



**REGULAR MEETING AGENDA**

MARCH 2, 2017

|  |   |
|--|---|
| 6:00 p.m. Executive Session<br>Wayne Board of Education<br>Conference Room<br>50 Nellis Drive<br>Wayne, NJ 07470 | 7:30 p.m. - Public Meeting<br>Wayne Board of Education<br>Conference Room<br>50 Nellis Drive<br>Wayne, NJ 07470 |
|--|---|

**I. Reading of Sunshine Law statement**

Adequate notice of this Regular and Executive Meeting, setting forth time, date and location, has been provided in accordance with the requirements of the Open Public Meetings Act on January 6, 2017 by:

Prominently posting a copy on the bulletin board in the lobby of the offices of the Board of Education, which is a public place reserved for such announcements, transmitting a copy of this notice to The Record, The Wayne Today, and the Municipal Clerk.

**II. Roll Call**

**III. Approval to Convene into Executive Session**

X - 2017 - 1

**RECOMMENDED ACTION:**

WHEREAS, the Wayne Township Board of Education (hereinafter referred to as the "Board") from time to time must convene into Executive Session to discuss confidential matters including but not limited to personnel issues, legal matters, student issues and labor negotiations.

WHEREAS, THE Board has on its agenda for the meeting being held on March 2, 2017 on issues relating to legal matters which must be discussed in a confidential closed session.

NOW THEREFORE BE IT RESOLVED, the Board shall move into Executive Session to discuss the above referenced matter.

BE IT FURTHER RESOLVED, that the minutes of the executive session will provide as

much information as possible without violating any applicable privilege or confidentiality so that the public can understand what was discussed and when available what the Board decision was.

BE IT FURTHER RESOLVED, that the minutes of the executive session will be released to the public in an appropriately redacted form within a reasonable period of time.

BE IT FURTHER RESOLVED, that the redacted portion of the executive session minutes will not be released until such time as the privilege or confidentiality is no longer applicable.

#### **IV. Reconvene**

The Executive Session of the Wayne Board of Education Regular Meeting of March 2, 2017 was convened in the Conference Room of the Wayne Board of Education, 50 Nellis Drive, Wayne, NJ 07470.

The Statement of Compliance setting forth time, date and location was read in accordance with the requirements of the Open Public Meetings Act and the roll call was taken. The meeting was recessed and is now being reconvened.

#### **FLAG SALUTE**

#### **MOMENT OF SILENCE**

#### **V. Administrative Summary Report**

##### **A. SUPERINTENDENT'S REPORT**

##### **B. HIB REPORT**

##### **C. EVVRS/HIB REPORT: July 1, 2016 - December 31, 2016**

Semi Annual Report Under N.J.S.A. 18A:17-46 of Incidents of Violence, Vandalism, Weapons and Substance Abuse Offenses and Harassment, Intimidation and Bullying which took place in our schools during the Periods July 1, 2016 - December 31, 2016.

##### **D. PRELIMINARY BUDGET DISCUSSION**

#### **VI. Revisions to Agenda Items**

#### **VII. Open to Public Agenda Items Only**

This portion of the meeting is open to citizens for comment on agenda items only. Residents are to state their names, addresses, and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other comments may be responded to tonight or at subsequent meetings under "old business."

#### **VIII. Approval of Minutes**

**Approval of Executive Session Minutes**

M - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the following Executive Session Minutes:  
February 2, 2017 Regular Meeting

**Approval of Public Meeting Minutes**

M - 2017 - 2

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the following Public Meeting Minutes as per the attached by reference:  
February 2, 2017 Regular Meeting

**IX. Action on Agenda**

**Approval of HIB Report**

A - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board affirm the Superintendent's decision on the Harassment, Intimidation and Bullying matters as required by N.J.S.A. 18A:37-15(b)(6)(e) on the following cases:

|                            |  |
|----------------------------|--|
| Case #40 and 41 /2016-2017 | First reported to the Board on February 16, 2017 |
|----------------------------|--|

**Education:**

**Approval of Out of District Professional Travel for Staff Members**

E - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve Out of District Professional Travel for the 2016-2017 school year, as follows:

Whereas, District employees listed on the attached chart are attending conferences, conventions, staff training, seminars, workshops, student events or other required travel; and

Whereas, the attendance at stated functions were previously approved by the Chief School Administrator and School Business Administrator as work related and within the scope of work responsibilities of the attendees; and

Whereas, the attendance at the functions were approved as promoting delivery of instruction of furthering efficient operation of the District, and fiscally prudent; and

Whereas, the travel and related expenses particular to attendance at these functions are within state travel guidelines established by the Department of Treasury in NJOMB circular letter; now therefore

Be it resolved, that the Board of Education finds the travel and related expense particular to attendance as these previously approved functions; and further,

Be it resolved, that the expenses are justified and therefore reimbursable and/or payable, as per the attached.

**Approval of Field Trip Destinations**

E - 2017 - 2

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the Field Trips for the 2016-2017 school year as per the attached by reference.

**Out of District Placements and Related Services**

E - 2017 - 3

**RECOMMENDED ACTION:**

that the Board approve out of district placements and related services for the 2016-2017 school year for students pursuant to their Individualized Education Program (IEP) or in accordance with their High School curricula (ie vocational school placement) as follows and further, that transportation be provided as required:

|   | Student     | Placement Location<br>Tuition (10mo/ESY)<br>Effective Date(s)<br>Account #  | Related Service<br>Provided by<br>Effective date<br>Cost<br>Account | Placement type:<br>new, cont, change<br>If change, prior placement/cost                  |
|---|-------------|---|---|--|
| 1 | #9751098130 | ECLC-HoHoKus, NJ<br>02/07/17-06/30/17<br>\$26,248.77 (89 days @<br>\$294.93)<br>#11-000-100-566-17-008<br>\$10,383.63 (1:1-89 days @<br>\$116.67)<br>#11-000-217-500-17-008 |   | Change<br>+\$8,092.77 (89 days @<br>\$204.00)<br>-\$4,301.37 (1:1-89 days @<br>\$165.00) |
| 2 | #4751591137 | Sage Day HS-Rochelle<br>Park, NJ<br>02/22/17-06/30/17<br>\$23,325.00 (75 days @<br>\$311.00)<br>#11-000-100-566-78-008  |   | Change<br>-\$1,874.25 (75 days @<br>\$335.99)  |

**Approval of Home Instruction**

E - 2017 - 4

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve Home Instruction Services for students for the 2016-2017 school year as follows:

| -  | Student SID #<br>School Grade | Student Type Reason<br>Hours/sessions per week    | Provided by Title<br>Account #  | Effective Date<br>Rate      |
|----|-------------------------------|---|---|-----------------------------|
| 1. | 9233962601<br>WHHS<br>11      | General Education<br>Medical<br>10hrs./wk.        | Prof. Educ. Svc. Inc.<br>2016/2017 SY contract as approved on Nov.17, 2016.<br>11-150-100-320-17-008  | 2/1/17<br>\$40.00 per./hr.  |
| 2. | 5017514979<br>WVHS<br>10      | General Education<br>Medical<br>10hrs./wk.        | Prof. Educ. Svc. Inc.<br>2016/2017 SY contract as approved on Nov. 17, 2016.<br>11-150-100-320-17-008 | 2/10/17<br>\$40.00 per./hr. |
| 3. | 6995254450<br>WVHS<br>12      | General Education<br>Administrative<br>10hrs./wk. | District Staff<br>11-150-100-101-17-008   | 2/16/17<br>\$40.00 per./hr. |

**Approval of Extended School Year Letter of Agreement**

E - 2017 - 5

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the letter of agreement with Northern Region Educational Services Commission to operate our special education extended school year program effective July 5, 2017 and ending August 1, 2017 pending review and approval of Board Counsel, as per the attached by reference.

**Approval of New High School Textbook**

E - 2017 - 6

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the textbook entitled: "United States History and Geography" ISBN: 978-0-07-90693-9 McGraw Hill Education for 10th Grade, including 7 years online support bundle, at a cost of \$107.40 per textbook and as recommended at the February 16, 2017 Education Committee Meeting as per attached by reference.

**Approval of New High School AP Textbook**

E - 2017 - 7

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the textbook entitled: American Government Roots and Reform ISBN: 9780133991765 Pearson, for Advanced Placement Grades 11 and 12, at a cost of \$158.00 per textbook and as recommended at the February 16, 2017 Education Committee Meeting as per attached by reference.

**Human Resource:**

**Approval of Resignations/Retirements**

H - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon the recommendation of the

Superintendent, accept the following resignations for the 2016-2017 school year:

| -  | Name<br>Position<br>Location                     | FTE<br>Position Control#<br>Account Number#    | Effective Date<br>Reason | Salary<br>Guide<br>Step                                      |
|----|--|--|--------------------------|--|
| 1. | Antonio Cordeiro<br>Bus Driver<br>Transportation | FTE 1<br>71-06-18/cfg<br>11-000-270-161-51-007 | 4/1/17<br>retirement     | \$26.59 per hr.<br>step 4 of the Bus<br>Drivers salary guide |

**Approval to Rescind Items**

H - 2017 - 2

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approve the following item to be rescinded for the 2016-2017 school year:

| -  | Staff<br>Position<br>Location              | Step<br>Stipend/Salary |
|----|--|------------------------|
| 1. | Ray Riker<br>Volunteer Coach-Track<br>WH   |                        |
| 2. | Brian Gelalia<br>Head Coach-Baseball<br>WH | Step 3 \$8,050         |
| 3. | TJ Hunt<br>.5 Coach-Baseball<br>WH         | .5 Step 2 \$2,855      |
| 4. | Tim Byron<br>.5 Coach-Baseball<br>WH       | .5 Step 1 \$2,740      |

**Approval of Leave Requests**

H - 2017 - 3

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approve the following leave requests for the 2016-2017 and 2017-2018 school years:

| -  | Staff ID#<br>Position<br>Position #<br>Location   | Date of Paid<br>Leave<br>Type | FMLA<br>Unpaid w/benefits<br>Type | Dates of Unpaid leave<br>w/o benefits<br>Type |
|----|---|-------------------------------|-----------------------------------|---|
| 1. | #6825<br>Foreign Language<br>01-40-09/ani<br>WHHS | 2/16/17-4/13/17<br>sick days  | 4/24/17-6/2/17<br>maternity       | n/a   |
| 2. | #7573<br>Special Services                         | 5/19/17-6/30/17<br>sick days  | 9/7/17-11/30/17<br>maternity      | n/a   |

|    |   |                              |                              |   |
|----|---|------------------------------|------------------------------|---|
|    | 01-03-12/dc<br>JF   |                              |                              |   |
| 3. | ID#1177<br>Kindergarten<br>01-03-49/dle<br>PACK/JF            | n/a                          | n/a                          | 2017-2018 school year<br>WEA contractual<br>childcare extension |
| 4. | ID#2747<br>Sub Custodian<br>52-59-44/bhc<br>Building Services | n/a                          | n/a                          | 2/21/17<br>Administrative leave                                 |
| 5. | ID#8856<br>Family & Com.<br>Science<br>01-41-13/abn<br>WV     | 6/12/17-6/30/17<br>sick days | 9/5/17-11/3/17<br>maternity  | n/a   |
| 6. | ID#9992<br>Science<br>01-41-31/dyj<br>WV                      | 4/4/17-5/30/17<br>sick days  | 5/31/17-11/2/17<br>maternity | 11/3/17-5/29/18<br>WEA contractual<br>childcare extension       |

**Approval of Appointment of District Staff for 2016-2017 school year**

H - 2017 - 4

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the appointments of the following personnel in the Wayne Township Public School District, for the 2016-2017 school year on the appropriate bargaining unit salary, pending the full satisfaction of requisite New Jersey Department of Education and District employment criteria.

ALSO BE IT RESOLVED, that the Superintendent recommends that the Board of Education approves the submission to the County Superintendent of Schools the application for emergency hiring and each applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7 et. Seq., or N.J.S.A. 18A:6-4.13, et seq. for the employees below, if necessary:

| -  | Name<br>Position<br>Location                                | FTE<br>Position Control#<br>Account<br>Number#     | Effective Date<br>Salary<br>Guide/Step                               | PD Hours<br>Student ID# for 1:1<br>Paras<br>Staff replacing<br>or new position |
|----|---|--|--|--|
| 1. | Anthony<br>DiSanti<br>Night Time<br>Plumber<br>Board Office | FTE 1<br>50-59-44/cic<br>11-000-261-100-<br>01-006 | 3/6/2017<br>\$49,845 pro-rated<br>step 4 of the WCMA<br>salary guide | Salvador Sanchez<br>\$55,565<br>step 7 of the WCMA<br>salary guide             |

**Approval of Additional Compensation**

H - 2017 - 5

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following additional compensation for staff members for the 2016-2017 school year:

| -  | Staff                                 | Assignment  | Effective date<br>Stipend<br>Account#   |
|----|---------------------------------------|---|---|
| 1. | a.)Cindi Hannon<br>b.)George Martinez | Chaperone<br>NHS trip - WV  | 5/19/17 - 5/21/17<br>\$84 per day<br>11-401-100-100-15-045  |
| 2. | Anna Marie Jelderks                   | extended duties for<br>K-Wrap assistant to<br>cover lunch period in<br>absence of K-Wrap<br>assistant - LAF | 2/14,2/16,2/17/17<br>\$17 per hr.<br>3 hrs. total<br>63-110-100-106-07-113                          |
| 3. | Lisa Macari                           | delayed opening overlap<br>by K-Wrap assistant - PL   | 2/10/17 & 2/13/17<br>\$17 per hr.<br>1.5 hrs. total<br>63-110-100-106-09-113                        |
| 4. | Laura Hoogstrate                      | enVision Math training for<br>Gr. K-3   | 2/8/17<br>\$51 per hr.<br>3.5 hrs.<br>20-272-200-500-00-000   |
| 5. | Jamie Fritts                          | enVision Math training for<br>Gr. 2   | 1/24/17<br>\$17 per hr.<br>2.25 hrs. total<br>20-272-200-500-00-000                                 |
| 6. | Lauren Diggins                        | Multisensory reading<br>instruction   | 2/13/17<br>\$36.36 per hr.<br>30 mins./3days week<br>not to exceed \$1,100<br>20-272-200-500-00-000 |
| 7. | Fran Cuccinello                       | Instructional hrs. to cover<br>for other RC K-Wrap<br>teacher   | 1/19/17<br>\$30 per hr.<br>2.5 hrs.<br>63-110-100-106-05-113  |
| 8. | Jennifer Nemetz                       | Central registration  | \$15.29 per hr.<br>not to exceed 5 hrs.<br>11-000-240-105-02-110                                    |
| 9. | Noreen Carlascio                      | Central registration  | \$15.29 per hr.<br>not to exceed 26 hrs.<br>11-000-240-105-02-110                                   |

### Approval of Additional Hours

#### RECOMMENDED ACTION:

RESOLVED, that the Board of Education, upon the recommendation of the

H - 2017 - 6



Superintendent, approves additional hours for the following personnel for the 2016-2017 school year:

| -  | Name<br>Position<br>Location               | Additional Hours/Minutes<br>Effective Date<br>Account# |
|----|--|--|
| 1. | Patrizia Racamato<br>Temp. Para 1:1<br>APT | 1 hr. per day<br>3/3/17<br>11-000-217-100-17-008       |

**Approval of Minimum Wage for the 2016-2017 School Year**

H - 2017 - 7

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approves for the remainder of the 2016-2017 school year, that the New Jersey minimum wage as per Statute N.J.S.A. 34:11-56(a) to be \$8.44 per hour, retroactive to January 1, 2017.

**Approval of Appointment of Extra Curricular Advisors**

H - 2017 - 8

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following staff for the 2016-2017 school year as extra curricular advisors:

| -  | Staff<br>Location         | Activity                                       | Step<br>Stipend<br>Account #   |
|----|---------------------------|--|--|
| 1. | Maria Guarino<br>WH       | Gr. 9 Class Advisor<br>replacing M. Pierri     | Step 1<br>\$3,200 pro-rated<br>2/7/17-6/30/17<br>11-401-100-100-16-045 |
| 2. | Madeline Anagnostis<br>WH | Gr. 9 Class Advisor<br>replacing R. Kobylinski | Step 1<br>\$3,200 pro-rated<br>2/7/17-6/30/17<br>11-401-100-100-16-045 |

**Approval of Appointment of Extra Curricular Coaches**

H - 2017 - 9

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves for the 2016-2017 school year as extra curricular coaches, pending completion of criminal background check:

| -  | Staff<br>Location | Activity                   | Stipend<br>Account # |
|----|-------------------|----------------------------|----------------------|
| 1. | Ray Riker         | .5 Assistant Coach - Track | .5 Step 4 \$3,090    |

|    |                          |                                |  |
|----|--------------------------|--------------------------------|--|
|    | WH                       |                                | 11-402-100-100-16-051                          |
| 2. | Tomas Villa<br>WH        | Assistant Coach - Track        | Step 3 \$5,980<br>11-402-100-100-16-051        |
| 3. | Harold Joseph Maus<br>WH | Head Coach - Baseball          | Step 4 \$8,440<br>11-402-100-100-16-051        |
| 4. | Justin Avedissian<br>WH  | .75 Assistant Coach - Baseball | .75 Step 1 \$4,110<br>11-402-100-100-16-051    |
| 5. | Daniel Dubois<br>WH      | .75 Assistant Coach - Baseball | .75 Step 2 \$4,282.50<br>11-402-100-100-16-051 |
| 6. | Robert Hittinger<br>WH   | .5 Assistant Coach - Baseball  | .5 Step 1 \$2,740<br>11-402-100-100-16-051     |

**Approval of Appointment of District Substitutes**

H - 2017 - 10

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approve the following certified substitutes for the 2016-2017 school year at the daily rates approved; and further, that these certified substitutes also be approved as substitute paraprofessionals for the 2016-2017 school year at the rate of \$12.00 per hour, to expand the pool of paraprofessional substitutes:

| -  | Name            | Daily Rate |
|----|-----------------|------------|
| 1. | Hania Burhani   | \$90.00    |
| 2. | Haya Dabbet     | \$90.00    |
| 3. | Matthew Pagliei | \$90.00    |

And, BE IT FURTHER RESOLVED, that the Board, upon the recommendation of the Superintendent, approve the following non certified substitutes for the 2016-2017 school year for the following positions and at the following hourly rates:

| -  | Name                        | Hourly Rate |
|----|-----------------------------|-------------|
| 1. | Ann Marie Imbriano - Office | \$10.50     |
| 2. | Chandra Soorian - SCPA      | \$12.00     |

And, BE IT FURTHER RESOLVED, that substitute costs shall be expended against the appropriate salary account for which their service is required.

**Approval of Revised Items**

H - 2017 - 11

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon the recommendation of the Superintendent, approves the following items to be revised for the 2016-2017 school year.

| - | Name<br>Position<br>Location | Revision | Effective Date<br>Salary<br>Guide/Step |
|---|------------------------------|----------|--|
|   | Andrea Huber                 |          |  |

|                                |   |
|--------------------------------|---|
| 1. LTR Family & Con. Sci<br>WV | Revise end date from 3/24/17 to 6/30/17 |
|--------------------------------|---|

**Approval of Transfers**

H - 2017 - 12

**RECOMMENDED ACTION:**

RESOLVED, that the Board of Education, upon recommendation of the Superintendent, approves the following transfers, for the 2016-2017 school:

| -  | Name          | FROM:<br>Position<br>Position Control#<br>Location<br>FTE<br>Account#                              | TO:<br>Position<br>Position Control#<br>Location<br>FTE<br>Account# | Effective date<br>Salary change<br>Guide/Step<br>Reason for transfer |
|----|---------------|--|---|--|
| 1. | Nexdette Biba | Para K-Transition<br>11-10-12/buu<br>RY<br>FTE 1<br>11-105-100-106-17-008<br>20-233-100-106-52-040 | Para<br>11-33-12/bva<br>AW<br>FTE 1<br>11-000-217-100-17-008        | 2/27/17<br>change in hrs. .<br>7.08 hrs.<br>Administrative           |
| 2. | Sue Schuck    | LPN Para<br>22-10-28/cmb<br>RY<br>FTE 1<br>11-000-217-100-17-008                                   | LPN Para<br>11-32-12/dns<br>GW<br>FTE 1<br>11-000-217-100-17-008    | 2/27/17<br>change in hrs.<br>7.08 hrs.<br>Administrative             |

**Policy:**

**Approval of Policy #1510 - Second Reading for Action**

P - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve Policy #1510 Americans with Disabilities Act, second reading for action, reviewed at the Personnel Committee meeting on February 2, 2017, as per the attached.

**School Resources:**

**Approval of the Check Register**

S - 2017 - 1

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the Check Register:

Check Range Number:

Machine checks: 079901-080108-\$ **718,878.49**

Hand checks: 078504-078510-\$ **6,366,208.65**

in the amount of **\$7,085,087.14** as per the attached by reference.

**Authorization to Solicit Bids**

S - 2017 - 2

**RECOMMENDED ACTION:**

RESOLVED, that the Board authorize the School Business Administrator to solicit Bids for the 2016-2017 school year for Facilities Projects as listed below:

- 1) Electrical Power Distribution (Randall Carter, Packanack, and Lafayette elementary schools)
- 2) ADA Stage Chair Lifts (Wayne Hills and Wayne Valley high schools)
- 3) ADA Ramps (Wayne Hills High School and George Washington Middle School)

**Approval of Award of Transportation Contract**

S - 2017 - 3

**RECOMMENDED ACTION:**

RESOLVED, that the Board approve the Award of Transportation Contract for school-related activities to Lenoirs Charter Services as the lowest responsible bidder for bids open on February 14, 2017 as follows:

| Destination  | Per Bus Cost | Per Hour Cost | Per Hour Adjustment |
|--------------|--------------|---------------|---------------------|
| In State     | \$1,160.00   | \$145.00      | \$165.00            |
| Out-of-State | \$1,280.00   | \$160.00      | \$180.00            |
| Wheelchair   | \$0          | \$0           | \$0                 |

**X. Open to Public**

This portion of the meeting is open to citizens for comment on any topic. Residents are to state their names, addresses and subject matter. Comments may be limited to five minutes per person. Members of the public are discouraged from speaking negatively about an employee or a student. The Board bears no responsibility for comments made by the public. Comments regarding employees or students cannot be legally responded to by the Board. Other Comments may be responded to tonight under "new business" or at subsequent meetings under "old business."

**XI. Old Business**

**XII. New Business**

**XIII. Executive Session**

**XIV. Adjournment**

**OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017**

| <b>NO.</b> | <b>NAME<br/>POSITION</b>             | <b>BLDG.</b>          | <b>WORKSHOP LOCATION</b>  | <b>DATE/S</b> | <b>REG. FEE</b> | <b>REG. ACCT. CODE</b> | <b>T=Travel L=Lodging<br/>M&amp;I=Meals<br/>**Incidentals</b> | <b>T/L/M&amp;I ACCT. CODE</b> | <b>TOTAL<br/>COST</b> |
|------------|--------------------------------------|-----------------------|---|---------------|-----------------|------------------------|---|-------------------------------|-----------------------|
| 1          | Halstater, C.<br>Media Specialist    | Ryerson               | A Closer Look at the 100+ Best Books for Children, Whippany, NJ                 | 5/12/17       | \$209.00        | 11-000-223-500-00-000  | T=\$9.50  | 11-000-223-580-00-000         | \$218.50              |
| 2          | Poppe, J.<br>Social Worker           | AWMS                  | Annual Autism NJ Conference on Transition Services for Students, Woodbridge, NJ | 5/1/17        | \$69.00         | 11-000-223-500-00-000  | N/A   | N/A                           | \$69.00               |
| 3          | Mann, M.<br>School Counselor         | WHHS                  | Annual Spring School Counselor Conference, Union, NJ                            | 3/31/17       | \$35.00         | 11-000-223-500-00-000  | T=\$15.43   | 11-000-223-580-00-000         | \$50.43               |
| 4          | Bernstein, P.<br>Psychologist        | Lafayette/<br>Ryerson | Assessment & Intervention for Executive Function Difficulties, Lodi, NJ         | 3/16/17       | \$149.00        | 11-000-223-500-00-000  | N/A   | N/A                           | \$149.00              |
| 5          | Herman, R.<br>LALB/Special Ed.       | SCMS                  | Google Movie Making, Paramus, NJ  | 3/22/17       | \$75.00         | 11-000-223-500-00-000  | N/A   | N/A                           | \$75.00               |
| 6          | Masercola, K.<br>LALB/Special Ed.    | SCMS                  | Google Movie Making, Paramus, NJ  | 3/22/17       | \$75.00         | 11-000-223-500-00-000  | N/A   | N/A                           | \$75.00               |
| 7          | Broe, E.<br>Media Specialist         | Lafayette             | Maker Depot Academy-3D Design, Totowa, NJ                                       | 3/14/17       | \$41.70         | 11-000-252-340-70-005  | N/A   | N/A                           | \$41.70               |
| 8          | Carruthers, M.<br>Media Specialist   | APT                   | Maker Depot Academy-3D Design, Totowa, NJ                                       | 3/14/17       | \$41.70         | 11-000-252-340-70-005  | N/A   | N/A                           | \$41.70               |
| 9          | Conklin, B.<br>Computer Applications | SCMS                  | Maker Depot Academy-3D Design, Totowa, NJ                                       | 3/14/17       | \$41.70         | 11-000-252-340-70-005  | N/A   | N/A                           | \$41.70               |
| 10         | Cooper-Weis, T.<br>Media Specialist  | GWMS                  | Maker Depot Academy-3D Design, Totowa, NJ                                       | 3/14/17       | \$41.70         | 11-000-252-340-70-005  | N/A   | N/A                           | \$41.70               |

**OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017**

| NO. | NAME<br>POSITION                            | BLDG.          | WORKSHOP LOCATION   | DATE/S  | REG. FEE | REG. ACCT. CODE                       | T=Travel L=Lodging<br>M&I=Meals<br>**Incidentals | T/L/M&I ACCT. CODE | TOTAL<br>COST |
|-----|---|----------------|---|---------|----------|---------------------------------------|--|--------------------|---------------|
| 11  | Greer, M.<br>Media Specialist               | AWMS           | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 12  | Halat, M.<br>Media Specialist               | Randall Carter | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 13  | Halewicz, L.<br>Media Specialist            | Theunis Dey    | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 14  | Halstater, C.<br>Media Specialist           | Ryerson        | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 15  | Hicswa, J.<br>Media Specialist              | James Fallon   | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 16  | Lee, C.<br>Media Specialist                 | Pines Lake     | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 17  | Mandarino, L.<br>Media Specialist           | JFK            | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 18  | Mason, C.<br>Media Specialist               | Packanack      | Maker Depot Academy-3D<br>Design, Totowa, NJ                                  | 3/14/17 | \$41.70  | 11-000-252-340-70-005                 | N/A  | N/A                | \$41.70       |
| 19  | Harris, C.<br>Special Ed.<br>/Resource      | James Fallon   | Matching Interventions to<br>Reasons for Reading<br>Difficulties, Garwood, NJ | 3/24/17 | \$220.00 | 20-272-200-500-00-000<br>(Title II A) | N/A  | N/A                | \$220.00      |
| 20  | Lillianthal, R.<br>Special Ed.<br>/Resource | James Fallon   | Matching Interventions to<br>Reasons for Reading<br>Difficulties, Garwood, NJ | 3/24/17 | \$220.00 | 20-272-200-500-00-000<br>(Title II A) | N/A  | N/A                | \$220.00      |
| 21  | Neavill, D.<br>Special Ed.<br>/Resource     | James Fallon   | Matching Interventions to<br>Reasons for Reading<br>Difficulties, Garwood, NJ | 3/24/17 | \$220.00 | 20-272-200-500-00-000<br>(Title II A) | N/A  | N/A                | \$220.00      |

**OUT OF DISTRICT PROFESSIONAL TRAVEL OPPORTUNITIES FOR STAFF MEMBERS - March 2, 2017**

| NO. | NAME<br>POSITION                       | BLDG.          | WORKSHOP LOCATION                                     | DATE/S             | REG. FEE                            | REG. ACCT. CODE                      | T=Travel L=Lodging<br>M&I=Meals<br>**Incidentals | T/L/M&I ACCT. CODE                   | TOTAL COST        |
|-----|--|----------------|---|--------------------|-------------------------------------|--------------------------------------|--|--------------------------------------|-------------------|
| 22  | Toback, M.<br>Superintendent           | Central Office | NYU Professional Pathways Digital Marketing Intensive | 4/10-14/17         | \$1,920.00                          | 11-000-230-500-54-000                | T=\$125.90                                       | 11-000-230-580-54-000                | \$2,045.90        |
| 23  | Reichman, D.<br>Director of Elementary | Central Office | Women's Leadership Conference, Monroe Township, NJ    | 3/30/17<br>3/31/17 | Approved @<br>1/19/17 board meeting | 20-272-200-500-00-000<br>(Title 11A) | L=\$108.00<br>M&I=\$49.25                        | 20-272-200-500-00-000<br>(Title 11A) | \$157.25          |
| 24  | Weir, M.<br>Director of Secondary      | Central Office | Women's Leadership Conference, Monroe Township, NJ    | 3/30/17<br>3/31/17 | \$325.00                            | 20-272-200-500-00-000<br>(Title 11A) | T=\$77.72  | 20-272-200-500-00-000<br>(Title 11A) | \$402.72          |
|     |  |                |   |                    |                                     |                                      |  | <b>TOTAL:</b>                        | <b>\$4,403.20</b> |

# POLICY

## WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

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**Americans with Disabilities Act**

Dec 16

**M**

### 1510 AMERICANS WITH DISABILITIES ACT

It is the policy of the Board of Education that no qualified individual with a disability will, on the basis of disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination in employment or under any program, activity, or services sponsored by this Board. The Board will comply with the Americans with Disabilities Act of 1990, as amended by the Americans with Disabilities Amendments Act of 2008 (hereafter referred to as the Act).

Notice of Board Policy 1530 – Equal Educational Opportunities and Board Policy 5750 – Equal Educational Opportunity will be included in the Board policy manual, posted throughout the district, and referenced in any district statement regarding the availability of employment positions or educational services.

#### Employment

No employee or candidate for employment will be discriminated against in recruitment, hiring, advancement, discharge, compensation, job training, transfer, or any other term, condition, or privilege of employment solely on the basis of a disability, provided the employee or candidate can, with or without reasonable accommodation, perform the essential functions of the position sought or held.

No candidate for employment will be required to answer a question or submit to an examination regarding a disability except as such disability relates directly to perform job-related functions. No candidate will be discriminated against on the basis of a disability that is not directly related to the essential function of the position for which he/she has applied.

Reasonable accommodations, not directly affecting the educational and/or instructional program, will be made to accommodate employment conditions to the needs of qualified individuals with disabilities, such accommodations may include, but are not limited to: making existing facilities used by employees readily assessable to and usable by individuals with disabilities, job restructuring, part-time modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices, appropriate adjustment or modifications of examinations, training materials or policies, the provision of qualified readers or interpreters, and other similar accommodations for individuals with disabilities.





# POLICY

## WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

1510/ Page 2 of 4

**Americans with Disabilities Act**

Dec 16

**M**

The district will furnish appropriate auxiliary aids and services where necessary to afford individuals with disabilities an equal opportunity to participate in and enjoy the benefits of a service, program, or activity conducted by the district.

### Facilities Maintenance and Accessibility

No qualified individual with a disability will, because of the school district's facilities being inaccessible or unusable by disabled persons, be denied the benefits of, be excluded from participation in or otherwise be subjected to discrimination under any program or activity offered by the Board. No new facilities will be constructed that do not fully comply with Act. Alterations to existing facilities or part thereof, will be altered in such a manner to the maximum extent feasible, that the facilities are readily accessible and usable by individuals with disabilities who have a need to access Board facilities.

The district will maintain facilities and equipment required by the Act to be readily accessible to and usable by persons with disabilities.

### Service, Program, and Activity Access

The district will make reasonable accommodations so that services, programs, and activities are readily accessible and usable by qualified individuals with disabilities. The district is not required to provide personal devices or services of a personal nature to qualified individuals with disabilities.

### Evaluation and Compliance

The Superintendent or designee will evaluate district programs and practices on nondiscrimination, in accordance with law, and will report to the Board accordingly. Assurances of compliance will be submitted as required by law.

The district, with the assistance of interested persons, who may include individuals with disabilities or members of organizations representing individuals with disabilities, or other interested community members and staff, will evaluate its current services, policies, practices, and the effects thereof with regard to the requirements of the Act and make necessary modifications to meet the Act requirements. If such modifications would result in a fundamental alteration of the nature of the affected program or activity, or undue financial or administration burden, the district will provide access through means which would not result in a fundamental alteration or undue financial or administrative burden. 28 CFR §35.150(a)



# POLICY

## WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

1510/ Page 3 of 4

**Americans with Disabilities Act**

Dec 16

**M**

For a period of at least three years following completion of the self-evaluation, the district will maintain on file, available for public inspection, a list of those interested persons consulted, a description of the areas examined and problems identified, and modifications made.

Enforcement - 28 CFR §35.107

The Board will designate the Michael Reinknecht, Director of Student Support Services as district coordinator for matters dealing with ADA compliance. The district coordinator can be contacted at the following address or telephone number:

Office Address: 50 Nellis Drive, Wayne, NJ 07470

Telephone Number: 973-317-2155

Grievance procedures are outlined in Regulation 1510.

### Guarantee of Rights

The Board will not interfere, directly or indirectly, with any person's exercise or enjoyment of the rights protected by the Act.

The Board will not discriminate against any person for that person's opposition to any act or practice made unlawful by law or this Policy or for that person's participation in any manner in an investigation or proceeding arising under the Act.

The district is not required to permit an individual to participate in or benefit from the district's services, programs, or activities when that individual poses a direct threat to the health or safety of others.

### Notice

Policy and Regulation 1510 will be available to any member of the public in the district's Policy and Regulation Manual.



# POLICY

## WAYNE TOWNSHIP BOARD OF EDUCATION

ADMINISTRATION

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**Americans with Disabilities Act**

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42 U.S.C. 12101 (Americans with Disabilities Act of 1990, as amended)  
N.J.S.A. 10:5-1 et seq.  
N.J.S.A. 18A:18A-17  
N.J.A.C. 6A:14-1 et seq.  
34 CFR Part 104

Adopted: 15 October 2009  
Revised: 30 June 2010  
18 September 2014  
18 June 2015  
3 March 2017

