificates in accordance with N.J.A.C. 6A:9-8, 10, 11, and 13 and all active school leaders serving on a permanent or interim basis whose positions require possession of the Chief School Administrator, Principal, or Supervisor endorsement in accordance with N.J.A.C. 6A:9-12 shall comply with the professional development requirements as outlined in N.J.A.C. 6A:9-15.1 et seq. ~~Each active teacher shall be required to complete 100 clock hours of State approved continuing professional development and/or in-service every five years pursuant with N.J.A.C. 6A:9-15.2 et seq. Professional activities/meetings referenced in this Policy shall align with the Professional Standards for Teachers as set forth in N.J.A.C. 6A:9-3.3.~~

To meet the professional development requirement, each teacher shall be guided by an individual Professional Development Plan (PDP), which



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shall include at least twenty hours per year of qualifying activities as outlined in N.J.A.C. 6A:9-15.4. The PDP shall be developed by each teacher's supervisor in consultation with the teacher and shall align with the Professional Standards for Teachers in N.J.A.C. 6A:9-3 and the Standards for Professional Learning in N.J.A.C. 6A:9-15.3. The PDP shall be effective for one year and shall include, at least the minimum requirements outlined in N.J.A.C. 6A:9-15.4(c).

School-level professional development planning and implementation shall be in accordance with the requirements of N.J.A.C. 6A:9-15.5. District-level professional development planning and implementation shall be in accordance with N.J.A.C. 6A:9-15.6.

Implementation of the professional development requirement for school leaders shall be in accordance with N.J.A.C. 6A:9-15.7 and 15.8.

The Board of Education shall comply with the monitoring and assistance requirements as outlined in N.J.A.C. 6A:9-15.9.

The Board shall monitor and enforce the professional development requirements for teachers and school leaders set forth in N.J.A.C. 6A:9-15 et seq. and shall actively assist and support the provision of opportunities and resources, and the efforts by teachers and school leaders to meet the professional development requirements.

~~The Superintendent shall prepare and distribute to all teaching staff members regulations governing professional development activities. The Superintendent shall report regularly to the Board on the professional development activities of teaching staff members.~~

N.J.S.A. 18A:31-2; 18A:6-111

N.J.A.C. 6A:9-3.3; ~~6A:9-15.2; 6A:9-15.3~~; 6A:13-2.1; 6A:9-15.1 et seq.

Adopted: 7 October 2003  
Revised: 2 February 2010  
August 2014





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## MIDLAND PARK BOARD OF EDUCATION

### SUPPORT STAFF MEMBERS 4125/Page 1 of 3 EMPLOYMENT OF SUPPORT STAFF MEMBERS

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#### 4125 EMPLOYMENT OF SUPPORT STAFF MEMBERS

The Board of Education believes it is vital to the successful operation of the school district that support staff member positions be filled with highly qualified and competent professionals.

In accordance with the provisions of N.J.S.A. 18A:27-4.1, the Board shall appoint, transfer, remove, or renew a certificated or non-certificated officer or employee only upon the recommendation of the Superintendent of Schools and by a recorded roll call majority vote of the full membership of the Board. The Board shall not withhold its approval for arbitrary and capricious reasons. The Board shall approve the employment, fix the compensation, and establish the term of employment for every support staff member employed by this district.

The Board will employ substitutes for absent support staff members in order to ensure continuity in a program and will annually approve a list of substitutes and rate of pay. The Superintendent or designee shall select substitutes from the list approved by the Board to serve in the place of an absent support staff member.

The Board may use a private contractor to secure a substitute support staff member.

The Board of Education shall not employ for pay or contract for the paid services of any support staff member or any other person serving in a position which involves regular contact with students unless the Board has first determined consistent with the requirements and standards of N.J.S.A. 18A:6-7.1 et seq. that no criminal history record information exists on file in the Federal Bureau of Investigation, Identification Division, or the State Bureau of Identification which would disqualify the individual from being employed or utilized in such capacity or position.

An individual employed by the Board or a school bus contractor holding a contract with the Board, in the capacity of a school bus driver, shall be required to meet the criminal history record requirements as outlined in N.J.S.A. 18A:39-19.1.

The Board will employ paraprofessional school aides and/or classroom aides to assist in the supervision of student activities under the direction of a Principal, teacher, or other designated certified professional personnel. Aides will serve the needs of students by performing nonprofessional duties and may work only under the direct supervision of a teaching staff member(s).



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### SUPPORT STAFF MEMBERS

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In accordance with the requirements of *No Child Left Behind Act of 2001*, paraprofessionals hired after January 8, 2002, who work in a program supported with Title I, Part A funds, with certain exceptions, must meet one of the following criteria:

1. Completed at least two years of study at an institution of higher education;
2. Obtained an associate's (or higher) degree; or
3. Met a rigorous standard of quality and be able to demonstrate, through a formal State or local academic assessment, knowledge of and the ability to assist in instructing, reading, writing, and mathematics (or, as appropriate, reading readiness, writing readiness, and mathematics readiness).

Paraprofessional staff working in a Title I school, and whose salary is paid for in whole or in part with Title I funds, must have met one of the criteria listed above by the end of the 2005-2006 school year. The Superintendent will ensure paraprofessionals working in a program supported with Title I funds meet the above stated requirements.

An individual employed by the Board in any substitute capacity or position shall be required to undergo a criminal history record check in accordance with the provisions of N.J.S.A. 18A:6-7.1b.

An individual, except as provided in N.J.S.A. 18A:6-7.1g, shall be permanently disqualified from employment or service in the school district if the criminal history record check reveals a record of conviction for any crime or offense as defined in N.J.S.A. 18A:6-7.1 et seq.

The Board or contracted service provider may employ an applicant on an emergent basis for a period not to exceed three months, pending completion of a criminal history record check if the Board or contracted service provider demonstrates to the Commissioner of Education that special circumstances exist which justify the emergent employment as prescribed in N.J.S.A. 18A:6-7.1c. In the event the criminal history record check is not completed for an emergent hired employee within three months, the Board or contracted service provider may petition the Commissioner for an extension of time, not to exceed two months, in order to retain the employee.

No criminal history record check shall be performed unless the applicant shall have furnished written consent to such a check. The



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applicant shall bear the cost for the criminal history record check, including all costs for administering and processing the check. The district will deny employment to an applicant if the applicant is required and refuses to submit to a criminal history record check.

The Board of Education prohibits any relative of a Board member or the Superintendent of Schools from being employed in an office or position in the school district in accordance with the provisions of N.J.A.C. 6A:23A-6.2 and Board Policy 0142.1 - Nepotism.

A support staff member's misstatement of fact material to his/her qualifications for employment or the determination of his/her salary will be considered by the Board to constitute grounds for dismissal.

N.J.S.A. 18A:6-5; 18A:6-6; 18A:6-7.1; 18A:6-7.1b; 18A:6-7.1c; 18A:6-7.2;

18A:16-1 et seq.; 18A:26-1 et seq.; 18A:27-1 et seq.; 18A:27-4.1;

18A:27-7; 18A:27-8; 18A:39-19.1

N.J.S.A. 18A:54-20 [vocational districts]

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August 2014

