

BRADLEY BEACH BOARD OF EDUCATION
515 Brinley Avenue
Bradley Beach, NJ 07720

A G E N D A

**Regular Meeting
July 19, 2016**

I. Call To Order

II. Open Public Meetings Act

In accordance with the Open Public Meetings Act, notice of this meeting has been given to the designated newspapers, *The Asbury Park Press* and *the Coast Star*, and posted in the school in a place reserved for this kind of notice.

III. Flag Salute/Roll Call

IV. Discussion Items

V. Minutes:

Approval of Meeting Minutes

Resolved: That the Board approve the Minutes of:

Regular /Public Hearing Meeting – June 21, 2016

MOTION: _____ SECOND: _____ VOTE: _____

VI. Superintendent's Report

Executive Session

A. Personnel

1. Resolved: That the Board approve, with regret, the resignation of Victoria Mulligan from the position of Instructional Aide effective June 21, 2016. (Attachment VI-A.1)
2. Resolved: That the Board approve, with regret, the resignation of Raquel Sanders from the position of English as a Second Language Teacher effective July 6, 2016. (Attachment VI-A.2)
3. Resolved: That the Board approve, with regret, the resignation of Jessica Oliveira from the position of Special Education Teacher effective August 13, 2016. (Attachment VI-A.3)
4. Resolved: That the Board approve the attendance and the registration cost of the following staff members for engagement in the designated professional training: [G]

AGENDA
Regular Meeting
July 19, 2016

| Staff Member | Date(s) of Event | Name/Title of Professional Training | Location | Cost |
|----------------|------------------|---|--|----------|
| David Tonzola | Aug. 2, 2016 | Mitigating Your Cyber Risk | NJASBO Robbinsville, NJ | \$ 75.00 |
| Andrea Ballina | Aug. 18-19, 2016 | Rutgers K-12 Maker Education Conference | Rutgers | \$250.00 |
| Paul Mulligan | Aug. 18-19, 2016 | Rutgers K-12 Maker Education Conference | Rutgers | \$250.00 |
| Heather Ross | Oct. 25, 2016 | NJ Science Convention | Princeton Marriott at Forrestal Princeton, NJ | \$175.00 |

5. Resolved: That the Board adjust the cost of a consultation for Dr. Noah Gilson, Neurology Specialist of Monmouth County, NJ, for Neurological consultation and reports from \$290 to \$390. [B/G]
6. Resolved: That the Board approve the following teachers to attend an in-district Writers Workshop training to be held August 16th, at the contracted rate of \$40 per hour for 5 hours per staff member: [B]

Laurel Degnan
 Jillian Kreutzer
 Marissa Vitale
 Isabel Segoviano
 Donna Hamernick
 Cindy Aurilio
 Marjorie Zaccaro
 Donna Maggio (Bartlett)
 Jennifer Pingitore
 Carolyn Power
 Heidi Kobb
 Michelle Sprengel
 Kirsty Sucato
 Heather Ross
 Jeanne Acerra
 Ashley Girard
 Alisyn Morder
 Kevin Cosgrove
 Diana Rodrick
 Alexandra Casares
 Alisa Guzzi

AGENDA
Regular Meeting
July 19, 2016

7. Resolved: That the Board approve, with regret, the resignation of Alexandra Casares from the position of English as a Second Language Teacher effective July 15, 2016. (Attachment VI-A.7)

MOTION: _____ SECOND: _____ VOTE: _____

B. Students

1. Resolved: The Bradley Beach Elementary School Anti-Bullying Specialist reports no incidents of harassment, intimidation and bullying in the month of June.
2. Resolved: The Board approve fifth grade tuition student, SID #5568783358, for the 2016/2017 school year at a tuition cost of \$3,050.
3. Resolved: That the Board approve the following tuition contracts: [B]

| ID No. | School | Location | Start Date | Annual Tuition Rate |
|--------|-----------------|---------------|------------|---------------------|
| 1302 | Collier School | Wickatunk, NJ | 7/1/16 | \$65,626 |
| 1092 | New Road School | Lakewood, NJ | 9/6/16 | \$51,472.80 |

MOTION: _____ SECOND: _____ VOTE: _____

C. Policy

1. Resolved: That the Board authorize the submission of the Comprehensive Equity Plan, and that the school will support full implementation of the plan on September 1, 2016 upon approval by the New Jersey State Department of Education. (Attachment VI-C.1)
2. Resolved: That the 2016/2017 Calendar be amended as follows:
- September 14, 2016 is listed as Back to School Night.
 - September 16, 2016 is changed from a full day to a 1:00 dismissal for teachers and students as per the negotiated contract.

MOTION: _____ SECOND: _____ VOTE: _____

VII. Business Administrator/Board Secretary's Report

A. Approval of Acceptance of FY 2017 NCLB Consolidated Formula Grant Funds

Resolved: That the Board approve the acceptance of the FY 2017 NCLB Consolidated Formula Grant funds as follows:

AGENDA
Regular Meeting
July 19, 2016

| Program Name | FY 2016 Award Amount |
|----------------|----------------------|
| NCLB Title IA | \$142,270 |
| NCLB Title IIA | 40,100 |
| NCLB Title III | 36,296 |

MOTION: _____ SECOND: _____ VOTE: _____

B. Approval of Renewal of Food Service Contract with Maschio's Food Service, Inc.
(Food Service Management Company)

Resolved: That the Board award the third contract renewal to the Maschio's Food Service, Inc., Chester, N.J., for management of the District's food service operations for the 2016/2017 school year at the following fee:

Management Fee \$5,000.00

Note: Maschio Food Service guarantees that the bottom line on the operational financial report (total revenue for all sources less program cost) for the 2016/2017 school year will be a loss no greater than \$7,500. If the actual bottom line loss of the operational report is greater than this amount, Maschio's Food Service, Inc. will subsidize the bottom line up to 100% of the management fee. The guarantee is contingent upon the conditions listed in the contract.

MOTION: _____ SECOND: _____ VOTE: _____

C. Approval of Lunch/Breakfast Prices – 2016/2017 School Year

Resolved: That the Board approve the following lunch/breakfast prices for the 2016/2017 school year.

| | |
|-------------------|--------|
| Student Lunch | \$3.25 |
| Student Breakfast | \$1.50 |
| Adult Lunch | \$3.75 |
| Adult Breakfast | \$1.90 |

MOTION: _____ SECOND: _____ VOTE: _____

D. Approval of Nonpublic School Transportation Aid (2015/2016 School Year)

Resolved: That the Board accept State Nonpublic School Transportation Aid in the amount of \$1,754.00. (Attachment VII-D)

MOTION: _____ SECOND: _____ VOTE: _____

AGENDA
Regular Meeting
July 19, 2016

E. Approval of Use of School Building – Bradley Beach Recreation Department

Resolved: That the Board approve the use of the Bradley Beach Elementary School by the Bradley Beach Recreation Department on July 7, 14, 21, 28 and August 4 for loading and unloading of their field trip bus.

MOTION: _____ SECOND: _____ VOTE: _____

F. Approval of Use of School Building – The Church of the Ascension

Resolved: That the Board approve the use of the Bradley Beach Elementary School by the Church of the Ascension for its Faith Formation Program on Sundays during the 2016/17 School Year. (Attachment VII-F)

Note: This resolution supersedes the resolution dated June 21, 2016. The Church of the Ascension has provided an updated calendar.

MOTION: _____ SECOND: _____ VOTE: _____

G. Approval of Renewal of Contract with Intelligent Business System (IBS)

Resolved: That the Board approve the renewal of the attached contract with Intelligent Business System (IBS) to provide computer software maintenance and support services for the 2016/2017 school year at an annual cost of \$10,104. Said renewal represents a 0% increase over the 2015/2016 costs. [B]

MOTION: _____ SECOND: _____ VOTE: _____

H. Approval of Proposal – RFP Solutions, Inc.

Resolved: That the Board approve RFP Solutions, Inc., of Greenwood Avenue, Woodbury, NJ 08096 to provide a NEC IP Unified Phone System, Bogen Communication System and Emergency Notification System for a total cost of \$49,850, which is being awarded under State Contract number A80809. [B]

MOTION: _____ SECOND: _____ VOTE: _____

I. Approval of the Agreement Between the Bradley Beach Board of Education and the Bradley Beach Education Association

Resolved: That the Board approve the attached agreement between the Bradley Beach Board of Education and the Bradley Beach Education Association for the three (3) year period commencing on July 1, 2016 to June 30, 2019. (Attachment VII-I) [B]

MOTION: _____ SECOND: _____ VOTE: _____

AGENDA
Regular Meeting
July 19, 2016

J. Approval of Business Administrator/Board Secretary's Financial Report

Resolved: That the Financial Report of the Business Administrator/Board Secretary for the month ending June 30, 2016 is hereby approved and the Business Administrator/Board Secretary is instructed to file same. (Attachment VII-J)

MOTION: _____ SECOND: _____ VOTE: _____

K. Approval of Treasurer's Financial Report

Resolved: That the Financial Report of the Treasurer of School Funds for the month ending June 30, 2016 is hereby approved and the Business Administrator/Board Secretary is instructed to file same. The report is in agreement with the report of the Business Administrator/Board Secretary. (Attachment VII-K)

MOTION: _____ SECOND: _____ VOTE: _____

L. Approval of Monthly Certification

Resolved: That pursuant to N.J.A.C. 6A:23-2.11(e), we certify that as of June 30, 2016, after review of the Secretary's Monthly Financial Report (appropriations section), and upon consultation with the appropriate district officials, that to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b); that no line item appropriation is in violation of N.J.A.C. 6A:23-2.11 (1) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

MOTION: _____ SECOND: _____ VOTE: _____

M. Approval of Budget Transfers (2015/2016)

Resolved: That the Board approve the 2015/2016 budget transfers as listed on Attachment VII-M.

MOTION: _____ SECOND: _____ VOTE: _____

N. Approval of June 2016 Payroll

Resolved: That the Board approve the June 2016 gross payroll in the amount of \$374,010.27.

MOTION: _____ SECOND: _____ VOTE: _____

O. Approval of Bills Payment

Resolved: That the Board approve payment of the July 19, 2016 regular bills list and as certified and approved. (Attachment VII-O)

MOTION: _____ SECOND: _____ VOTE: _____

AGENDA
Regular Meeting
July 19, 2016

- VIII. Old Business
- IX. New Business
- X. Committee Reports
- XI. President's Report
- XII. Public Comments (Agenda Items Only)
- XIII. Public Comments (Other Items Only)
- XIV. Executive Session (if required)
- XV. Adjournment

6/27/16

Mr. Michael Liebmann
Supervisor of Curriculum and Instruction
Bradley Beach Elementary School
515 Brinley Ave.
Bradley Beach, NJ 07720

Dear Mr. Liebmann,

Please accept this letter as notice of my resignation from my position as paraprofessional. My last day of employment was June 20, 2015.

It truly has been a pleasure working at BBES with both the staff and students for the past two years. I will cherish all of the memories and connections I have made while working in this school.

Thank you again for allowing me the opportunity to work for BBES. I wish you and your staff all the best. You can email me anytime at Victoria.a.mulligan@gmail.com or call me at 732-272-4786.

Sincerely,

Victoria Mulligan

Raquel Sanders
[REDACTED]
[REDACTED]

July 6th 2016

Superintendent / Principal Dr. Stephen Wisniewski
Bradley Beach Elementary School
515 Brinley Avenue
Bradley Beach, NJ 07720

Dear Dr. Stephen Wisniewski,

This letter is to inform you that I will be resigning my position as an ESL teacher at Bradley Beach Elementary School effective immediately. While I could not have asked for a more professional opportunity than the one I have, I cannot give my family the necessary attention due to the long commute to and from school. Therefore, I have decided to look for another teaching position closer to my home so I can spend more time with my family.

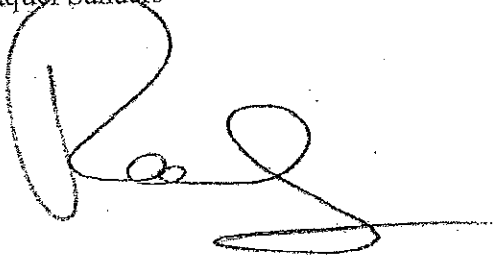
I have enjoyed my time at Bradley Beach Elementary School and wish you, the staff, and the students nothing but the best. I realize that leaving the school as the school year starts is inconvenient for you, but I have to do what is best for my family and this is to be closer to them. If you would like to meet me at any time during the summer I would be happy to do so to make the transition easier for another teacher.

I wanted to let you know that I find the students of Bradley Beach to be very smart and I hope you can find a good and kind ESL teacher that helps them succeed in the future. I appreciate the professional development and growth from Bradley Beach Elementary School and in particular, from you. Your mentoring support has encouraged me, and I hope that we will continue our relationship as I move forward in my career.

Best wishes for your continued success,

Sincerely,

Raquel Sanders

A large, stylized handwritten signature in black ink, appearing to be 'Raquel Sanders', with a long horizontal flourish extending to the right.

July 4, 2014

Dear Dr. Wisniewski and Bradley Beach Board of Education:

Please accept this letter as my official resignation from my position as an inclusion teacher for Bradley Beach Elementary School, effective August 12, 2016.

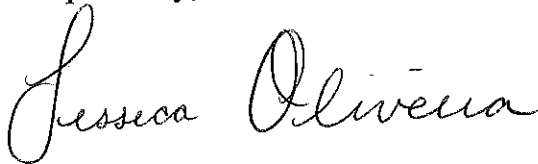
While I have loved my time at Bradley, I have accepted a position in another school district as a middle school special education teacher. After careful consideration, I have found the decision to be both challenging and exciting.

I cannot thank you enough for the opportunities you have provided me with here at Bradley Beach Elementary. I have learned so much over the past two years about management, curriculum, and extra-curricular activities, and I loved being such an integral part of a tight-knit community.

I am happy to assist in any way possible in finding and training my replacement. I intend to help make this transition as smooth as possible. Please advise me of anything I can do to make this change as easy as possible for everyone involved.

I leave here with my heart full of love, hope, and pride having learned and grown so much in my two years as an employee of the Bradley Beach School District. I am so blessed to have had an amazing time with intelligent and kind students, helpful and friendly colleagues, and encouraging and supportive administration.

Respectfully,

A handwritten signature in cursive script that reads "Jessica Oliveira". The signature is written in dark ink and is positioned below the word "Respectfully,".

Jessica Oliveira

7/15/16

Dr. Stephen Wisniewski
Superintendent/Principal
Bradley Beach Elementary School

Dear Dr. Wisniewski,

Please accept this letter as my official resignation from my position as an ESL/Bilingual Teacher at Bradley Beach Elementary School effective immediately. I request leniency with respect to the 60 day rule so that I am able to have a smooth transition into a new position come the beginning of September.

I have enjoyed the past 2 years working at Bradley Beach Elementary and wish you and the students nothing but success and happiness. Through my time here at Bradley Beach, I have come to realize that helping immigrant families is a true passion of mine. To that end, I would like to explore an opportunity that will give me a chance to work more closely with immigrant students and their families.

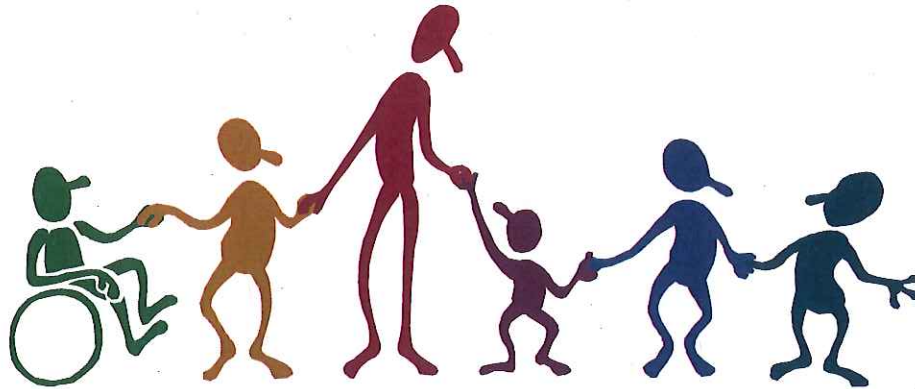
I am extremely grateful for the experience that this institution has provided me with. Working at Bradley Beach enabled me to grow as a professional by giving me the opportunity to educate both children and adults. I am also very thankful for all of the chances I had to collaborate with different community members on events such as The Community Extravaganza, The Cinco de Mayo Celebration, and Battle of the Books. I will very much miss the close-knit community of Bradley Beach.

Sincerely,

A handwritten signature in dark ink, reading "Alexandra Casares". The signature is fluid and cursive, with the first name "Alexandra" being more prominent than the last name "Casares".

Alexandra Casares

**NEW JERSEY STATE DEPARTMENT OF EDUCATION
DIVISION OF FIELD SERVICES**



**COMPREHENSIVE EQUITY PLAN
For School Years
2016-17 through 2018-19**

Bradley Beach Board of Education

**“MANAGING FOR EQUALITY AND EQUITY IN EDUCATION”
THREE YEAR COMPREHENSIVE EQUITY PLAN**

School Years 2016-2017 through 2018-2019

Table of Contents

| | |
|--|-----------|
| STATE BOARD OF EDUCATION MEMBERS | ii |
| GENERAL INFORMATION | 1 |
| Purpose | 1 |
| Federal Law | 1 |
| State Laws and Regulations | 1 |
| Questions | 1 |
| Submission Deadlines..... | 2 |
| Resources for More Information about Equity and Equality in Education..... | 2 |
| COMPREHENSIVE EQUITY PLAN..... | 3 |
| Accountability | 3 |
| Sanctions..... | 3 |
| STATEMENT OF ASSURANCE | 4 |
| RESOLUTIONS | 5 |
| Affirmative Action Officer | 5 |
| Comprehensive Equity Plan Submission | 6 |
| AFFIRMATIVE ACTION TEAM MEMBERS | 7 |
| COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT | 8 |
| COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS | 32 |
| COMPREHENSIVE EQUITY PLAN YEARLY STATEMENT OF ASSURANCE | 39 |

NEW JERSEY STATE BOARD OF EDUCATION

MEMBER NAME

Mark W. Biedron (President)
Joseph Fisicaro (Vice President)
Arcelio Aponte
Claire Chamberlain
Jack Fornaro
Edithe Fulton
Ernest P. Lepore
Andrew J. Mulvihill
J. Peter Simon
Dorothy S. Strickland

MUNICIPALITY

Hunterdon County
Burlington County
Middlesex County
Somerset County
Warren County
Ocean County
Hudson County
Sussex County
Morris County
Essex County

David C. Hespe
Commissioner of Education
Secretary

Robert L. Bumpus
Assistant Commissioner
Division of Field Services

GENERAL INFORMATION

Purpose

In September 2008, the State Board of Education re-adopted N.J.A.C. 6A:7, Managing for Equality and Equity in Education, which outlines responsibilities for achieving and maintaining compliance with state and federal laws governing equity in educational programs. As a result, all school districts, including charter schools and renaissance school projects are mandated to develop a three-year Comprehensive Equity Plan (CEP). The first CEP encompassed school years 2004-2007, the second encompassed 2007-2010 and subsequent to that, school districts and charter schools submitted signed statements of assurance, affirming compliance with the code. The responsibility of each board of education and board of trustees of every public school district, charter school and renaissance school project in New Jersey is to identify and correct all discriminatory and inequitable policies, programs, practices and conditions within or affecting schools. The role of the New Jersey Department of Education (NJDOE) is to ensure that each district, charter school and renaissance school project complies with equality and equity requirements, and to provide guidelines to accomplish that result.

The Comprehensive Equity Plan enables school districts, charter schools and renaissance school projects to demonstrate compliance with all applicable laws, codes, and regulations, including, but not limited to, the following:

Federal Laws

- Titles VI and VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Section 504 of the Rehabilitation Act of 1973
- Equal Pay Act
- The Americans with Disabilities Act of 1990
- Individuals with Disabilities Education Act (I.D.E.A.)

State Laws and Regulations

- Article I, Paragraph 5 of the New Jersey State Constitution
- N.J.S.A.18A:36-20, Equality in Educational Programs
- N.J.S.A.10:5 New Jersey Law Against Discrimination
- New Jersey Administrative Code (N.J.A.C.) 6A:7
- N.J.S.A. 18A:35-1, History of the United States and New Jersey
- N.J.S.A. 18A:36-20, Prohibition of Discrimination

Questions

Questions regarding the development, submission and implementation of the Comprehensive Equity Plan may be sent to countyoffices@doe.state.nj.us. Additionally, questions may be directed to the county education specialist at the County Office of Education. The contact list for the county offices of education can be found at <http://www.state.nj.us/education/counties/>.

Submission Deadlines

School districts, charter schools and renaissance school projects must submit the original Comprehensive Equity Plan and corresponding forms to the **County Office of Education** for review and approval no later than **Friday, April 1, 2016** for implementation on September 1, 2016.

Resources for more Information About Equity and Equality in Education

- NJ State Division on Civil Rights website: <http://www.state.nj.us/lps/dcr/>
- U.S. Dept. of Education Office for Civil Rights website:
<http://www.ed.gov/about/offices/list/ocr/index.html?src=mr>
- U.S. Commission on Civil Rights website: <http://www.usccr.gov/>
- U.S. Dept. of Justice Civil Rights Division website: <http://www.justice.gov/crt/>

COMPREHENSIVE EQUITY PLAN

ACCOUNTABILITY:

1. Each school district, charter school and renaissance school project must review the approved Comprehensive Equity Plan (CEP) on an annual basis and submit a statement of assurance regarding the CEP implementation to the County Office of Education no later than September 1 of each year. Statements of Assurance forms for each school year are attached as Appendix D.
2. The New Jersey Department of Education will review a sampling of CEPs annually.

SANCTIONS:

As noted in N.J.A.C. 6A:7-1.9(f), "If the district board of education or charter school does not implement the comprehensive equity plan within 180 days of the approval date of the plan, or fails to report its progress annually, sanctions deemed to be appropriate by the Commissioner of Education or his/her designee shall be imposed, and may include action to suspend, terminate or refuse to award continued federal or state financial assistance, pursuant to N.J.S.A. 18A:55-2."

*In accordance with N.J.S.A. 18A:36C-7h., Renaissance school projects are bound to the laws and regulations that govern charter schools

Comprehensive Equity Plan Statement of Assurance

to be Submitted with the Three-Year CEP

School District, Charter School or Renaissance School Project Information:

| | |
|---|---|
| County: Monmouth | |
| School District/Charter School/Renaissance School Project: Bradley Beach Board of Education | |
| Address: 515 Brinley Ave, Bradley Beach, NJ 07720 | |
| Affirmative Action Officer (AAO): Mr. Michael Liebmann | Telephone #: 732-775-4413 |
| AAO Email: mliebmann@bbesnj.org | |
| Alternate Contact Person: Dr. Stephen Wisniewski | Telephone #: 732-775-4413 |
| Title: Superintendent | Email: swisniewski@bbesnj.org |

1. The school district, charter school or renaissance school project has conducted a comprehensive needs assessment of its equality and equity needs at each school within the district, charter school or renaissance school project, if applicable. The attached Comprehensive Equity Plan is designed to meet the assessed equality and equity needs at each site, if applicable.
2. The local Board has authorized the submission of the Comprehensive Equity Plan, and will support full implementation of the plan on September 1, 2016 upon approval by the New Jersey State Department of Education.
3. The school district, charter school or renaissance school project will achieve and maintain compliance with all applicable laws, codes and regulations governing equity in education including, but not limited to: N.J.S.A.18A:36-20; N.J.S.A.10:5; N.J.A.C. 6A:7; Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; The Americans with Disabilities Act of 1990; Individuals with Disabilities Education Act (I.D.E.A.) of 1997.

CERTIFICATION:

By signing below, the Chief School Administrator or Charter or Renaissance School Project Lead Person certifies that all statements above are true and correct:

Name Dr. Stephen Wisniewski Title Superintendent of Schools

Signature: _____ Date: _____

APPENDIX A: AFFIRMATIVE ACTION TEAM

The following Affirmative Action Team (AAT) members that participated in the development of the needs assessment and Comprehensive Equity Plan. The AAT **must** consist of a minimum of three personnel and be comprised of diverse stakeholders.

SCHOOL DISTRICT, CHARTER SCHOOL AND RENAISSANCE SCHOOL PROJECT NAME:

Bradley Beach Board of Education

| NAME | TITLE | GRADE LEVEL (if applicable) | SIGNATURE |
|------------------------|--|--------------------------------|-----------|
| Michael Liebmann | Affirmative Action Officer | | |
| David Tonzola | Business Administrator /Board Secretary | | |
| Dr. Stephen Wisniewski | Superintendent | | |
| Kristen Hanson | Supervisor of Special Ed | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

COMPREHENSIVE EQUITY PLAN NEEDS ASSESSMENT

Directions: Indicate compliance by yes or no. If non-compliant, list the name of the school(s) not in compliance; specific areas identified as non compliant MUST be addressed on the Comprehensive Equity Plan forms.

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|--|--|
| <p>NJAC 6A:7-1.7; Title VII, Civil Rights Act of 1964; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5, Title IX; U.S. Supreme Court, 1982; Plyler v. Doe; N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>A. Adopt or re-adopt written equality and equity policies, requiring the following:</p> <p>1) Equality and Equity in School and Classroom Practices, that shall, as a minimum, do the following:</p> <p>a) Identify and address all forms of prejudice and discrimination in all district, charter and renaissance school project programs, practices, curricula, instructional materials and assessments.</p> | Yes | <ul style="list-style-type: none"> • Policy 1510 – Rights of Persons with Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 • Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 • Policy 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 <p>These policies identify and address all forms of prejudice and discrimination and is published on the Internet and shared drive. Relevant portions are noted on job applications, contracts, faculty and student handbooks and posted in each building owned and operated by the district.</p> | |
| <p>b) Ensure equal access to all schools, facilities, programs, activities, and benefits for all students, regardless of</p> | Yes | <ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational | |

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|--|
| race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. | | <ul style="list-style-type: none"> Opportunity, Adopted 10/17/00, Revised 12/19/06 Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 Policy 2260 – Affirmative Action Program for Schools and Classroom Practices, Adopted 10/17/00 | |
| c) Provide equitable treatment for pregnant and married students. | Yes | <ul style="list-style-type: none"> Policy 2416 – Programs for Pregnant Students, Adopted 10/17/00 Policy 5752 – Marital Status and Pregnancy, Adopted 10/17/00 | |
| d) Prohibit or eliminate all forms of harassment, including sexual harassment, intimidation and bullying. (P.L.2010,c122). | Yes | <ul style="list-style-type: none"> Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 Policy 3362 – Sexual Harassment (Teaching Staff Members), Adopted 5/23/06 Policy 4352 – Sexual Harassment (Support Staff Members), Adopted 10/17/00 Policy & Regulation 5512 – Harassment, Intimidation, and Bullying, Adopted 9/16/14 Policy & Regulation 5751 – Sexual Harassment (Pupils), Adopted 4/25/2012 <p>All district policies are published and available on the Internet at www.bbesnj.org under District Policies. Additionally, all information and policies relating to Affirmative Action, equal access for all students and staff, and the prohibition of bias, harassment, discrimination and segregation is outlined on all job postings and advertisements, student and faculty handbooks, and all employee applications.</p> | |
| 2) Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, | Yes | <ul style="list-style-type: none"> Policy 1510 – Rights of Persons with Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 | |

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|--|--|
| ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. | | <ul style="list-style-type: none"> • Policy 1523— Comprehensive Equity Plan, Adopted 10/17/00 • Policy 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 10/17/00 • Policy 1530 – Equal Employment, Adopted 10/17/00 <p>These policies specifically mandates equality in employment and contract practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. All suspected violations of these policies are reported to the AAO who will conduct an investigation and take any appropriate steps or implement corrective action plans or strategies.</p> | |
| 3) Appoint an Affirmative Action Officer (AAO) who can also serve as or coordinate with the Section 504 Officer and/or the district, charter and renaissance school project's Title IX Coordinator. | Yes | <ul style="list-style-type: none"> • Policy 1140 – Affirmative Action Program, Adopted 4/25/2012 <p>By Board Resolution adopted on 10/20/15, an equal opportunity Affirmative Action and 504 Officer was appointed. A new Affirmative Action Officer was appointed on 3/15/16 after the resignation of the original officer.</p> <p>Documentation: Board resolution extracts are included in this Comprehensive Equity Plan.</p> | |
| 4) Provide staff development to ensure that all equity requirements comply with N.J.A.C. 6A:7-1.6. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 <p>Affirmative Action Officer insures that staff development opportunities are on-going and available to all staff to identify and resolve all problems associated with achievement gaps and other inequalities.</p> | |
| B. Authorize the Affirmative Action Team to develop a Needs Assessment and a Comprehensive Equity Plan, implement the | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 | |

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|--|--|
| plan over a three-year period of time, submit an annual Statement of Assurance of its implementation and progress. | | <ul style="list-style-type: none"> • Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 | |
| C. Collect and analyze Annual Yearly Progress (Progress Targets) data for underperforming subgroups disaggregated by gender, race, ethnicity, limited English proficiency, special education, migrant status, date of enrollment, student suspension, expulsion, child study team referrals; Pre-K-12 promotion/retention data; Pre-K-12 completion rates and re-examination and re-evaluation of classification and placement of students in special education programs if there is over representation within certain groups; staffing practices; quality of program data; and stakeholder satisfaction data. Identify any school-level underperforming subgroups on Annual Yearly Progress (Progress Targets) reports for state assessments. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 • Policy 2415 – No Child Left Behind Programs, Adopted 6/18/13 • Policy & Regulation 2423 – Bilingual and ESL Education, Adopted 6/3/08 • Policy 2610 – Educational Program Evaluation, Adopted 10/17/00 • Policy 2622 – Student Assessment, Adopted 3/31/09, Revised 9/15/15 | |
| D. Adopt the Comprehensive Equity Plan (CEP) by board resolution, and facilitate and support implementation of the CEP, by undertaking the following actions: | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 • Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 <p>By Board Resolution adopted on March 15, 2016, to submit the Comprehensive Equity Plan. Documentation: Board resolution extract is included in this Comprehensive Equity Plan.</p> | |

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|---|--|
| 1) Inform the school community about the Board's policies prohibiting bias, harassment, discrimination and segregation; and ensuring equality in educational programs. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 • Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 <p>All district policies are published and available on the Internet at www.bbesnj.org under District Policies. Additionally, all information and policies relating to Affirmative Action, equal access for all students and staff, and the prohibition of bias, harassment, discrimination and segregation is outlined on all job postings and advertisements, student and faculty handbooks, and all employee applications.</p> | |
| 2) Define the responsibilities of the AAO (Affirmative Action Officer/504 Officer, and/or Title IX Coordinator); require that the AAO be a certificated staff person; and, train the AAO to handle the equity responsibilities. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 <p>The district appoints an Affirmative Action Officer annually by board resolution. The board appointed the Affirmative Action Officer on October 20, 2015 for the 2015-2016 school year. Documentation: Board resolution extract is included in this Comprehensive Equity Plan.</p> | |
| 3) Provide students, staff and the community with contact information for the AAO and publicize the location and availability of the CEP, policy(ies), grievance procedures and annual reports. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/17/00 • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 <p>Annually, after the board resolution, the name, phone number and office address of the AAO is listed on documents published by the district. Documentation: employee handbook, student handbooks. The policies can be found on the district website under</p> | |

| I. <u>BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|--|
| | | "Board" Policies & Regulations. | |
| 4) Investigate and resolve discrimination complaints, grievances and incidents between students and staff or among students, based on race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status or disability. | Yes | <ul style="list-style-type: none"> • Policy 1550 – Affirmative Action Program, Adopted 10/1/00 • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 5600 – Pupil Discipline/Code of Conduct, Adopted 10/20/15 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 12/19/06 <p>Each employee of the district is charged with contacting the building administrator and the AAO with any and all concerns regarding discrimination, complaints, grievances, and incidents relating to any person attending or employed by the district based on race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, or disability. Each and every complaint or inquiry is investigated and a report made and kept on file in a secure location. Timelines have been added to the grievance form for more expediency in revisions for any issues. Violators of this policy are subject to disciplinary action per local regulations.</p> | |
| 5) Report on progress made in meeting the adequate yearly targets established for closing the achievement gap as set by the Department of Education. | Yes | <ul style="list-style-type: none"> • Policy 2622 – Student Assessment, Adopted 9/27/2012 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 9/15/15 • No Child Left Behind Programs, Adopted 6/18/13 | |

| <u>I. BOARD RESPONSIBILITY</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|---|
| 6) Authorize the AAO to conduct yearly equity training for all staff. | | Each year, after all data from the previous year is collected and analyzed, the Superintendent or designee reports to the Board and general public, at an open, advertised Board of Education meeting, the progress made by the pupils in the District as related to the goal of meeting the adequate yearly progress target goals. | |
| E. A county vocational school district shall admit resident students based on board-approved policies and procedures that ensure equity and access for enrollment that shall be posted on the school district, charter and renaissance school project's website. N.J.A.C. 6A:19-2.3(b), Career and Technical Education Programs and Standards. | Yes | <ul style="list-style-type: none"> Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 The AAO provides professional development for equity training for staff through faculty meetings. (For County Vocational School Districts Only) | |

| <u>II. STAFF DEVELOPMENT AND TRAINING</u> N.J.A.C. 6A:7-1.6 & N.J.S.A. 10:5 | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|---|
| A. Provide staff development, which will be open to parents and community members, to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, | Yes | <ul style="list-style-type: none"> Policy 1523 – Comprehensive Equity Plan, Adopted 10/17/00 The AAO provides professional development for equity training for staff through faculty meetings. | |

| | | | |
|--|-----|---|--|
| disability, housing status or socioeconomic status every school year to: | | | |
| 1) Certificated (administrative and professional) staff. | Yes | <ul style="list-style-type: none"> • Policy 1523 – Affirmative Action Program, Adopted 10/17/00 • Policy & Regulation 3240 – Professional Development for Teachers and School Leaders, Adopted 10/17/00, Revised 2/17/15 New Staff Induction Meetings, Orientation, Faculty/Principal Meetings, Department Meetings, SciP Meetings, HIB Overview | |
| 2) Non-certificated (non-professional) staff. | Yes | <ul style="list-style-type: none"> • Policy 1523 – Affirmative Action Program, Adopted 10/17/00 • Policy 4240 – Employee Training, Adopted 10/17/00 Faculty Meetings | |

| III. SCHOOL AND CLASSROOM PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|------------------------------|---|--|
| <p>A. Equality and Equity in Curriculum N.J.A.C. 6A:7-1.7(b); Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5; Title IX, Education Amendments of 1972, U.S. Supreme Court, 1982; Plyler v. Doe, N.J.A.C. 6A:15-1.7; Castañeda v. Pickard</p> <p>1) Ensure that the district, charter school or renaissance school project's curriculum and instruction are aligned to the State's Core Curriculum Content Standards and that they address the elimination of discrimination and the achievement gap, as identified by underperforming school-level AYP (Progress Targets profiles) for State assessment, by providing equity in educational programs and by providing opportunities for students to interact positively with others regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, English proficiency, housing status or socioeconomic status. Areas covered include, but are not limited to, the following:</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 2200 – Curriculum Content, Adopted 10/7/00, Revised 1/15/08 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/7/00 • Policy 2415.01 – No Child Left Behind, Adopted 10/7/00, Revised 6/18/13 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/7/00, Revised 12/19/06 | |
| <p>a) School climate and culture, safe and positive learning environment</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/7/00 • Policy 2200 - Curriculum Content, Adopted 4/25/2012 • Policy 5512.01 – Harassment, Intimidation, & Bullying, Adopted 10/18/11, Revised 9/16/14 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/7/00, Revised 12/19/06 | |

| <u>III. SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|---|--|
| b) Courses of study, including physical education | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 2425 – Physical Education, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 <p>District program curricula reflect State Core Curriculum Content Standards as evidenced by Board approved courses of study. This documentation is first presented at board committee level for discussion and, subsequently, brought before the Board for approval and adoption. Copies of said curricula are housed with the Supervisor of Curriculum and Instruction.</p> <p>Documentation: Curriculum Guides</p> | |
| c) Library materials/instructional materials and strategies | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 2200 – Curriculum Content, Adopted 10/07/00 <p>Library materials/Instructional materials and strategies are compliant with BOE Policy 5750; Equal Educational Opportunity.</p> | |
| d) Technology/software and audiovisual materials | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 2200 – Curriculum Content, Adopted 10/7/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 | |
| e) Guidance and counseling, including harassment, intimidation and bullying, sexual harassment and grievance procedures | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 2411 – Guidance Counseling, Adopted 10/17/00 • Policy & Regulation 5512.01 – Harassment, Intimidation, and Bullying, Adopted 8/23/2011, revised 9/16/14 • Policy & Regulation 5750 – Equal Educational | |

| III. SCHOOL AND CLASSROOM PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|---|
| | | <p>Opportunity, Adopted 10/17/00, Revised 12/19/06</p> <ul style="list-style-type: none"> Policy 5751 – Sexual Harassment – Pupils, Adopted 10/17/00, Revised 12/19/06 <p>Guidance and Counseling services are offered equally to all students. HIB Policy and Procedures applied equally to all students.</p> | |
| f) Extra-curricular programs and activities | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 <p>All students are given the opportunity to participate in extra-curricular programs and activities regardless of gender, race, or national origin. Students have a variety from which to select.</p> | |
| g) Tests and other assessments | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Policy 2428.1 – Standards-Based Instructional Priorities, Adopted 10/17/00 Policy 2622 – Student Assessment, Adopted 3/31/09, Revised 9/15/15 Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 <p>All Board policies are made available to the public at www.bbesnj.org</p> | |
| h) Reduction and/or prevention of under representation of minority, female and male students in all classes and programs | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |
| 2) Incorporate multicultural aspects throughout the instructional content and | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|--|---|
| practices across the curriculum. | | <ul style="list-style-type: none"> • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 – Equity in Educational Programs & Services, Adopted 10/17/00, Revised 12/19/06 | |
| 3) Ensure that instruction in African-American History, including the Amistad, and the history of other cultures is taught as part of the history of the United States. (N.J.S.A. 18A:35-1) | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 – Equity in Educational Programs & Services, Adopted 10/17/00, Revised 12/19/06 History & Social Sciences District Curriculum | |
| 4) Include instruction on the Holocaust and other genocide curricula at all grade levels. (N.J.S.A. 18A:35-28) | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 - Equity in Educational Programs & Services, Adopted 10/17/00, Revised 12/19/06 History & Social Sciences District Curriculum | |
| <p>B. Equality and Equity in Student Access N.J.A.C. 6A:7-1.7; Titles VI & VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; Section 504, Rehabilitation Act of 1973; N.J.S.A. 10:5 IDEA of 1997; Guidelines for Eliminating Discrimination and Denial of Services in Vocational Education (1989); U.S. Supreme Court, 1982; Plyler v. Doe; U.S. Supreme Court, 1974, Castañeda v. Pickard</p> <p>Provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, English proficiency, housing status or socioeconomic status, as follows:</p> | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy & Regulation 5750 – Equal Educational Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |
| 1) Ensure equal and barrier-free access to all school and classroom facilities. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|---|---|
| | | <ul style="list-style-type: none"> • Policy 7101 – Educational Adequacy of Capital Projects, Adopted 10/17/00 | |
| 2) Attain minority representation of students within each school, including racial and ethnic balance that approximates the district, charter and renaissance school project's overall minority racial and ethnic representation. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |
| 3) Refrain from locating new facilities in areas that will contribute to imbalanced, isolated, or racially identifiable school enrollments. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 Class Lists | |
| 4) Ensure that students are not separated or isolated by race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, immigration status, housing status or socioeconomic status, resulting in disproportionate placement within schools, courses, classes, programs or extracurricular activities. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Course Rosters, Team & Extracurricular Club Rosters, BOE Resolutions to support inclusion of students with disabilities with aide support for extracurricular activities | |
| a) Ensure that minority and female students are not underrepresented in gifted and talented or accelerated/advanced courses. | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|---|
| b) Ensure that minority and male students are not disproportionately represented in detentions, suspensions, expulsions, dropouts, or special need classifications. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Class Lists and discipline records. | |
| c) Ensure equal and bias-free access for all students to computers, computer classes, career and technical education programs, and technologically-advanced instructional assistance, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional/sexual orientation, gender, religion, disability, English proficiency, immigration status, housing status or socioeconomic status. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 | |
| d) Ensure that all English language learners have equal and bias-free access to all school programs and activities. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 2423 – Bilingual and ESL Education, Adopted 10/17/00, Revised 6/3/08 • ESL Class Lists and ESL students who participated in programs | |
| e) Ensure that all students with disabilities have equal and bias-free access to all school programs and activities. | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy 2260 – Affirmative Action Program for School & Classroom Practices, Adopted 10/17/00 • Policy 1510 – Rights of Persons with Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 Class lists, team rosters and club rosters, BOE Resolutions to support inclusion of students with disabilities with aide support for extracurricular activities | |

| III. SCHOOL AND CLASSROOM PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|--|---|
| f) Ensure that all schools' registration procedures are in compliance with State and Federal regulations and case law. | Yes | <ul style="list-style-type: none"> Policy & Regulation 5111 – Eligibility of Resident/Nonresident Students, Adopted 10/17/00, revised 2/21/06 | |
| 5) Utilize a State approved language proficiency assessment on an annual basis for determining the English language proficiency of English language learners. | Yes | <ul style="list-style-type: none"> Policy & Regulation 2423 – Bilingual and ESL Education, Adopted 10/17/00, Revised 6/3/08 Fall and Spring administration of WIDA for ELLs to all District LEP Students. ESL Class List | |
| 6) Utilize bias-free measures for determining the special needs of students with disabilities. | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 Policy 2460 – Special Education, Adopted 3/31/09 Policy 1510 – Rights of Persons with Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 | |
| 7) Ensure that support services (e.g. school-based youth services, health care, tutoring and mentoring) are available to all students, including English language learners. | Yes | <ul style="list-style-type: none"> Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 | |
| 8) Ensure that all pregnant students are permitted to remain in the regular school program and activities. Ensure that equivalent instruction is provided the students, if not permitted to attend school by a doctor. | Yes | <ul style="list-style-type: none"> Policy 2416 – Programs for Pregnant Students, Adopted 10/17/00 Policy 5752 – Marital Status and Pregnancy, Adopted 10/17/00 Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |

| III. SCHOOL AND CLASSROOM PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|-----------------------|---|---|
| <p>C. Equality and Equity in Guidance Programs and Services</p> <p>N.J.A.C. 6A:7-1,7(c) Title IX, Education Amendments of 1972, & Carl D. Perkins Vocational & Technical Education Act of 1998</p> <p>Ensure that the district, charter and renaissance school project's guidance program provides the following:</p> | | | |
| <p>1) Access to adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, and students with disabilities.</p> | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling, Adopted 10/17/00 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 <p>Guidance and Counseling Services are available and delivered equally and without discrimination to all students, regardless of nationality, religion, gender and gender identity, race, age, affection and sexual orientation, socioeconomic status or disability.</p> | |
| <p>2) A full range of possible occupational, professional, and Career and Technical Education choices for all students, including careers in the science and technology industries and nontraditional careers.</p> | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 2200 – Curriculum Content, Adopted 10/17/00 • Policy & Regulation 2411 – Guidance Counseling, Adopted 10/17/00 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |
| <p>3) Bias-free materials for use by counselors.</p> | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2411 – Guidance Counseling, Adopted 10/17/00 • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 | |
| <p>D. Equality and Equity in Physical Education</p> <p>N.J.A.C. 6A:7 (d) and Title IX, Education Amendment of 1972</p> <p>Ensure that the physical education program and</p> | Yes | <ul style="list-style-type: none"> • Policy 2425 – Physical Education, Adopted 10/17/00 • Policy 2200 – Curriculum Content, Adopted 10/17/00 • Policy 5750 – Equal Education Opportunity, Adopted 10/17/00, Revised 12/19/06 • Policy 5755 – Equity in Educational Programs and | |

| III. <u>SCHOOL AND CLASSROOM PRACTICES</u> | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|---|--|
| instructional activities are equitable. | | <p>Services, Adopted 10/17/00, Revised 12/19/06</p> <p>All physical education and health education offerings are open to all students, regardless of gender, race, national origin, or handicapping conditions. Students have a variety of offerings open to them, and the school does make provisions to accommodate students with disabilities.</p> <p>Physical education and health programs focus on wellness and the connection between physical activity and well-being.</p> | |
| <p>E. Equality and Equity in Athletic Programs</p> <p>Athletic Guidelines 1986; N.J.A.C. 6A:7-1.7(d) and Title IX, Education Amendments of 1972</p> <p>Ensure that the athletic program accomplishes the following:</p> | Yes | <ul style="list-style-type: none"> • Policy 2430 – Co-Curricular Activities, Adopted 10/17/00 • Policy 2431 – Athletic Competition, Adopted 4/24/12, Revised 6/18/13 <p>All students are given the opportunity to participate in the athletic program offerings regardless of gender, race, or national origin. All students that are mentally and physically able to participate are given the opportunity, regardless of mental or physical handicap. Students have a variety from which to select.</p> | |
| <p>1) Relatively equal numbers of varsity and sub-varsity teams for male and female students.</p> | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 10/17/00, Revised 12/19/06 • Policy 2430 – Co-Curricular Activities, Adopted 10/17/00 • Policy 2431 – Athletic Competition, Adopted 4/24/12, Revised 6/18/13 <p>The Middle School has 6 Team Sports – 3 Female, 3 Male Sports. Additionally the Middle School has a Cheerleading Squad open to all.</p> | |
| <p>2) Equitable scheduling of night games, practice times, locations and numbers of games for male and female teams.</p> | Yes | <ul style="list-style-type: none"> • Policy 5755 – Equity in Educational Programs and Services, Adopted 4/25/2012 • Policy 2260 – Affirmative Action Program for School & Class Practices, Adopted 10/17/00 • Policy 2430 – Co-Curricular Activities, Adopted 10/17/00 | |

| III. SCHOOL AND CLASSROOM PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|---|--------------------------|---|---|
| | | <ul style="list-style-type: none"> • Policy 2431 – Athletic Competition, Adopted 4/24/12, Revised 6/18/13 <p>All students are given an equitable opportunity to participate in night games, equitable practice times, locations, and total number of games for male and female teams.</p> | |
| 3) Equitable treatment that includes staff salaries, purchase and maintenance of equipment, etc. | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 <p>DOCUMENTATION: Budget Analysis Document, BBEO agreement on salary guide and stipends. BBEO budget allotments.</p> | |
| 4) Comparable facilities for male and female teams. | Yes | <ul style="list-style-type: none"> • Policy & Regulation 2260 – Affirmative Action Program for School and Classroom Practices, Adopted 10/17/00 • Policy 2430 – Co-Curricular Activities, Adopted 10/17/00 • Policy 2431 – Athletic Competition, Adopted 4/24/12, Revised 6/18/13 <p>Field/Gym facilities are identical for male and female teams.</p> | |
| IV. EMPLOYMENT/CONTRACT PRACTICES | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
| N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 | | | |

| <p>IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p> | <p>Compliant (Yes or No)</p> | <p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p> | <p>List name of noncompliant school(s) in the district</p> |
|--|----------------------------------|---|--|
| <p>A. Ensure that the district, charter and renaissance school project provides equal and bias-free access to all categories of employment, as follows:</p> <p>1) Utilize equitable hiring practices that correct imbalance and isolation based on race, national origin, sexual orientation, and gender among the district, charter and renaissance school project's certificated and non-certificated staff and within every category of employment, including administration.</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices, 10/17/00 <p>These policies describe the district's non-discrimination recruitment, selection and hiring practices for certified and non-certified staff. The District uses job applications, a committee interview process, and interview rating sheets to assess the qualifications of each applicant independent of race, national origin, sexual orientation, gender, religion, and age. The requisite Department of Labor equal employment opportunity notices are posted in the Board Office and all district buildings. Job openings are posted on in the newspaper, on the district website and in all the school buildings.</p> | |
| <p>2) Target recruiting practices for under-represented populations in every category of employment.</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 <p>The district repeatedly advertises for open positions in diverse media to ensure exposure to under-utilized groups. These media includes local and regional newspapers, internet and district signs and websites.</p> | |
| <p>3) Compliance of employment applications and pre-employment inquiries conform to the guidelines of the New Jersey Division on Civil Rights.</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 1510 – Rights of Persons With Handicaps or Disabilities/Policy on Non-Discrimination, Adopted 10/17/00 • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 10/17/00 | |

| IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973 | Compliant (Yes or No) | Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption. | List name of noncompliant school(s) in the district |
|--|--------------------------|---|---|
| | | Often pre-established questions are developed to interview candidates. This provides consistency and prevents inappropriate questions. | |
| 4) Monitor promotions and transfers to ensure non-discrimination. | Yes | <ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 10/17/00 The District publicizes promotional vacancies to ensure equal opportunities. The district has a practice of reviewing all requests for promotion and transfer as they meet management's need to operate the school district. Several negotiated agreements between the Board and collective bargaining units stipulate guidelines for promotion and transfer based on capability. Other policies and training are designed to prevent sexual harassment as it relates to promotions and transfers. | |
| 5) Provide equal pay for equal work regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status. | Yes | <ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 10/17/00 Negotiated agreements with various collective bargaining units ensure equal pay based on years of service, educational level and certification or licenses. In the area of unaffiliated administrators, salary decisions are based on education and experience within the employment market. | |
| B. Ensure that the district, charter and renaissance school project does not enter into, or maintain, contracts with persons, | Yes | <ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities, 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program | |

| <p>IV. EMPLOYMENT/CONTRACT PRACTICES N.J.A.C. 6A:7-1.8; Title VII, Civil Rights Act of 1964; Title IX, Education Amendments of 1972; N.J.S.A. 10:5, Equal Pay Act 1973</p> | <p>Compliant (Yes or No)</p> | <p>Documentation or Evidence to Substantiate Compliance MUST include Board policy title, number and date of adoption.</p> | <p>List name of noncompliant school(s) in the district</p> |
|---|----------------------------------|---|--|
| <p>agencies, or organizations that discriminate in employment or in the provision of benefits or services, on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p> | | <p>for Employment and Contract Practices, Adopted 10/17/00</p> <ul style="list-style-type: none"> • Policy 6320 – Purchases Subject to Bid, Adopted 10/17/00 <p>The district adheres to state contracting laws requiring vendor non-discrimination. In addition to BOE Policy 6320, the district includes non-discrimination and affirmative action language in its bid specifications. Successful bidders must complete an affirmative action questionnaire. Contracts with professional appointees, private schools for the handicap, etc. include affirmative action certification.</p> | |
| <p>C. Provide Equality in Employment and Contract Practices for all persons, regardless of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.</p> | <p>Yes</p> | <ul style="list-style-type: none"> • Policy & Regulation 1530 – Equal Employment Opportunities, Adopted 10/17/00 • Policy & Regulation 1550 – Affirmative Action Program for Employment and Contract Practices, Adopted 10/17/00 <p>Job Postings listed local and regional newspapers and district internet.</p> | |

COMPREHENSIVE EQUITY PLAN CORRECTIVE ACTIONS

I. BOARD RESPONSIBILITY

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19, to ensure that the Board of Education or Board of Trustees follows through with its responsibilities, including adoption or re-adoption of written equality and equity policies; the authorization of the AAO to develop a CEP; collection of disaggregated data; and adoption of the CEP and facilitate and support its implementation.

| Section/sub-section from Needs Assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|---|-------------------|---|---|
| A.1a | Re-adoption of Policies and Regulations: 1523, 1530, 2260, 5750, and 5755 | Superintendent | December 2016 | New Policy on Website Board Minutes |
| A.1b | Re-adoption of Policies and Regulations: 1523, 2260, 5750, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1d | Re-adoption of Policy 1523 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.2 | Re-adoption of Policies and Regulations: 1523, 1530, and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.3 | Re-adoption of Policies 1140 and 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.4 | Re-adoption of Policies 1550 and 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.5 | Re-adoption of Policy 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B | Re-adoption of Policies 1523 and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| C | Re-adoption of Policies and Regulations: 1550, 2423, and 2622 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D | Re-adoption of Policies: 1523 and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D.1 | Re-adoption of Policies: 1523 and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

| | | | | |
|------------|---------------------------------------|----------------|---------------|---|
| | | | | Minutes |
| D.2 | Re-adoption of Policy 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D.3 | Re-adoption of Policy 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D.4 | Re-adoption of Policies 1550 and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D.5 | Re-adoption of Policy 2622 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| D.6 | Re-adoption of Policy 1523 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

II. STAFF DEVELOPMENT AND TRAINING

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide in-service training for school personnel on a continuing basis to identify and resolve problems arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability, housing status or socioeconomic status.

| Section/sub-section from Needs Assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|----------------------------|-------------------|---|---|
| A | Re-adoption of Policy 1523 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1 | Re-adoption of Policy 1523 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.2 | Re-adoption of Policy 1523 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

III. SCHOOL AND CLASSROOM PRACTICES: *EQUALITY AND EQUITY IN CURRICULUM*

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 for developing and/or revising curriculum to eliminate discrimination, add multicultural content, and promote understanding and mutual respect among all students.

| Section/sub-section from Needs Assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|---|-------------------|---|---|
| A | Re-adoption of Policies and Regulations: 2260 and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1 | Re-adoption of Policies and Regulations: 2260 and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1a | Re-adoption of Policies and Regulations: 2260 and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1b | Re-adoption of Policies and Regulations: 2260 and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1c | Re-adoption of Policies and Regulations: 2200, 2260, and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1d | Re-adoption of Policies and Regulations: 2200, 2260, and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1e | Re-adoption of Policies and Regulations: 2260, 2411, and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1f | Re-adoption of Policies and Regulations: 2260 and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1g | Re-adoption of Policies and Regulations: 2260, 2622, and 5750 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.1h | Re-adoption of Policies and Regulations: 2260, 5750, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.2 | Re-adoption of Policies and Regulations: 2260, 5750, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.3 | Re-adoption of Policies and Regulations: 2260, | Superintendent | December 2016 | New Policy on Website and Board Minutes |

| | | | | |
|-----|--|----------------|---------------|---|
| A.4 | 5750, and 5755 Re-adoption of Policies and Regulations: 2260, 5750, and 5755 | Superintendent | December 2016 | Minutes New Policy on Website and Board Minutes |
|-----|--|----------------|---------------|---|

III. SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN STUDENT ACCESS

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide equal and bias-free access for all students to all school facilities, courses, programs, activities and services, regardless of race, national origin, sexual orientation, gender, religion, English proficiency, socio-economic status, immigration status, housing status or disability.

| Section/sub-section from Needs Assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|---|-------------------|---|---|
| B | Re-adoption of Policies and Regulations: 2260, 5750, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.1 | Re-adoption of Policy 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.2 | Re-adoption of Policy 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.3 | Re-adoption of Policy 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4 | Re-adoption of Policy 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4a | Re-adoption of Policies and Regulations: 2260 and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4b | Re-adoption of Policies and Regulations: 2260 and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4c | Re-adoption of Policies and Regulations: 2260 and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4d | Re-adoption of Policies and Regulations: 2260, 2423, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4e | Re-adoption of Policy 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4f5 | Re-adoption of Policy 2423 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

| | | | | |
|--------------|----------------------------|----------------|---------------|---|
| B.4f6 | Re-adoption of Policy 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.4f7 | Re-adoption of Policy 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B.8 | Re-adoption of Policy 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

III. SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to provide equitable treatment, adequate and appropriate counseling services for all students, including females, minority students, English language learners, non-college bound students, migrant students, students experiencing homelessness and students with disabilities, and to ensure exposure and counseling services focused on careers in the science and technology industries, non-traditional career options and post-secondary opportunities for minority and female students.

| Section/sub-section from Needs Assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|---|-------------------|---|---|
| C.1 | Re-adoption of Policies and Regulations: 2411 and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| C.2 | Re-adoption of Policies and Regulations: 2200, 2260, 2411, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| C.3 | Re-adoption of Policies and Regulations: 2260, 2411, and 5755 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| C.4 | Re-adoption of Policy 2260 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

III. SCHOOL AND CLASSROOM PRACTICES: EQUALITY AND EQUITY IN GUIDANCE PROGRAM SERVICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to ensure that there is gender equity in all physical education and athletic programs, and to ensure equitable opportunities for all students to participate in athletics regardless of race, national origin, gender, sexual orientation, religion, English proficiency, housing status, socioeconomic status or disability.

[illegible]

IV. EMPLOYMENT/CONTRACT PRACTICES

SCHOOL DISTRICT, CHARTER SCHOOL OR RENAISSANCE SCHOOL PROJECT NAME:

OBJECTIVE: For each noncompliant area of the Needs Assessment, describe the corrective actions to be implemented for School Years 2016-17 through 2018-19 to ensure equitable practices in employment at all levels of responsibility, and to avoid engaging in business with firms that discriminate on the basis of race, national origin, sexual orientation, gender, religion, English proficiency, housing status, socio-economic status, or disability.

| Section/sub-section from needs assessment | Implementation Strategies | Staff Responsible | Implementation Timeline 2016 2017 2018 Ongoing | Evidence of Completion |
|---|---|-------------------|---|---|
| A.1 | Re-adoption of Policies and Regulations 1530 and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.2 | Re-adoption of Policy and Regulation 1530 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.3 | Re-adoption of Policies and Regulations 1530 and 1550 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.4 | Re-adoption of Policy and Regulation 1530 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| A.5 | Re-adoption of Policy and Regulation 1530 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| B | Re-adoption of Policy and Regulation 1530 | Superintendent | December 2016 | New Policy on Website and Board Minutes |
| C | Re-adoption of Policy and Regulation 1530 | Superintendent | December 2016 | New Policy on Website and Board Minutes |

BRADLEY BEACH ELEMENTARY SCHOOL

2016 - 2017

Attachment VI-C.2

September 2016

| S | M | T | W | T | F | S |
|----|----|-----|------|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | *6* | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | *14* | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

19 Student/21 Teacher Days

October 2016

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |

20 Student/Teacher Days

November 2016

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |

17 Student/18 Teacher Days

December 2016

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |

17 Student/Teacher Days

January 2017

| S | M | T | W | T | F | S |
|----|----|-----|----|----|----|----|
| 1 | 2 | *3* | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

20 Student/21 Teacher Days

September

- 1 & 2 - Professional Days - School Closed for Students
- 5 - Labor Day - School Closed
- 6 - First Day for Students
- 14 - Back to School Night - 6:30 PM
- 16 - 1:00 Dismissal

October

- 10 - Columbus Day - School Closed

November

- 8 - Election Day, School Closed for Students
- 10 & 11 - NJEA Convention - School Closed
- 21 & 22 - Parent/Teacher Conferences 1:00 Dismissal
- 23 - 1:00 Dismissal
- 24 & 25 - Thanksgiving Recess - School Closed

December

- 23 - 1:00 Dismissal
- 24-31 - Winter Recess - School Closed

January

- 2 - School Closed (New Year's Day Observed)
- 3 - School Reopens
- 16 - Martin Luther King Day - School Closed for Students

February

- 17 - Professional Day - School Closed for Students
- 20 - Presidents' Day - School Closed

April

- 12 - Parent/Teacher Conferences
- 13 - 1:00 Dismissal
- 14-21 - Spring Recess - School Closed
- 24 - School Reopens

May

- 29 - Memorial Day - School Closed

June

- 14 - 1:00 Dismissal
- 15 - Graduation - 1:00 Dismissal
- 16 - Last Day of School - 1:00 Dismissal

Emergency Closing Days

- * If only one Emergency Closing Day is used, school will be in session on May 30th and closed on May 26th.
- * If two Emergency Closing Days are used, school will be in session May 26th and May 30th.
- * If an additional Emergency Closing Day is needed then it will be added to the end of the school calendar.

February 2017

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | | | | |

18 Student/19 Teacher Days

March 2017

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

23 Student/Teacher Days

April 2017

| S | M | T | W | T | F | S |
|----|------|----|----|----|----|----|
| | | | | | | 1 |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 |
| 9 | 10 | 11 | 12 | 13 | 14 | 15 |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 |
| 23 | *24* | 25 | 26 | 27 | 28 | 29 |
| 30 | | | | | | |

14 Student/Teacher Days

May 2017

| S | M | T | W | T | F | S |
|----|----|-----|----|----|-----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | *26 | 27 |
| 28 | 29 | *30 | 31 | | | |

22 Student/Teacher Days

June 2017

| S | M | T | W | T | F | S |
|----|----|----|----|----|------|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | *16* | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |

12 Student/Teacher Days

Total Student Days - 182
Total Teacher Days - 187
Emergency Closing - 2

| | |
|--|----------------------------------|
| | Closed |
| | Teacher Inservice/ School Closed |
| | 1:00 P.M. Dismissal |
| | Unused Emergency Closing |

Attachment VII-D

NEW JERSEY STATE DEPARTMENT OF EDUCATION
OFFICE OF SCHOOL FINANCE
Reimbursement of Nonpublic School Transportation Costs

COUNTY: 25 - MONMOUTH
DISTRICT: 0500 - BRADLEY BEACH BORO

DATE: June 30, 2016

In accordance with NJSA 18A:39-1a, your school district is entitled to reimbursement of all costs, which were in excess of \$710 but not more than \$884, incurred by your board of education for the transportation of nonpublic school students. In addition, certain students who attend nonpublic schools located more than 20 miles from their homes are eligible for transportation services. Your school district is entitled to receive state transportation aid for these students.

The amount you will receive is based upon your October 15, 2015 District Report of Transported Resident Students and your certification of nonpublic school transportation costs. You can anticipate receiving:

| | |
|---|------------|
| Cost in excess of \$710: | \$1,754.00 |
| Transportation aid, students over 20 miles: | \$0.00 |
| District Total: | \$1,754.00 |

This additional nonpublic school transportation reimbursement aid must be recorded as revenue (Other State Aid 10-319X) and as a receivable in your detailed general ledger for the 2015-2016 fiscal year. Cash payment against the receivable in the form of an Automated Clearing House (ACH) transfer will occur during June/July 2016. Any portion of these funds that can be clearly documented as having not been appropriated during 2015-16 may be used as an allowable adjustment for the 2015-16 audited excess surplus calculation, and in accordance with N.J.A.C. 6A:23A-13.3(d)6 you may also appropriate that amount in the next fiscal year (2016-2017) without Commissioner approval. Note that on the Schedule of Expenditures of State Financial Assistance this aid is reported as Transportation Aid using NJCFS/Project Number 16-495-034-5120-014.

If you have any questions regarding this notice, please contact the Office of Student Transportation at (609) 984-5757 or student.trans@doe.state.nj.us.

**Faith Formation Program
Church of the Ascension
2016-2017**

Sunday Mornings Grades 1 - 8 8:45 to 9:45

9/11/2016
9/18/2016
9/25/2016
10/2/2016
10/9/2016 No Class - Columbus Day
10/16/2016
10/23/2016
10/30/2016
11/6/2016
11/13/2016 No Class BB school closed
11/20/2016
11/27/2016 No Class - Thanksgiving
12/4/2016
12/11/2016
12/18/2016
12/25/2016 No Class - Christmas
1/1/2017 No Class - New Years
1/8/2017
1/15/2017 No Class - Martin Luther King
1/22/2017
1/29/2017
2/5/2017
2/12/2017
2/19/2017 No Class - President's Day
2/26/2017
3/5/2017
3/12/2017
3/19/2017
3/26/2017
4/2/2017
4/9/2017 No Class - Palm Sunday
4/16/2017 No Class - Easter
4/23/2017
4/30/2017
5/7/2017

AGREEMENT

Between

BRADLEY BEACH BOARD OF EDUCATION

and

Bradley Beach Education Association

2016-2017

2017-2018

2018-2019

Table of Contents

| | |
|--|----|
| PREAMBLE..... | 1 |
| Article I – Recognition..... | 1 |
| Article II – Negotiations Procedures for Successor Agreement..... | 1 |
| Article III – Grievance Procedure..... | 2 |
| Article IV – School Calendar and Length of School Year..... | 5 |
| Article V – Non-Teaching Duties..... | 5 |
| Article VI – Sick Leave..... | 5 |
| Article VII – Temporary Leaves of Absence..... | 6 |
| Article VIII – Extended Leaves of Absence..... | 7 |
| Article IX – Maternity Leave..... | 8 |
| Article X – Educational Leave..... | 10 |
| Article XI – Professional Development and Educational Improvement..... | 11 |
| Article XII – Retirement..... | 11 |
| Article XIII – Salaries..... | 12 |
| Article XIV – Insurance Protection..... | 13 |
| Article XV – Teaching Hours and Teaching Load..... | 14 |
| Article XVI – Board’s Rights..... | 14 |
| Article XVII – Discharge and Reduction in Rank..... | 15 |
| Article XVIII – Agency Fee..... | 15 |
| Article XIX – Miscellaneous Provisions..... | 17 |
| Article XX – Savings Clause..... | 18 |
| Article XXI – Evaluation Procedures..... | 18 |
| Article XXII – Longevity..... | 19 |
| Article XXIII – Conferences..... | 20 |
| Article XXIV – Duration of Agreement..... | 20 |
| Schedule “A” – Salary Guide 2016-2017..... | a |
| Schedule “B” – Salary Guide 2017-2018..... | b |
| Schedule “C” – Salary Guided 2018-2019..... | c |
| Schedule “D” – Special Contracts..... | d |

PREAMBLE

This Agreement, entered into this ____ day of August 2016, by and between the BOARD OF EDUCATION OF THE BOROUGH OF BRADLEY BEACH, Bradley Beach, New Jersey, hereinafter called the "Board," and the BRADLEY BEACH EDUCATION ASSOCIATION, hereinafter called the "Association."

Article I – Recognition

The Board hereby recognizes the Association as the exclusive representative for collective negotiations concerning grievance procedures and the terms and conditions of employment for all persons included in the units described below:

Certified Teachers
Certified Nurses
Certified Special Classroom Teachers
Certified Child Study Team

Unless otherwise indicated, the term "teacher," when used hereinafter in this Agreement, shall refer to all professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

Article II – Negotiations Procedure for Successor Agreement

The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Laws 1974. Any agreement so negotiated shall apply to all teachers, be reduced to writing, be signed by the Board and the Association, and be adopted by the Board.

Article III – Grievance Procedure

A. Definitions

(1) A grievance is a claim based upon an event or condition which adversely affects the welfare or working conditions of a teacher or group of teachers. A grievance may be either:

- a. a “binding arbitrable grievance” which is a claim based upon an alleged violation of the terms and conditions of this Agreement, or
- b. a “non-binding arbitrable grievance” which is any grievance other than a binding arbitrable grievance.

(2) An aggrieved person is the person or persons making the claim.

B. Purpose

Both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of the procedure.

C. A grievance to be considered under the procedure must be initiated by the aggrieved person or persons within thirty (30) calendar days following its occurrence. However, in the event a grievance is filed at such time that it cannot be processed through all steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year could result in irreparable harm to an aggrieved person, the time limit set forth herein shall be reduced so that the grievance procedure may be exhausted prior to the end of the school year or as soon thereafter as possible.

D. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved teacher to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limit shall be deemed to be acceptance of the decision rendered at that step.

E. It is understood that teachers shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been determined.

F. Any aggrieved person may be represented at all steps of the grievance procedure by himself or, at his option by a representative selected or approved by the Association.

G. When a teacher is not represented by the Association in the processing of a grievance, the Association shall, at the time of submission of the grievance to the Superintendent, or at any later level, be notified that the grievance is in process, have the right to be present and present its position in writing at all hearing sessions held concerning the grievance, and shall receive a copy of all decisions rendered. A copy of the Superintendent's written decision made in response to a written grievance shall be given to the Association immediately.

H. The Board and the Association shall assure the individual freedom from restraint, interference, coercion, discrimination or reprisal in presenting his appeal with respect to his personal grievance.

I. No reprisals of any kind shall be taken against any member of the unit solely because he or she has filed a grievance in an attempt to enforce any provisions of this Agreement.

J. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

K. All meetings and hearings under this procedure shall not be conducted in public and shall include only such parties in interest and their designated or selected representatives heretofore referred to in this article.

L. Procedure

(1) Any teacher who has a grievance shall discuss it first with the Superintendent in an attempt to resolve the matter informally at that level.

(2) If as a result of the discussion, the matter is not resolved to the satisfaction of the teacher, he, no later than seven (7) school days following the discussion shall set forth his grievance in writing to the Superintendent specifying:

- (a) the nature of the grievance;
- (b) the nature and extent of the injury, loss or inconvenience;
- (c) the results of previous discussions;
- (d) his dissatisfaction with decisions previously rendered.

The Superintendent shall communicate his decision to the teacher in writing within seven (7) school days or receipt of the written grievance.

(3) If the grievance is not resolved to the teacher's satisfaction, he, no later than seven (7) school days after receipt of the Superintendent's decision, may request a

review by the Board. The request shall be submitted in writing through the Superintendent who shall attach all related papers and forward the request to the Board.

The Board, or a committee thereof, shall review the grievance and shall hold a hearing with the teacher and render a decision in writing within thirty (30) calendar days of receipt of the grievance by the Board. The thirty (30) day extension shall not be unreasonably denied by the Association.

(4) Should the Association be dissatisfied with the decision on the grievance rendered by the Board, it may, by a written dated notice to the Board, not later than ten (10) school days following the rendering of the Board's decision refer the grievance to binding arbitration, if said grievance is embraced within the definition of A.(1)(a), or in the alternative, to non-binding arbitration if the grievance is embraced within the definition of A.(1)(b) of this Article.

Within ten (10) school days following the reference to arbitration, either party shall have the right to apply to the New Jersey Public Employment Relations Commission (PERC) to appoint the arbitrator. Upon such application, the appointment of the arbitrator shall be governed by the rules established by the Public Employment Relations Commission.

The arbitrator shall issue his decision not later than thirty (30) days from the date of the closing of the hearings, or if oral hearings have been waived, then from the date of transmittal of the final statements and proofs to the arbitrator. The decision shall be in writing and shall set forth the arbitrator's opinion and conclusion on the issue submitted. The arbitrator shall limit his decisions strictly to the application and interpretation of the provisions of this Agreement and shall be without authority to make any decision:

- (a) contrary to or inconsistent with, or modifying or varying in any way, the terms of this Agreement, or applicable law or rules or regulations having the force and effect of law.
- (b) limiting or interfering in any way with the powers, duties and responsibilities of the Board under applicable law, and rules and regulations having the force and effect of law.

The arbitrator's fee shall be shared equally by the parties to the dispute.

The filing or pendency of any grievance under the provisions of this Article shall in no way operate to impede, delay or interfere with the right of the Board to take the action complained of.

The Association shall have the right to grieve in the same manner as an individual whenever its complaint is based upon a wrong suffered by the members of the unit as a whole.

Article IV – School Calendar and Length of School Year

Prior to March 1 of each school year, the Association representatives may make recommendations to the Superintendent concerning the school calendar. Final determination of the school calendar and the length of the school year shall rest with the Board.

The length of the school year shall be 187 days which includes two (2) emergency closing days. The total number of days that teachers are required to be present is 185. If two (2) emergency closing days are not used, they will be deducted from the calendar at the end of the school year or used to extend the Memorial Day weekend. Columbus Day is a school holiday and the Friday during back to School Week will be scheduled as a half a day. The superintendent/principal will consult with the association before making a recommendation to the board. The final decision will be made by the board.

Article V – Non – Teaching Duties

A. The Board and the Association agree as follows:

- (1) Supervision of playground and general supervision will be provided by teachers.

Article VI – Sick Leave

As of September 1st of each school year, all teachers employed shall be entitled to ten (10) sick leave days each school year as of the first official day of said school year, whether or not they report for duty on that day. Unused sick leave days shall be accumulated from year to year with no maximum limit.

At the commencement of each school year, there shall be added to the unused sick leave accumulation of each teacher, a number of additional sick leave allowance days which were earned during the immediately prior school year, based on the following:

The sum of unused personal days and only one (1) unused family illness day may be carried over and added to the accumulated sick leave. Sick leave may not be used during an approved Family Illness leave. However, the total number of unused sick, personal, and family illness days carried over shall not exceed fifteen (15) in any one year.

Article VII – Temporary Leaves of Absence

A. As of the beginning of the school year, teachers shall be entitled to the following temporary, non accumulative leaves of absence, with full pay each school year:

1. Four (4) days leave of absence for personal reasons such as but not limited to legal, observance of religious holidays, business, household or family matters which require absence during school hours. Application to the Superintendent for personal leave shall be made at least three (3) days before taking such leave (except in the case of emergencies) and the applicant for such leave shall not be required to state the reason for taking such leave other than that he is taking it under this section. No personal leave shall be granted immediately prior to or subsequent to school holiday. The superintendent shall have sole discretion to approve personal leave before or after a school holiday because of an emergency or in extenuating circumstances.

2. Time necessary for appearance in any legal proceedings connected with the teacher's employment or with the school system, if the teacher is required by law to attend, or any court subpoena. This provision shall not apply to absences resulting from an employee's processing of his personal worker's compensation claim or the pursuit of legal action against the Board of Education or its employees. The latter absence shall be without pay.

3. Up to five (5) days total per school calendar year in the event of serious illness of a teacher's spouse, child, father, mother, parent-in-law, brother, sister, sister-or brother-in-law, grandparent, step-grandparent, step parent and step children of the family, or other related members of the immediate household. Teachers shall be granted five (5) bereavement days of a teacher's spouse, child, father, mother, mother-in-law, father-in-law, brother, sister, son-in-law, daughter-in-law, grandparents, aunt and uncle or other related members of the household. Teachers may be granted one (1) bereavement day for a relative who is not a member of the household. In the event of death of a teacher or student in the Bradley Beach School District, the Superintendent or immediate superior or said teacher or student shall grant to an appropriate number of teachers sufficient time off to attend the funeral. Bereavement leave must be used immediately following the death except in special circumstances as approved by the superintendent. No reasonable request will be denied.

4. Time necessary for persons called into temporary active duty of any unit of the U.S. Reserves or the State National Guard, provided such obligations cannot be fulfilled on the days when school is not in session. A teacher shall be paid his regular pay in addition to any pay which he may receive from the United States or the State Government. Leaves of absence for active duty for training shall not exceed ninety (90) days in the aggregate in any one year, as provided in Revised Statue 38A: 4-4. All claims

arising under this paragraph shall be applied for, in writing, within thirty (30) days following the teacher's return from duty. The teacher shall be required to notify the Board of his intention to return to employment with the Board no later than thirty (30) days prior to his termination from duty with the United States or State government.

Article VIII – Extended Leaves of Absence

A. The Board agrees that up to one (1) tenure teacher designated by the Association shall, on request, be granted a leave of absence without pay or benefits for up to one (1) year for the purpose of engaging in activities of the Association or its affiliates. This leave requires sixty (60) days notice or at the discretion of the Board of Education.

B. A leave of absence without pay or benefits of up to one (1) year shall be granted to any tenure teacher who joins the Peace Corps, VISTA, National Teacher Corps, or serves as an exchange teacher or overseas teacher, and is a full-time participant in either of such programs, or accepts a Fulbright Scholarship. This leave requires sixty (60) days notice or at the discretion of the Board of Education.

C. Military leave without pay or benefits shall be granted to any teacher who is inducted or enlists in any branch of the Armed Forces of the United States for the period of such induction or initial enlistment, or any tenure teacher whose spouse is so inducted or who enlists to join him for the period of special training and preparations for duty overseas in combat zones. This leave requires sixty (60) days notice or at the discretion of the Board of Education.

D. A leave of absence without pay or benefits of up to one (1) year shall be granted to a tenure teacher for the purpose of caring for a sick member of the teacher's immediate family, spouse, children, parents, or any relatives provided any of the foregoing is a member of the teacher's immediate household. This leave requires sixty (60) days notice or at the discretion of the Board of Education.

E. Upon return from leave granted pursuant to paragraphs B or C of this Article, a teacher shall be considered as if he were actively employed by the Board during the leave and shall be placed on the salary schedule at the level he would have achieved if he had not been absent, provided, however, that time spent on such leave shall not receive towards the fulfillment of the time for acquiring tenure. Teachers shall not count increment credit for time spent on a leave granted pursuant to Section D of this Article nor shall such time count toward fulfillment of the time requirement for acquiring tenure.

F. All benefits to which a teacher was entitled at the time his leave of absence commenced, including unused accumulated sick leave, credits towards sabbatical eligibility, shall be restored to him upon his return, and the teacher will be assigned to an

equivalent position consistent with his/her certification. All leaves under this Article or extensions or renewals of such leaves shall be applied for and granted in writing.

Article IX – Maternity Leave

A. Maternity Leave - General

1. No teacher shall be discriminated against in violation of law for reasons of pregnancy.

2. No practice involving the removal of a tenure or non-tenure teacher shall exist for reasons solely based on the fact of pregnancy or a specific number of months of pregnancy.

3. No tenured teacher shall be removed from her regular teaching duties during her pregnancy nor shall a non-tenure teacher be removed from her regular teaching duties during those months of her pregnancy which occur during a school year for which she has signed a contract for employment. However, a teacher, tenured or non-tenured, who is pregnant may be removed from her teaching duties for any one of the following bases:

(a) Performance

Where performance has substantially declined from that which existed immediately prior to her pregnancy.

(b) Physical Capacity

Where her physical condition or capacity is such that her health would be impaired if she were to continue her teaching duties. The physical incapacity of the teacher shall be deemed to exist only if:

(1) The pregnant teacher failed to produce a certificate from her physician that she is medically able to continue her teaching, or

(2) The Board of Education's physician and the teacher's physician agree that she cannot continue teaching, or

(3) In cases of differences of medical opinion, an expert physician chosen with the approval of all parties shall examine the

teacher and render a medical opinion regarding the capacity of the teacher.

(c) Just Cause

Just cause for any reasons of "just cause" as provided in N.J.S.A. 18A.

4. The Board of Education need not grant or extend the leave of absence of a non-tenured teacher beyond the end of the school year in which that leave is obtained, nor shall the provision of this section be construed to require the Board of Education to grant salary increment credit for the time involved in a pregnancy leave, nor to require that pregnancy leave time be counted toward the fulfillment of the time recognition for acquiring tenure; however, all benefits other than salary and tenure credit to which teachers are entitled upon return of any extended leave of absence shall be granted to a teacher returning from pregnancy leave of absence.

5. No tenure or non-tenure teacher shall be barred from returning to work after birth of her child solely on the ground that there has not lapsed a sufficient period of time between the birth and the desired date of return. Nothing contained in this Section shall be construed to preclude the Board from requiring a teacher to provide a certificate from her physician establishing physical capacity in agreement with the Board of Education's physician.

B. Maternity Leaves Terminating Within School Year

Any tenured or non-tenured teacher seeking a leave of absence for pregnancy and wishing to return within the same school year shall apply for said leave at a time prior to giving birth. At the time of such application, the teacher shall specify, in writing, the date on which the leave is to commence and the month during which she wishes to return to work after giving birth. Such leave request shall be granted by the Board. Following such approval and prior to the date of the commencement of the granted leave, the date of return may be further extended or reduced within the school year in which the leave is commenced. Such extension or reduction shall be allowed at the discretion of the Board provided such leave or reduction does not substantially interfere with the administration of the school.

C. Leaves Terminating Subsequent to the School Year

Any tenured teacher seeking a leave of absence for pregnancy and wishing to return to employment subsequent to the school year in which the leave commences, shall apply at any time prior to giving birth, and at the time of such application, the teacher shall specify the date on which she wishes to commence leave and the fact that she wishes certain leave to extended beyond the school year. This leave request shall be granted by the Board and the teacher may return to employment at the beginning of any

of the two (2) years following the school year in which her leave commences. The Board may require that said teacher return only at the beginning of the school year and that such return be preceded by notice at least four (4) months prior to the September return. The term of such leave may be temporarily reduced to allow the teacher to return to employment during the school year in which said leave commenced, provided that application for the same is made and approved by the Board prior to giving birth, and provided that such return does not substantially interfere with the administration of the school. Board of Education refusal in this case would not preclude the possibility of this teacher then applying to return during any school year subsequent to the one in which her leave commences, but in accordance with time limits as previously describe in this Section.

Article X – Educational Leave

A. Full Time teachers shall be eligible to apply for educational leave after completion of seven (7) consecutive full school years of employment in the Bradley Beach School District.

B. An educational leave may be granted for the pursuit of any graduate degree if that degree and proposed graduate course of study is approved by the Board of Education. The requirement for an educational leave will be fifteen (15) graduate credits per semester and a grade average of (B) or better.

C. The Superintendent may recommend for Board approval not more than one of the eligible teachers for educational leave each year.

D. Requests for educational leave must be submitted to the Superintendent in writing in such form as may be required 3 months prior to the inception of the leave. A plan of study is to be submitted with the application.

E. The term of the educational leave shall be for one (1) full academic year or (1) half academic year and shall coincide with the regular school year.

F. Teachers awarded a full year educational leave shall be compensated at the rate of one-half (1/2) their annual salary. Teachers awarded a half year education leave shall be compensated at their full salary.

G. All awards under the "Educational Leave Program" are contingent upon the professional staff member's written agreement to return to employment with the Bradley Beach School District for at least two (2) full school years immediately following completion of the educational leave.

H. Upon return from the educational leave, a teacher shall be placed on the salary schedule at the level which he would have achieved had he remained actively employed in the school system during the period of his absence.

I. Any changes in study plans must receive prior written approval of the Superintendent.

J. The professional staff member on the educational leave shall be required to file written reports with the Superintendent of Schools every ninety (90) days.

Article XI – Professional Development and Educational Improvement

A. Represented employees working a contractual basis of no less than half-time on or before February 1, shall be eligible to receive reimbursement to defray the costs of approved college course credits in accordance with law. Teachers receiving tuition reimbursement are required to remain in the employ of the district for one year after receiving said reimbursement. Said reimbursement shall not exceed Three Hundred and seventy-five Dollars (\$375.00) per credit after completion of one year of successful teaching and a commitment to remain in the district for one (1) year. Courses must be at the graduate level or approved by the superintendent. Courses must be approved by the Superintendent before the course is taken. Proof of successful completion of the course shall be submitted to the Superintendent before payment can be made. A semester is defined as fall, spring or summer terms. Reimbursement in any school year shall not exceed twelve (12) credits. A grade of (B) or better is required for reimbursement.

B. Professional Development

1. A \$300.00 per teacher allotment to be capped at 40 teachers which shall be used toward the 100 – hour professional program. This money shall be in addition to the above college course allotment and professional improvement plan currently sponsored by the Board. These courses or workshops should address the goals and objectives detailed within the Professional Development Plan (PDP) which is accomplished during a yearly conference conducted with each teacher and the appropriate member of the administration. The district will pay fees for required tests for highly qualified certification. Per teacher allocation for approved professional development will be \$300.00. The Superintendent must agree in advance to each of the above courses or workshops to be eligible for reimbursement. However, the Superintendent shall reasonably apply the above criteria within the decision making process when making his/her decision.

Article XII – Retirement

At the time of retirement from the Bradley Beach School system, the Board agrees to reimburse each retiree who has acquired twenty (20) or more years of service in the Bradley Beach School District, the sum of One Hundred Dollars (\$100.00) per day for every day of unused accumulated sick leave. The maximum amount payable under this Article shall be limited, however, to Ten Thousand (\$10,000.00) Dollars.

Notice of retirement by any and all teachers shall be given no later than January 15th of each year. If notice is not given by that date, the unused accumulated sick leave shall not be paid until July 1 of the following school budget year.

Article XIII – Salaries

A. The salaries of all teachers covered by this Agreement are set forth in Schedules “A,” “B” and “C,” which are attached hereto and made a part hereof:

- B. 1. (a) Teachers employed on ten-month (10) basis shall be paid in twenty (20) equal semi-monthly installments.
- (b) Teachers also have the option to be paid in twenty-four (24) equal installments, provided that the option applies for the entire year once initiated.
2. The schedule of payments shall be on the 15th and 30th of each month.

C. Teachers shall receive their final checks on the last working day in June, after final check-out by the school Superintendent.

D. When a payday falls on or during a school holiday, vacation or weekend, an effort shall be made to pay teachers their paychecks on the last previous working day. This is subject to receipt from the bank.

E. Teachers who accompany students on the Washington trip shall be paid beyond their regular salary, One Hundred Dollars (\$100.00) for each of two nights, for a total of Two Hundred Dollars (\$200.00)

F. Effective July 1, 2007 anyone hired at a recognized level of experience shall be placed at the same step as someone in the District with the same years of credited experience. However, in areas requiring specialized certification (for example speech therapist, social worker, psychologist, and LDTC) the Superintendent may grant additional salary credit for work related experience. Said additional credit may not exceed placement on the salary guide above step 10.

G. Monies deducted from employees’ paychecks from First Financial Federal Credit Union shall be deposited twice per month from each paycheck on the day before pay day.

H. Employees hired effective 9/1/2013 will be eligible for placement on the salary guide on in the following salary columns: BA, MA, or MA+30.

Article XIV – Insurance Protection

A. Medical Insurance Coverage

1. The Board shall pay that portion of the cost of medical benefits including major medical coverage minus the employee contribution required by law, (Chapter 78) for employee and family coverage.
2. Beginning the 1998-1999 school year, during the first three years of employment in the Bradley Beach School District, staff members shall receive 100% coverage for employee only. The employee shall be provided the option to pay the difference for full family coverage at their own cost. Once an employee has achieved three years of employment in the Bradley Beach School District, they will receive coverage, at the Board's expense, for employee and family. All employees hired prior to the 1998-1999 school year shall be grandfathered from this employee only coverage.
3. All teachers will receive Point of Service coverage with the option to pay the difference for another available plan.
4. Effective July 1, 2010 employees who decline medical coverage will receive 25% of the cost of the benefit they are eligible for or \$5,000, whichever is lower.

The Board of Education shall provide full family coverage for dental and prescription coverage, minus the employee contribution required by law, after three years of employment in the Bradley Beach School District. During the first three years of employment in the district employees will receive single coverage only. The maximum amount of the board's contribution for the dental plan premium shall not exceed Two Thousand Dollars (\$2,000.00) per teacher per year. Any further changes in coverage shall be negotiated for a level of benefits equal to or better than the existing coverage.

B. The employee may elect whether he or she desires to have the health, dental and prescription coverage set out in this Article; provided such election is permitted by statutes, New Jersey Administrative Code and rules and regulations of the insurance carrier issuing the aforementioned coverage.

C. In the event an employee elects to forego the health, dental and prescription coverage, the employee shall so notify the employer in writing no later than September 15 of each year.

D. Should any new employee elect not to enroll for said coverage or any present employee elect to forego said coverage, then and in that event, re-enrollment in any of the insurance programs aforementioned shall be subject to the statutes, New Jersey Administrative Code and the rules and regulations of the insurance carriers in question.

Article XV-Teaching Hours and Teaching Load

All teachers shall be guaranteed one uninterrupted prep period each full day. All teachers will receive a forty minute duty free lunch. Teachers who have less than five prep periods in a week because of additional class coverage assignments will be compensated at \$40 dollars per hour for the lost prep period. The teacher day is defined as six hours and forty five minutes. The teacher day, as defined, will begin five minutes before the student day and end ten minutes after students are dismissed. Teachers working part of the day will begin five minutes before their scheduled class assignment and may leave after their last scheduled assignment. Teachers will be informed of their grade and classroom assignment by June 30th and class rosters will be available by August 15th subject to change because of unanticipated circumstances.

The Board, through its Superintendent, will make every attempt to secure substitutes for absent teachers.

Teachers shall indicate their presence for duty by placing a check mark in the appropriate column of the faculty "sign-in" roster.

Faculty meetings shall commence at or before 3:15 p.m., but shall not be longer than forty-five (45) minutes in duration.

Teachers may be required to remain after the end of the regular workday four (4) days each month, or (1) day each week without additional compensation. This shall be for purpose of attending faculty or other professional meetings.

Article XVI – Board's Rights

The Board of Education has and hereby retains all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the Constitution of the State of New Jersey, including but not limited to:

- (a) the selection and hiring of any and all persons who are to be employed by the Board of Education. The retention or dismissal, promotion or demotion and transfer of any person so employed shall be within the discretion of the Board of Education.
- (b) managing and administering of the school system, its property and its facilities.
- (c) the establishing, continuing and changing of courses of study including special programs and the providing for an athletic program.

(d) the deciding upon and implementing of means and methods of instruction, selection of textbooks and other teaching materials, and the use of all teaching aids.

(e) the determining of class size and schedules, the hours of instruction, and the duties, responsibilities, and assignments of teachers.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Education, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement.

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

Article XVII – Discharge and Reduction in Rank

No teacher shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or given any adverse evaluation of his professional services without just cause.

Article XVIII – Agency Fee

That all persons hired by the District on or after July 1, 2007 shall be required to pay an agency fee to the BBEA. That those current employees of the District who are not dues paying members of the BBEA are excluded from any requirement that they join the BBEA or pay an Eighty-Five percent (85%) Agency Fee.

Should any such excluded individual hereinafter join the BBEA, or pay an Agency Fee their exclusion from paying an Agency Fee shall be ended and they can no longer be excluded from the Agency Fee requirements.

Purpose of the Fee

If an employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this Agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

Amount of Fee/Notification

Prior to the beginning of each membership year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

Deduction and Transmission of Fee/Notification

On or about the 15th of September of each year the Board will submit to the Association a list of all employees in the bargaining unit. On or about October 1 of each year the Association shall notify the Board of Education as to the names of those employees who are required to pay the representation fee.

Payroll Deduction Schedule

The Board will deduct from the salaries of the employees referred to in this article the full amount of the yearly representation fee in equal installments beginning with the first paycheck in October.

Termination of Employment

If an employee who is required to pay a representative fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under the Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

Mechanics

Except as otherwise provided in this Article, the mechanics for the transmission of such fees to the Association will as nearly as possible be the same as those used for the transmission of regular membership dues to the Association.

Changes

The Association will notify the Board in writing of any changes in the list provided for in paragraph (1) or above and/ or the amount of the representation fee, and such changes will be reflected in any deduction made more than ten (10) days after the Board received said notice.

New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the Board will submit to the Association, a list of all employees who

began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such employees. The Board will also notify the Association of any change in status of an employee regarding leave of absence, return from leave, retirement, resignation, separation from employment, and death. No retro beyond the date of hire.

Indemnification and Save Harmless Provision

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of an action taken by the Board in complying with the provisions of this Article provided that:

- (a) The Board gives the Association notice in writing of any claim, demand suit or other form of liability in regard to which it will seek to implement this paragraph.

Exception

It is expressly understood that paragraph 1 above will not apply to any claim, demand, suit or other form of liability which may arise as a result of any type of willful misconduct by the Board or the Board's imperfect execution of the obligations imposed upon it by this Article.

Article XIX – Miscellaneous Provisions

A. This Agreement constitutes Board policy for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

B. Copies of this Agreement shall be printed at the expense of the Board within thirty (30) days after the agreement is signed, and then it shall be presented to all teachers now employed, hereafter employed, or considered for employment by the Board.

C. Teachers shall be notified of their contract status for the ensuing year no later than the date required by statute, provided negotiations have been completed between the Association and the Board.

D. The Association and its representatives shall be able to use the school building at all reasonable hours for meetings. The Superintendent shall be notified in advance of the time and place of all meetings.

E. The Board shall provide the Association with a copy of all revisions and additions to policy.

F. The Board shall provide the Association with an official set of minutes following their adoption.

G. The parties agree that on or before the first week in October, a representative of the Association shall meet with a Board-designated employee to compile a current roster of all employees covered under the contract including length of service within the District, total teaching experience, and individual salaries.

Article XX – Savings Clause

Should any provision hereof, or the application of any such provision to any person or circumstances, be rendered or declared invalid by reason of existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, or by any order of any administrative agency, State or Federal, the remainder of this Agreement, or the application of any such provisions to persons or circumstances other than those to which it is held invalid, shall not be affected thereby.

Article XXI – Evaluation Procedures

Teacher evaluations shall be conducted in accordance with the revised regulations being development consistent with the Teach Effectiveness and Accountability for the Children of New Jersey Act (TEACH-NJ)

A. Frequency

Teacher evaluations shall be conducted in accordance with the revised regulations being developed consistent with the Teach Effectiveness and Accountability for the Children of New Jersey Act, (TEACH-NJ)

Except in cases of emergency, more than one observation shall not occur on the same day, nor except in cases of emergency shall a second observation occur prior to an evaluation conference being held on the prior observation.

A SCIP will be established in accordance with the law to ensure that the mentoring regulations and local mentoring plan are followed. The committee shall also identify professional development opportunities for all instructional staff. The final determination concerning staff evaluation procedures will be made by the Superintendent. The teacher member of the SCIP committee will not evaluate staff.

B. Open Observation

All observation of the work performance of a teacher shall be conducted openly.

C. Evaluation Copies

Prior to preparing a written evaluation of a classroom observation, the evaluator will meet with the teacher to discuss the lesson observed. The evaluator will prepare a written report of the observation and will share this report with the teacher prior to the conference to discuss the written report. The report shall not be submitted to the central office or be placed in the teacher's file prior to this conference. No teacher shall be required to sign a blank or incomplete evaluation form.

D. Evaluation Conferences

Evaluation conferences shall be in accordance with the law.

E. Right to Representation

Since it is not the function of the observation and evaluation process to discipline a teacher, representation shall not be permitted.

F. Personnel Records

A teacher shall have the right, upon request, to review the contents of his or her personnel file and, at his or her expense, obtain a copy of any documents contained therein

G. Separate Personnel File

Although the Board agrees to protect the confidentiality of personal references, academic credentials and other similar documents, it shall not establish, exclusive of those hereinbefore mentioned, any separate personnel file which is not available for the teacher's inspection.

Article XXII – Longevity

For teachers employed previous to June 30, 2010 (those teachers who are included in the approved scattergram dated January 27, 2010) longevity payments will be based upon certified teaching experiences in both the Bradley Beach School District and other public school districts. For teachers employed after July 1, 2010, longevity payments will be based only upon certified teaching experiences in the Bradley Beach School District.

A. The longevity payment for each employee completing fifteen (15) or more years of teaching experience in the Bradley Beach School District will be \$200.00.

B. The longevity payment for each employee completing twenty (20) or more years of teaching experience in the Bradley Beach School District will be \$1,000.00.

C. The longevity payment for each employee completing twenty-five (25) or more years of teaching experience in the Bradley Beach School District will be \$1,500.00.

D. The longevity payment for each employee at the completion of thirty (30) or more of teaching experience in the Bradley Beach School District will be \$1,000.00.

E. Longevity payments will be cumulative and permanently added to the base salary and qualify for pension purposes.

F. It is understood and agreed that no teacher can qualify for this longevity adjustment more than once.

Article XXIII – Conferences

There will be established by the administration three (3) evening conferences, two (2) in the fall and one (1) in the spring. The hours for evening conferences will be from 6:00 p.m. – 8:30 p.m. A one half (1/2) day schedule for staff will be scheduled for each evening conference during the week the conferences are scheduled.

Article XXIV – Duration of Agreement

This Agreement shall be binding and effective as of the 1st day of July 2016, and continue in full force and effect until midnight June 30, 2019.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed by their respective Presidents, attested to by their respective Secretaries, and their corporate seals to be placed hereon this _____ day of July, 2016.

BRADLEY BEACH BOARD OF
EDUCATION

BRADLEY BEACH EDUCATION
ASSOCIATION

President

President

Secretary

Secretary

Schedule "A" - Salary Guide 2016-2017

**2016-2017
Year 1**

**Bradley
Beach**

| Salary Guide Step | BA | BA+15 | MA/BA+30 | MA+15 | MA+30 |
|----------------------------------|-----------|--------------|-----------------|--------------|--------------|
| 1-2 | 49,055 | 50,405 | 51,755 | 53,105 | 54,455 |
| 3 | 49,805 | 51,155 | 52,505 | 53,855 | 55,205 |
| 4 | 50,555 | 51,905 | 53,255 | 54,605 | 55,955 |
| 5 | 51,305 | 52,655 | 54,005 | 55,355 | 56,705 |
| 6 | 52,080 | 53,430 | 54,780 | 56,130 | 57,480 |
| 7 | 52,885 | 54,235 | 55,585 | 56,935 | 58,285 |
| 8 | 53,885 | 55,235 | 56,585 | 57,935 | 59,285 |
| 9-10 | 55,640 | 56,990 | 58,340 | 59,690 | 61,040 |
| 11-12 | 57,595 | 58,945 | 60,295 | 61,645 | 62,995 |
| 13-14 | 59,750 | 61,100 | 62,450 | 63,800 | 65,150 |
| 15 | 62,160 | 63,510 | 64,860 | 66,210 | 67,560 |
| 16 | 64,820 | 66,170 | 67,520 | 68,870 | 70,220 |
| 17 | 67,735 | 69,085 | 70,435 | 71,785 | 73,135 |
| 18 | 70,925 | 72,275 | 73,625 | 74,975 | 76,325 |
| 19 | 74,525 | 75,875 | 77,225 | 78,575 | 79,925 |
| 20 | 78,500 | 79,850 | 81,200 | 82,550 | 83,900 |
| 21 | 84,575 | 85,925 | 87,275 | 88,625 | 89,975 |

Longevity: 15 years = \$ 200
 20 years = \$1,000
 25 years = \$1,500
 30 years = \$1,000

Schedule "B" - Salary Guide 2017-2018

**2017-2018
Year 2**

**Bradley
Beach**

| Salary Guide Step | BA | BA+15 | MA/BA+30 | MA+15 | MA+30 |
|----------------------------------|-----------|--------------|-----------------|--------------|--------------|
| 1 | 49,465 | 50,815 | 52,165 | 53,515 | 54,865 |
| 2-3 | 49,965 | 51,315 | 52,665 | 54,015 | 55,365 |
| 4 | 50,715 | 52,065 | 53,415 | 54,765 | 56,115 |
| 5 | 51,465 | 52,815 | 54,165 | 55,515 | 56,865 |
| 6 | 52,240 | 53,590 | 54,940 | 56,290 | 57,640 |
| 7 | 53,040 | 54,390 | 55,740 | 57,090 | 58,440 |
| 8 | 54,040 | 55,390 | 56,740 | 58,090 | 59,440 |
| 9 | 55,795 | 57,145 | 58,495 | 59,845 | 61,195 |
| 10-11 | 57,750 | 59,100 | 60,450 | 61,800 | 63,150 |
| 12-13 | 59,905 | 61,255 | 62,605 | 63,955 | 65,305 |
| 14-15 | 62,315 | 63,665 | 65,015 | 66,365 | 67,715 |
| 16 | 64,965 | 66,315 | 67,665 | 69,015 | 70,365 |
| 17 | 67,965 | 69,315 | 70,665 | 72,015 | 73,365 |
| 18 | 71,185 | 72,535 | 73,885 | 75,235 | 76,585 |
| 19 | 74,785 | 76,135 | 77,485 | 78,835 | 80,185 |
| 20 | 79,175 | 80,525 | 81,875 | 83,225 | 84,575 |
| 21 | 85,575 | 86,925 | 88,275 | 89,625 | 90,975 |

Longevity: 15 years = \$ 200
 20 years = \$1,000
 25 years = \$1,500
 30 years = \$1,000

Schedule "C" - Salary Guide 2018-19

**2018-19
Year 3** **Bradley
Beach**

| Salary Guide Step | BA | BA+15 | MA/BA+30 | MA+15 | MA+30 |
|----------------------------------|-----------|--------------|-----------------|--------------|--------------|
| 1-2 | 50,395 | 51,745 | 53,095 | 54,445 | 55,795 |
| 3-4 | 50,895 | 52,245 | 53,595 | 54,945 | 56,295 |
| 5 | 51,645 | 52,995 | 54,345 | 55,695 | 57,045 |
| 6 | 52,420 | 53,770 | 55,120 | 56,470 | 57,820 |
| 7 | 53,220 | 54,570 | 55,920 | 57,270 | 58,620 |
| 8 | 54,220 | 55,570 | 56,920 | 58,270 | 59,620 |
| 9 | 55,975 | 57,325 | 58,675 | 60,025 | 61,375 |
| 10 | 57,930 | 59,280 | 60,630 | 61,980 | 63,330 |
| 11-12 | 60,085 | 61,435 | 62,785 | 64,135 | 65,485 |
| 13-14 | 62,495 | 63,845 | 65,195 | 66,545 | 67,895 |
| 15-16 | 65,175 | 66,525 | 67,875 | 69,225 | 70,575 |
| 17 | 68,175 | 69,525 | 70,875 | 72,225 | 73,575 |
| 18 | 71,475 | 72,825 | 74,175 | 75,525 | 76,875 |
| 19 | 75,075 | 76,425 | 77,775 | 79,125 | 80,475 |
| 20 | 79,775 | 81,125 | 82,475 | 83,825 | 85,175 |
| 21 | 86,575 | 87,925 | 89,275 | 90,625 | 91,975 |

Longevity: 15 years = \$ 200
 20 years = \$1,000
 25 years = \$1,500
 30 years = \$1,000

Schedule "D" - Special Contracts

Hourly rates \$40.00 per hour.

All co-curricular positions included in Schedule D shall be offered first to the certified staff members covered by this Agreement.

Employees holding the following positions shall be paid in accordance with the following:

| | 2016-2017 | | 2017-2018 | | 2018-2019 |
|---|-----------|--|-----------|--|-----------|
| Boys Baseball | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Girls Softball | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Boys Basketball | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Girls Basketball | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Boys Soccer | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Girls Soccer | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Cheerleaders Advisor | \$ 2,962 | | \$ 3,046 | | \$ 3,133 |
| Musical Director | \$ 2,654 | | \$ 2,730 | | \$ 2,808 |
| Athletic Director | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Computer Club | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Environmental Club | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Safety Patrol Director | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Student Government | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Public Relations Officer/Newspaper/Career Day | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |
| Yearbook Advisor | \$ 2,315 | | \$ 2,381 | | \$ 2,449 |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
INTERIM BALANCE SHEET
06/30/16

Attachment VII-J

ASSETS AND RESOURCES

ASSETS:

| | | | | |
|----------|---------------------------|-----|------------|------------|
| 101 | Cash In Bank | | | 918,704.88 |
| 102-106 | Cash and cash equivalents | | | .00 |
| 111 | Investments | | | .00 |
| 116 | Capital Reserve Account | | | 108,000.00 |
| 117 | Maintenance Reserve | | | 85,000.00 |
| 118 | Emergency Reserve | | | 250,000.00 |
| 121 | Tax levy receivable | | | .00 |
| | Accounts receivable: | | | |
| 132 | Interfund | | .00 | |
| 141 | Intergovernmental-state | | 112,332.60 | |
| 142 | Intergovernmental-federal | | .00 | |
| 143 | Intergovernmental-other | | | |
| 153, 154 | Other (net uncollect. of) | .00 | 16,032.96 | 128,365.56 |
| | Loans receivable: | | | |
| 131 | Interfund | | .00 | |
| 151, 152 | Other (net uncollect. of) | .00 | | .00 |
| | Other Current Assets | | | 1,000.00 |

RESOURCES:

| | | | | |
|-----|----------------------------|--|---------------|--------------|
| 301 | Estimated revenues | | 6,705,144.00 | |
| 302 | Less Revenues | | -6,781,157.73 | -76,013.73 |
| | Total assets and resources | | | 1,415,056.71 |

LIABILITIES AND FUND EQUITY

LIABILITIES:

| | | | | |
|-----|---------------------------|--|--|-----------|
| 421 | Accounts payable | | | 71,175.78 |
| 431 | Contracts payable | | | .00 |
| 451 | Loans payable | | | .00 |
| | Other current liabilities | | | 4.28 |
| | Total liabilities | | | 71,180.06 |



TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
INTERIM BALANCE SHEET
06/30/16

FUND BALANCE:

| | | | |
|------------------------|-----------------------------------|--------------|---------------|
| Appropriated: | | | |
| 753,754 | Reserve for Encumbrances | | 148,413.47 |
| Reserved fund balance: | | | |
| 761 | Capital Reserve Account | | 108,000.00 |
| 764 | Maintenance Reserve Account | | 85,000.00 |
| 765 | Tuition Reserve Account | | .00 |
| 766 | Emergency Reserve Acct | | 250,000.00 |
| 762 | Adult education program | | .00 |
| 751,2,6X | Other Reserves | | |
| 601 | Appropriations | 7,008,111.42 | |
| 602 | Less: Expenditures | 6,614,870.38 | |
| 603 | Encumbrances | 148,413.47 | -6,763,283.85 |
| 604 | Increase in capital reserve | | 1,000.00 |
| 606 | Increase in Maintenance Reserve | | .00 |
| 607 | Increase in Emergency Reserve | | |
| | Total appropriated | | 837,241.04 |
| Unappropriated: | | | |
| 770 | Fund balance July 1, 2015 | | 711,618.61 |
| 303 | Less-Budgeted fund balance | | -204,983.00 |
| 307 | Less-Bdgt'd w/d frm Cap Rsv Elig | | .00 |
| 309 | Less Bdgt'd w/d frm Cap Rsv Xcss | | |
| 310 | Less Bdgt'd w/d frm Maint Reserv | | |
| 311 | Less Bdgt'd w/d frm Tuition Rsv | | |
| 312 | Less Bdgt'd w/d frm Emergency Rs | | |
| | Total fund balance | | 1,343,876.65 |
| | Total liabilities and fund equity | | 1,415,056.71 |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
INTERIM BALANCE SHEET
06/30/16

RECAPITULATION OF FUND BALANCE

| | BUDGETED | ACTUAL | VARIANCE |
|--|-------------------|--------------------|------------|
| Appropriations | 7,008,111.42 | 6,763,283.85 | 244,827.57 |
| Less Revenues | 6,705,144.00 | 6,781,157.73 | -76,013.73 |
| Subtotal | 302,967.42 | -17,873.88 | 320,841.30 |
| Change in Capital Reserve Account: | | | |
| Plus-Increase in reserve | 1,000.00 | | 1,000.00 |
| Less-Withdrawl from Reserve-Elig costs | .00 | | .00 |
| Less-Withdrawl from Resv-Excess costs | .00 | | |
| Change in Maintenance Reserve Account | | | |
| Plus-Increase in Reserve | .00 | | .00 |
| Less-Withdrawl from Reserve | .00 | | |
| Change in Tuition Reserve Account | | | |
| Less-Withdrawl from Reserve | .00 | | .00 |
| Change in Emergency Reserve Acct | | | |
| Plus-Increase in Reserve | .00 | | .00 |
| Less-Withdrawl from Reserve | .00 | | |
| Sub Total | 303,967.42 | | 321,841.30 |
| Less: Adjustment Prior Year Encumbrances | -98,984.42 | -98,984.42 | |
| Budgeted Fund Balance | <u>204,983.00</u> | <u>-116,858.30</u> | <u>.00</u> |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 20
INTERIM BALANCE SHEET
06/30/16

ASSETS AND RESOURCES

ASSETS:

| | | | |
|----------|----------------------------|-----|------------|
| 101 | Cash In Bank | | -35,288.93 |
| 102-106 | Cash and cash equivalents | | .00 |
| 111 | Investments | | .00 |
| 116 | Capital Reserve Account | | .00 |
| | Accounts receivable: | | |
| 132 | Interfund | .00 | |
| 141 | Intergovernmental-state | | |
| 142 | Intergovernmental-federal | | |
| 153, 154 | Other (net uncollect. of) | .00 | .00 |
| 131 | Interfund loans receivable | | .00 |
| | Other Current Assets | | .00 |

RESOURCES:

| | | | |
|-----|----------------------------|-------------|------------------|
| 301 | Estimated revenues | 452,519.51 | |
| 302 | Less Revenues | -334,603.71 | 117,915.80 |
| | Total assets and resources | | <u>82,626.87</u> |

LIABILITIES AND FUND EQUITY

LIABILITIES:

| | | |
|-----|-----------------------------------|-----------------|
| 411 | Intergovt accts payable -state | .00 |
| 412 | Intergovt accts payable - federal | .00 |
| 421 | Accounts payable | 3,167.30 |
| 402 | Interfund accounts payable | .00 |
| 431 | Contracts payable | .00 |
| 451 | Loans payable | .00 |
| 481 | Deferred revenues | 1,656.47 |
| | Other current liabilities | .00 |
| | Total liabilities | <u>4,823.77</u> |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 20
INTERIM BALANCE SHEET
06/30/16

FUND BALANCE:

| | | | | | |
|-----|-----------------------------------|------------|-------------|-----------|------------------|
| | Appropriated: | | | | |
| 753 | Reserve for Encumbrances Curr Y | | | 4,310.00 | |
| 754 | Reserve for Encumbrances Prior Y | | | .00 | |
| | Reserved fund balance: | | | | |
| 761 | Capital Reserve Account | | .00 | | |
| 604 | Increase in capital reserve | | | | |
| 307 | Budget withdrawal frm cap reserve | | | .00 | |
| 601 | Appropriations | | 452,519.51 | | |
| 602 | Less: Expenditures | 374,716.41 | | | |
| 603 | Encumbrances | 4,310.00 | -379,026.41 | 73,493.10 | |
| | Total fund balance | | | | 77,803.10 |
| | Total liabilities and fund equity | | | | <u>82,626.87</u> |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 30
INTERIM BALANCE SHEET
06/30/16

ASSETS AND RESOURCES

ASSETS:

| | | | |
|----------|----------------------------|-----|-----|
| 101 | Cash In Bank | | .00 |
| 102-106 | Cash and cash equivalents | | .00 |
| 105 | Cash With Fiscal Agents | | .00 |
| 111 | Investments | | .00 |
| | Accounts receivable: | | |
| 132 | Interfund | .00 | |
| 141 | Intergovernmental-state | | |
| 142 | Intergovernmental-federal | | |
| 153, 154 | Other (net uncollect. of) | .00 | .00 |
| 131 | Interfund loans receivable | | .00 |
| 161 | Bonds proceeds receivable | | .00 |
| | Other Current Assets | | .00 |

RESOURCES:

| | | | |
|-----|----------------------------|-----|-----|
| 301 | Estimated revenues | .00 | |
| 302 | Less Revenues | | .00 |
| | Total assets and resources | | .00 |

LIABILITIES AND FUND EQUITY

LIABILITIES:

| | | |
|-----|--------------------------------------|-----|
| 421 | Accounts payable | .00 |
| 402 | Interfund accounts payable | .00 |
| 431 | Contracts payable | .00 |
| 432 | Construct contracts payable-retain % | .00 |
| 433 | Construction contracts payable | .00 |
| 451 | Loans payable | .00 |
| | Other current liabilities | .00 |
| | Total liabilities | .00 |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 30
INTERIM BALANCE SHEET
06/30/16

FUND BALANCE:

| | | | | |
|----------|-----------------------------------|-----|-----|-----|
| | Appropriated: | | | |
| 753,754 | Reserve for Encumbrances | | .00 | |
| 751,2,6X | Other Reserves | | .00 | |
| 601 | Appropriations | | .00 | |
| 602 | Less: Expenditures | .00 | | |
| 603 | Encumbrances | | .00 | .00 |
| | Total appropriated | | | |
| | Unappropriated: | | | |
| 770 | Fund balance July 1, 2015 | | .00 | |
| 303 | Less-Budgeted fund balance | | | |
| | Total fund balance | | | .00 |
| | Total liabilities and fund equity | | | .00 |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 40
INTERIM BALANCE SHEET
06/30/16

ASSETS AND RESOURCES

ASSETS:

| | | | |
|----------|---------------------------|-----|------|
| 101 | Cash In Bank | | 7.32 |
| 102-106 | Cash and cash equivalents | | .00 |
| 105 | Cash With Fiscal Agents | | .00 |
| 111 | Investments | | .00 |
| 119 | Debt Service Reserve | | .00 |
| 121 | Tax levy receivable | | .00 |
| | Accounts receivable: | | |
| 132 | Interfund | .00 | |
| 141 | Intergovernmental-state | | |
| 153, 154 | Other (net uncollect. of) | .00 | .00 |
| | Other Current Assets | | .00 |

RESOURCES:

| | | | |
|-----|----------------------------|-------------|-------------|
| 301 | Estimated revenues | 173,358.00 | |
| 302 | Less Revenues | -173,358.00 | .00 |
| | Total assets and resources | | <u>7.32</u> |

LIABILITIES AND FUND EQUITY

LIABILITIES:

| | | |
|-----|---------------------------|------------|
| 455 | Interest payable | .00 |
| 441 | Matured bonds payable | .00 |
| | Other current liabilities | .00 |
| | Total liabilities | <u>.00</u> |

TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 40
INTERIM BALANCE SHEET
06/30/16

FUND BALANCE:

| | | | |
|---------|-------------------------------------|-------------|-------|
| | Appropriated: | | |
| 767 | Debt Service Reserve Acct | | .00 |
| 751,26X | Other Reserves | | |
| 601 | Appropriations | 173,358.00 | |
| 602 | Less: Expenditures | -173,356.25 | 1.75 |
| 608 | Increase in Debt Service Reserve | | .00 |
| | Unappropriated: | | |
| 770 | Fund balance July 1, 2015 | | 5.57 |
| 303 | Less-Budgeted fund balance | | .00 |
| 313 | Less Bdgtd w/d frm Debt Svs Rsv | | |
| | Total fund balance | | 7.32 |
| | Total liabilities and fund equity | | 7.32 |
| | | | <hr/> |
| | Change in Debt Service Reserve Acct | | |
| | Plus-Increase in Reserve | .00 | .00 |
| | Less-Withdrawal from Reserve | .00 | |
| | Sub Total | .00 | |

REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 10

INTERIM STATEMENT

COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| | | Budgeted Estimated | Actual To Date | Note: Over or (Under) | Unrealized Balance |
|--------------------------------|---------------------------|-----------------------|-------------------|--------------------------|-----------------------|
| REVENUE | | | | | |
| | CURRENT EXPENSE | | | | |
| 52XX | From transfers | .00 | .00 | .00 | .00 |
| 51XX | Sale of bonds | .00 | .00 | .00 | .00 |
| 1XXX | From local sources | 5,642,635.00 | 5,718,648.73 | .00 | -76,013.73 |
| 2XXX | From intermediate sources | .00 | .00 | .00 | .00 |
| 3XXX | From state sources | 1,062,509.00 | 1,062,509.00 | .00 | .00 |
| 4XXX | From federal sources | .00 | .00 | .00 | .00 |
| TOTAL REVENUE/SOURCES OF FUNDS | | 6,705,144.00 | 6,781,157.73 | .00 | -76,013.73 |

| | | Appropriations | Expenditures | Encumbrance | Avail Balance |
|----------------|-------------------------------------|----------------|--------------|-------------|---------------|
| EXPENDITURES | | | | | |
| | CURRENT EXPENSE | | | | |
| 11-1XX-100-XXX | Regular programs-instruction | 2,207,478.42 | 2,191,520.45 | .00 | 15,957.97 |
| 11-2XX-100-XXX | Special education-instruction | 280,037.00 | 270,048.60 | .00 | 9,988.40 |
| 11-230-100-XXX | Basic skills-remedial-instruction | 7,000.00 | 6,479.22 | .00 | 520.78 |
| 11-240-100-XXX | Bilingual education-instruction | 163,813.00 | 158,249.09 | .00 | 5,563.91 |
| 11-3XX-100-XXX | Voc.programs-local-instruction | .00 | .00 | .00 | .00 |
| 11-401-100-XXX | School-spons. cocurr. activ. instr. | 37,593.00 | 31,358.10 | .00 | 6,234.90 |
| 11-402-100-XXX | School-spons. athletics-instruction | 39,288.00 | 35,684.86 | .00 | 3,603.14 |
| 11-421-XXX-XXX | Before/After School Programs | 3,185.00 | 3,185.00 | .00 | .00 |
| 11-422-XXX-XXX | Summer School | 25,170.00 | 25,170.00 | .00 | .00 |
| 11-423-XXX-XXX | Alternative Education Programs | .00 | .00 | .00 | .00 |
| 11-424-XXX-XXX | Other Supplemental/At-Risk Prgrms | .00 | .00 | .00 | .00 |
| 11-4XX-100-XXX | Other instructional prog.-instr. | .00 | .00 | .00 | .00 |
| 11-800-330-XXX | Community service programs/operatio | .00 | .00 | .00 | .00 |
| | UNDISTRIBUTED EXPENDITURES | | | | |
| 11-000-100-XXX | Instruction | 1,588,002.00 | 1,423,733.62 | 139,540.07 | 24,728.31 |
| 11-000-211-XXX | Attendance and social work services | 98,841.00 | 97,610.89 | .00 | 1,230.11 |
| 11-000-213-XXX | Health services | 104,557.00 | 100,948.86 | .00 | 3,608.14 |
| 11-000-216-XXX | Related Services | 81,630.00 | 81,602.84 | .00 | 27.16 |
| 11-000-217-XXX | Extraordinary Services | 125,353.00 | 113,938.29 | .00 | 11,414.71 |
| 11-000-218-XXX | Other support services-stud-regular | .00 | .00 | .00 | .00 |
| 11-000-219-XXX | Other support serv - stud-spec-serv | 294,452.00 | 272,153.12 | .00 | 22,298.88 |
| 11-000-221-XXX | Improvmt of inst/supp serv inst sf | 103,451.00 | 101,701.04 | .00 | 1,749.96 |
| 11-000-222-XXX | Educational media serv/schl library | 19,202.00 | 19,012.55 | .00 | 189.45 |
| 11-000-223-XXX | Staff Training Services | .00 | .00 | .00 | .00 |
| 11-000-230-XXX | Supp. serv.- general administration | 274,902.00 | 261,337.07 | .00 | 13,564.93 |
| 11-000-240-XXX | Supp. serv. - school administration | 22,546.00 | 22,060.09 | 100.00 | 385.91 |
| 11-000-251-XXX | Supp. serv. - Central Services | 160,968.00 | 159,074.16 | 359.40 | 1,534.44 |
| 11-000-252-XXX | Supp. serv. - Admin Info Technology | 27,160.00 | 27,159.84 | .00 | .16 |
| 11-000-261-XXX | Allowable Maint. for School Fac. | 209,460.00 | 201,456.66 | 1,980.00 | 6,023.34 |
| 11-000-262-XXX | Custodial Services | 411,739.00 | 390,452.54 | .00 | 21,286.46 |
| 11-000-263-XXX | Care and Upkeep of Grounds | .00 | .00 | .00 | .00 |
| 11-000-266-XXX | Security | 3,500.00 | 3,399.53 | .00 | 100.47 |
| 11-000-270-XXX | Student transportation services | 249,885.00 | 248,335.67 | .00 | 1,549.33 |
| 11-000-290-XXX | Other support services | .00 | .00 | .00 | .00 |
| 11-000-291-XXX | Unallocated Benefits | 199,769.00 | 193,860.28 | .00 | 5,908.72 |
| 11-000-310-XXX | Food services | 15,000.00 | .00 | .00 | 15,000.00 |



REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 10

INTERIM STATEMENT

COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| | | | | | |
|----------------|---------------------------------|--------------|--------------|------------|------------|
| 11-000-500-56X | Transfer of funds to Chtr Schls | 67,034.00 | 56,132.00 | .00 | 10,902.00 |
| 11-000-515-XXX | Retirement of ERIP Liability | .00 | .00 | .00 | .00 |
| 11-000-520-XXX | Transfers to other funds | .00 | .00 | .00 | .00 |
| | Total general current expense | | | | |
| | expenditures/uses of funds | 6,821,015.42 | 6,495,664.37 | 141,979.47 | 183,371.58 |

REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 10
INTERIM STATEMENT
COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| EXPENDITURES | cont'd: | Appropriations | Expenditures | Encumbrance | Avail Balance |
|---|---|---------------------|---------------------|-------------------|-------------------|
| CAPITAL OUTLAY | | | | | |
| 12-XXX-XXX-73X | Equipment | 6,434.00 | .00 | 6,434.00 | .00 |
| 12-4XX-400-780 | Infrastructure | .00 | .00 | .00 | .00 |
| 12-000-4XX-XXX | Facilities acquis. & Const serv | 180,662.00 | 119,206.01 | .00 | 61,455.99 |
| 12-000-520-93X | Transfers | .00 | .00 | .00 | .00 |
| | Total capital outlay expenditures/ uses of funds | 187,096.00 | 119,206.01 | 6,434.00 | 61,455.99 |
| SPECIAL SCHOOL | | | | | |
| 13-422-100-XXX | Summer school-instruction | .00 | .00 | .00 | .00 |
| 13-422-200-XXX | Summer school-support services | .00 | .00 | .00 | .00 |
| 113-4XX-100-XXX | Other spec. schools-instruction | .00 | .00 | .00 | .00 |
| 13-4XX-200-XXX | Other spec. schools-support serv | .00 | .00 | .00 | .00 |
| 13-601-200-XXX | Accr. evening/adult H.S. p/g sup svc | .00 | .00 | .00 | .00 |
| 13-602-100-XXX | Adult education-local-instruction | .00 | .00 | .00 | .00 |
| 13-602-200-XXX | Adult education-local-support serv | .00 | .00 | .00 | .00 |
| 13-629-100-XXX | Vocational evening-local-instruction | .00 | .00 | .00 | .00 |
| 13-631-100-XXX | Evening school foreign born lcl-inst | .00 | .00 | .00 | .00 |
| 13-631-200-XXX | Evening school foreign born lcl-ssvc | .00 | .00 | .00 | .00 |
| 13-000-520-XXX | Transfers | .00 | .00 | .00 | .00 |
| | Total special schools expenditures/uses of funds | .00 | .00 | .00 | .00 |
| TOTAL FUNDS 11-13 EXPENDITURES | | 7,008,111.42 | 6,614,870.38 | 148,413.47 | 244,827.57 |
| ARRA ESF FND16 | | | | | |
| 16-1XX-100-XXX | Distributed Expenditures | .00 | .00 | .00 | .00 |
| 16-2XX-100-XXX | Special Ed Programs | .00 | .00 | .00 | .00 |
| 16-4XX-100-XXX | School Sponsored Activities | .00 | .00 | .00 | .00 |
| 16-8XX-100-XXX | Community Services | .00 | .00 | .00 | .00 |
| 16-000-XXX-XXX | Undistributed Expenses | .00 | .00 | .00 | .00 |
| | TOTAL FUND 16 | .00 | .00 | .00 | .00 |
| ARRA GSF FND17 | | | | | |
| 17-1XX-100-XXX | Distributed Expenditures | .00 | .00 | .00 | .00 |
| 17-2XX-100-XXX | Special Ed Programs | .00 | .00 | .00 | .00 |
| 17-4XX-100-XXX | School Sponsored Activities | .00 | .00 | .00 | .00 |
| 17-8XX-100-XXX | Community Services | .00 | .00 | .00 | .00 |
| 17-000-XXX-XXX | Undistributed Expenses | .00 | .00 | .00 | .00 |
| | Total Fund 17 | .00 | .00 | .00 | .00 |
| TOTAL FUNDS 16&17 EXPENDITURES | | .00 | .00 | .00 | .00 |
| TOTAL FUNDS 11-19 EXPENDITURES | | 7,008,111.42 | 6,614,870.38 | 148,413.47 | 244,827.57 |


REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 20
INTERIM STATEMENT
COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| | | Budgeted Estimated | Actual To Date | Note: Over or (Under) | Unrealized Balance |
|--------------------------------|-----------------------------------|-----------------------|-------------------|--------------------------|-----------------------|
| REVENUE | | | | | |
| 52XX | From transfers | .00 | .00 | .00 | .00 |
| 1XXX | From local sources | 21,113.91 | 19,457.44 | .00 | 1,656.47 |
| 2XXX | From intermediate sources | .00 | .00 | .00 | .00 |
| 3XXX | From state sources | 26,850.00 | 24,172.00 | .00 | 2,678.00 |
| 4XXX | From federal sources | 404,555.60 | 290,973.00 | .00 | 113,582.60 |
| TOTAL REVENUE/SOURCES OF FUNDS | | 452,519.51 | 334,602.44 | .00 | 117,917.07 |
| | | Appropriations | Expenditures | Encumbrance | Avail Balance |
| EXPENDITURES | | | | | |
| 20-00X-09X | Local Projects | 21,113.91 | 14,698.89 | 4,310.00 | 2,105.02 |
| 20-290-309 | Other Special Projects | .00 | .00 | .00 | .00 |
| State Projects: | | | | | |
| 20-211 | Early Childhood Prog Aid | .00 | .00 | .00 | .00 |
| 20-212 | Demonstrably Eff Prog Aid | .00 | .00 | .00 | .00 |
| 20-213 | Distance Learning Network Aid | .00 | .00 | .00 | .00 |
| 20-214 | Instructional Supplemental Aid | .00 | .00 | .00 | .00 |
| 20-217 | Targeted At Risk Aid | .00 | .00 | .00 | .00 |
| 20-218 | Preschool Education | 26,850.00 | 26,850.00 | .00 | .00 |
| 20-501 | Nonpublic Textbooks | .00 | .00 | .00 | .00 |
| 20-502-505 | Nonpublic Auxilliary Services | .00 | .00 | .00 | .00 |
| 20-506-508 | Nonpublic Handicapped Services | .00 | .00 | .00 | .00 |
| 20-509 | Nonpublic Nursing Services | .00 | .00 | .00 | .00 |
| 20-510 | Nonpublic Technology | .00 | .00 | .00 | .00 |
| 20-603-618 | Adult Education | .00 | .00 | .00 | .00 |
| 20-331-360 | Vocational Education State | .00 | .00 | .00 | .00 |
| | Other Special Projects State | .00 | .00 | .00 | .00 |
| | Total State Projects | 26,850.00 | 26,850.00 | .00 | .00 |
| Federal Projects: | | | | | |
| 20-231-239 | NCLB Title I | 169,220.76 | 145,406.68 | .00 | 23,814.08 |
| 20-260-269 | NCLB Title V & VI | .00 | .00 | .00 | .00 |
| 20-250-259 | I.D.E.A. Part B (Handicapped) | 149,045.59 | 118,823.01 | .00 | 30,222.58 |
| 20-361-399 | P.L. 101-392 (Voc. Education) | .00 | .00 | .00 | .00 |
| 20-619-628 | P.L.91-230 (Adlt Basic Education) | .00 | .00 | .00 | .00 |
| | Other Special Projects Federal | 86,289.25 | 68,937.83 | .00 | 17,351.42 |
| | Total Federal Projects | 404,555.60 | 333,167.52 | .00 | 71,388.08 |
| Total Expenditures | | 452,519.51 | 374,716.41 | 4,310.00 | 73,493.10 |

REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 30
INTERIM STATEMENT
COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| | | Budgeted Estimated | Actual To Date | Note: Over or (Under) | Unrealized Balance |
|--------------------------------|---|-----------------------|-------------------|--------------------------|-----------------------|
| REVENUE | | | | | |
| 51XX | Sale of bonds | .00 | .00 | .00 | .00 |
| 52XX | Transfer from other funds | .00 | .00 | .00 | .00 |
| | Other | .00 | .00 | .00 | .00 |
| TOTAL REVENUE/SOURCES OF FUNDS | | .00 | .00 | .00 | .00 |
| | | Appropriations | Expenditures | Encumbrance | Avail Balance |
| EXPENDITURES | | | | | |
| 30-XXX-XXX-73X | Equipment | .00 | .00 | .00 | .00 |
| | Facilities acquisition and constr serv: | | | | |
| 30-000-4XX-100 | Salaries | .00 | .00 | .00 | .00 |
| 30-000-4XX-331 | Legal Services | .00 | .00 | .00 | .00 |
| 30-000-4XX-390 | Other purchased prof. & tech. serv. | .00 | .00 | .00 | .00 |
| 30-000-4XX-450 | Construction services | .00 | .00 | .00 | .00 |
| 30-000-4XX-610 | General supplies | .00 | .00 | .00 | .00 |
| 30-000-4XX-710 | Land and improvements | .00 | .00 | .00 | .00 |
| 30-000-4XX-722 | Bldgs other than lease pur agrmnts | .00 | .00 | .00 | .00 |
| 30-000-4XX-8XX | Other objects | .00 | .00 | .00 | .00 |
| | Total fac. acq. and constr. serv. | .00 | .00 | .00 | .00 |
| | Total expenditures | .00 | .00 | .00 | .00 |
| 30-000-520-93X | Transfer to other funds | .00 | .00 | .00 | .00 |
| | Total expenditures and transfers | .00 | .00 | .00 | .00 |

Prepared and submitted by:


Board Secretary



Date 7/14/16

REPORT OF THE SECRETARY TO THE BOARD OF EDUCATION
DISTRICT: BRADLEY BEACH BOARD OF ED
FUND 40
INTERIM STATEMENT
COMPARING BUDGETED REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBERANCES TO DATE
FOR TWELVE MONTH PERIOD ENDING 06/30/2016

| | | Budgeted Estimated | Actual To Date | Note: Over or (Under) | Unrealized Balance |
|--------------------------------|----------------------------------|-----------------------|-------------------|--------------------------|-----------------------|
| REVENUE | | | | | |
| 51XX | Sale of bonds | .00 | .00 | .00 | .00 |
| 52XX | Transfer from other funds | .00 | .00 | .00 | .00 |
| Local Sources: | | | | | |
| 1210 | Local Tax Levy | 173,358.00 | 173,358.00 | .00 | .00 |
| 40-1XXX | Miscellaneous | .00 | .00 | .00 | .00 |
| | Total | 173,358.00 | 173,358.00 | .00 | .00 |
| State Sources: | | | | | |
| 3160 | Debt Service Aid Type II | .00 | .00 | .00 | .00 |
| 3251 | Add. State School Bld Aid Ch. 17 | .00 | .00 | .00 | .00 |
| 3252 | Add. State School Bldg Aid Ch. 1 | .00 | .00 | .00 | .00 |
| 3253 | Add. State School Bldg Aid Ch. 7 | .00 | .00 | .00 | .00 |
| | Total | .00 | .00 | .00 | .00 |
| TOTAL REVENUE/SOURCES OF FUNDS | | 173,358.00 | 173,358.00 | .00 | .00 |

| | | Appropriations | Expenditures | Encumbrance | Avail Balance |
|---|--------------------------------------|----------------|--------------|-------------|---------------|
| EXPENDITURES | | | | | |
| 40-000-515-XXX | Retirement of ERIP Liability | .00 | .00 | .00 | .00 |
| | Debt Service - Regular | | | | |
| 40-701-510-723 | Princ Pmt-Comm Appr Lease Pur Agrmt | .00 | .00 | .00 | .00 |
| 40-701-510-830 | Interest | .00 | .00 | .00 | .00 |
| 40-701-510-833 | Interest Pmts-Comm Appr Ls Pur Agrm | .00 | .00 | .00 | .00 |
| 40-701-510-834 | Interest on Bonds | 43,358.00 | 43,356.25 | .00 | 1.75 |
| 40-701-510-835 | Interest on Rearly Ret Bonds | .00 | .00 | .00 | .00 |
| 40-701-510-910 | Redemption of principal | 130,000.00 | 130,000.00 | .00 | .00 |
| 40-701-510-920 | Amnts paid into sinking fund | .00 | .00 | .00 | .00 |
| | Total | 173,358.00 | 173,356.25 | .00 | 1.75 |
| Additional State School Bldg. Aid-C.177 | | | | | |
| 40-702-510-830 | Interest | .00 | .00 | .00 | .00 |
| 40-702-510-910 | Redemption of principal | .00 | .00 | .00 | .00 |
| | Total | .00 | .00 | .00 | .00 |
| Additional State School Bldg. Aid-C.10 | | | | | |
| 40-703-510-830 | Interest | .00 | .00 | .00 | .00 |
| 40-703-510-910 | Redemption of principal | .00 | .00 | .00 | .00 |
| | Total | .00 | .00 | .00 | .00 |
| Additional State School Bldg. Aid-C.74 | | | | | |
| 40-704-510-830 | Interest | .00 | .00 | .00 | .00 |
| 40-704-510-910 | Redemption of principal | .00 | .00 | .00 | .00 |
| | Total | .00 | .00 | .00 | .00 |
| | Total uses of funds before transfers | 173,358.00 | 173,356.25 | .00 | 1.75 |
| 40-000-520-930 | Transfers to other funds | .00 | .00 | .00 | .00 |
| | Total uses of funds | 173,358.00 | 173,356.25 | .00 | 1.75 |

Prepared and submitted by:


Board Secretary


Date



prepared 07/14/16 11:28:42

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10

SCHEDULE OF REVENUES

ACTUAL COMPARED TO ESTIMATED
06/30/16

| | Estimated | Actual | Unrealized |
|---|--------------|--------------|------------|
| 51XX Bond Principal ERIP | .00 | .00 | .00 |
| 52XX Transfers from other funds | .00 | | .00 |
| LOCAL SOURCES: | | | |
| 1210 Local Tax Levy | 5,612,635.00 | 5,612,635.00 | .00 |
| 1211 Local Tax Levy - Capital Resrv Incrs | .00 | .00 | .00 |
| 121X Other Local Sources | .00 | | .00 |
| 12XX Other governmental units | .00 | | .00 |
| 131X Tuition-from individuals | 12,200.00 | 33,150.00 | -20,950.00 |
| 132X -from other LEA'S within NJ | .00 | 25,572.65 | -25,572.65 |
| 1330-1340 -other | .00 | .00 | .00 |
| 142X Transp.-from other LEA's within NJ | .00 | | .00 |
| 1430-1440 -other | .00 | | .00 |
| 1XXX Miscellaneous | 17,800.00 | 47,291.08 | -29,491.08 |
| TOTAL | 5,642,635.00 | 5,718,648.73 | -76,013.73 |
| 2XXX INTERMEDIATE SOURCES | .00 | .00 | .00 |
| STATE SOURCES | | | |
| 3110 Foundation Aid | .00 | .00 | .00 |
| 3111 Core Curric Std. Aid | .00 | | .00 |
| 3112 Addtnl Core Curr Std. Aid | .00 | | .00 |
| 3113 Addtnl Suppmnt Core Curr Aid | .00 | | .00 |
| 3114 Abbot Parity Remedy Aid | .00 | | .00 |
| 3115 Addtnl Abbot vs Burke Aid | .00 | | .00 |
| 3116 School Choice Aid | .00 | | .00 |
| 3117 School Choice Stabilization Aid | .00 | | .00 |
| 3118 Discretionary Ed OpportunityAid | .00 | | .00 |
| 312X Transportation Aid | 81,650.00 | 81,650.00 | .00 |
| 313X Special Education Aid | 206,647.00 | 206,647.00 | .00 |
| 314X Bilingual Aid | .00 | .00 | .00 |
| 315X Aid for At-Risk Pupils | .00 | | .00 |
| 317X Transition Aid | 766,612.00 | 766,612.00 | .00 |
| 3191 Public School Law Enforcement | .00 | .00 | .00 |
| 3193 Teacher Quality Employment Act | .00 | | .00 |
| 3194 Capital Grant Entitlement Program | .00 | | .00 |
| 3195 Consolidated Aid | .00 | | .00 |
| 3196 Additional Formula Aid | .00 | | .00 |
| 3197 Full Day Kindgtn Spl Aid | .00 | | .00 |
| 3XXX Other State Aids | 7,600.00 | 7,600.00 | .00 |
| TOTAL | 1,062,509.00 | 1,062,509.00 | .00 |
| FEDERAL SOURCES: | | | |



REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
SCHEDULE OF REVENUES

ACTUAL COMPARED TO ESTIMATED

06/30/16

| | | | | |
|------|---------------------------------|--------------|--------------|------------|
| 4100 | P.L.81-874 (IMPACT) | .00 | .00 | .00 |
| 4200 | Medical Reimbursement | .00 | | .00 |
| 4522 | Fund 18 Jobs Fund | .00 | | .00 |
| | TOTAL | .00 | | .00 |
| | TOTAL REVENUES/SOURCES OF FUNDS | 6,705,144.00 | 6,781,157.73 | -76,013.73 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10

STATEMENT OF APPROPRIATIONS

COMPARED WITH EXPENDITURES AND ENCUMBERANCES

06/30/16

| | Appropriations | Expenditures | Encumbrances | Balance |
|--|----------------|--------------|--------------|-----------|
| Regular programs - Instruction | | | | |
| 11-105-100-101 Pre/Kindgtn salaries of teachers | 84,940.00 | 84,938.43 | .00 | 1.57 |
| 11-105-100-2XX Allocated Benefits | 39,206.00 | 38,877.86 | .00 | 328.14 |
| 11-110-100-101 Kindergarten Salaries of teachers | 141,868.00 | 141,305.00 | .00 | 563.00 |
| 11-110-100-2XX Allocated Benefits | 37,923.00 | 37,415.06 | .00 | 507.94 |
| 11-120-100-101 Grades 1-5 salaries of teachers | 844,084.00 | 843,933.23 | .00 | 150.77 |
| 11-120-100-2XX Allocated Benefits | 195,096.00 | 190,805.92 | .00 | 4,290.08 |
| 11-130-100-101 Grades 6-8 salaries of teachers | 566,798.00 | 566,796.66 | .00 | 1.34 |
| 11-130-100-2XX Allocated Benefits | 111,332.00 | 108,644.54 | .00 | 2,687.46 |
| Total Instruction | 2,021,247.00 | 2,012,716.70 | .00 | 8,530.30 |
| Home Instruction: | | | | |
| 11-150-100-101 Salaries of teachers | 1,000.00 | 700.00 | .00 | 300.00 |
| Total Home Instr | 1,000.00 | 700.00 | .00 | 300.00 |
| Regular programs - undis. instr.: | | | | |
| 11-190-100-2XX Allocated Benefits | 13,984.00 | 13,080.84 | .00 | 903.16 |
| 11-190-100-5XX Other purchased services | 13,041.00 | 13,040.05 | .00 | .95 |
| 11-190-100-610 General supplies | 103,104.42 | 97,421.18 | .00 | 5,683.24 |
| 11-190-100-640 Textbooks | 13,300.00 | 12,761.01 | .00 | 538.99 |
| 11-190-100-8XX Other objects | 41,802.00 | 41,800.67 | .00 | 1.33 |
| Total Reg Prog-Undist | 185,231.42 | 178,103.75 | .00 | 7,127.67 |
| Total Regular Progs | 2,207,478.42 | 2,191,520.45 | .00 | 15,957.97 |
| SPECIAL EDUCATION - PROGRAMS | | | | |
| Multiply handicapped: | | | | |
| Resource room: | | | | |
| 11-213-100-101 Salaries of teachers | 217,621.00 | 210,792.74 | .00 | 6,828.26 |
| 11-213-100-2XX Allocated Benefits | 56,216.00 | 54,270.23 | .00 | 1,945.77 |
| 11-213-100-610 General supplies | 1,800.00 | 585.63 | .00 | 1,214.37 |
| Total | 275,637.00 | 265,648.60 | .00 | 9,988.40 |
| Autistic: | | | | |
| Preschool handicapped-full-time: | | | | |
| Home instruction: | | | | |
| 11-219-100-101 S alaries of teachers | 4,400.00 | 4,400.00 | .00 | .00 |
| Total | 4,400.00 | 4,400.00 | .00 | .00 |
| Total Special Education-Instruction | 280,037.00 | 270,048.60 | .00 | 9,988.40 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|--|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| Basic skills/remedial - Instruction | | | | |
| 11-230-100-101 Salaries of teachers | 2,000.00 | 1,975.40 | .00 | 24.60 |
| 11-230-100-2XX Allocated Benefits | 5,000.00 | 4,503.82 | .00 | 496.18 |
| Total | 7,000.00 | 6,479.22 | .00 | 520.78 |
| Bilingual education - Instruction | | | | |
| 11-240-100-101 Salaries of teachers | 149,817.00 | 144,386.79 | .00 | 5,430.21 |
| 11-240-100-2XX Allocated Benefits | 11,296.00 | 11,183.12 | .00 | 112.88 |
| 11-240-100-610 General supplies | 2,700.00 | 2,679.18 | .00 | 20.82 |
| Total | 163,813.00 | 158,249.09 | .00 | 5,563.91 |
| School spons.cocurricular activities-Instruction | | | | |
| 11-401-100-1XX Salaries | 27,490.00 | 24,111.10 | .00 | 3,378.90 |
| 11-401-100-6XX Supplies and materials | 250.00 | .00 | .00 | 250.00 |
| 11-401-100-8XX Other objects | 9,853.00 | 7,247.00 | .00 | 2,606.00 |
| Total | 37,593.00 | 31,358.10 | .00 | 6,234.90 |
| School sponsored athletics-Instruct. | | | | |
| 11-402-100-1XX Salaries | 22,531.00 | 18,937.22 | .00 | 3,593.78 |
| 11-402-100-5XX Purchased services | 13,677.00 | 13,677.00 | .00 | .00 |
| 11-402-100-6XX Supplies and materials | 3,080.00 | 3,070.64 | .00 | 9.36 |
| Total | 39,288.00 | 35,684.86 | .00 | 3,603.14 |
| Before/After School Programs - Instruction | | | | |
| 11-421-100-1XX Salaries | 3,185.00 | 3,185.00 | .00 | .00 |
| Total | 3,185.00 | 3,185.00 | .00 | .00 |
| Summer School - Instruction | | | | |
| 11-422-100-1XX Salaries | 25,170.00 | 25,170.00 | .00 | .00 |
| Total | 25,170.00 | 25,170.00 | .00 | .00 |
| Other Instructional programs - Instruction | | | | |
| Total Distributed Expenditures | 2,763,564.42 | 2,721,695.32 | .00 | 41,869.10 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|---|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| UNDISTRIBUTED EXPENDITURES | | | | |
| Instruction | | | | |
| 11-000-100-561 Tuition LEAs w/i state - reg. | 914,098.00 | 817,325.30 | 96,696.00 | 76.70 |
| 11-000-100-562 Tuition LEAs w/i state - spec. | 291,250.00 | 248,377.71 | 42,844.07 | 28.22 |
| 11-000-100-563 Tuition to co.voc.sch. dist-reg. | 42,840.00 | 39,528.75 | .00 | 3,311.25 |
| 11-000-100-564 Tuition to co voc sch/ dist-spec and regional day schools | 15,080.00 | 5,300.00 | .00 | 9,780.00 |
| 11-000-100-566 Tuit-priv.sch.handi.w/i state | 324,734.00 | 313,201.86 | .00 | 11,532.14 |
| 11-000-100-567 Tuit-priv.sch.handic. and other Total | 1,588,002.00 | 1,423,733.62 | 139,540.07 | 24,728.31 |
| Attendance and social work services | | | | |
| 11-000-211-1XX Salaries | 62,677.00 | 62,024.52 | .00 | 652.48 |
| 11-000-211-2XX Allocated Benefits | 35,914.00 | 35,403.97 | .00 | 510.03 |
| 11-000-211-6XX Supplies and materials | 250.00 | 182.40 | .00 | 67.60 |
| Total | 98,841.00 | 97,610.89 | .00 | 1,230.11 |
| Health services | | | | |
| 11-000-213-1XX Salaries | 90,025.00 | 90,025.00 | .00 | .00 |
| 11-000-213-2XX Allocated Benefits | 8,593.00 | 7,956.23 | .00 | 636.77 |
| 11-000-213-3XX Purchased prof.& tech. services | 3,500.00 | 584.00 | .00 | 2,916.00 |
| 11-000-213-6XX Supplies and materials | 2,100.00 | 2,084.63 | .00 | 15.37 |
| 11-000-213-8XX Other objects | 339.00 | 299.00 | .00 | 40.00 |
| Total | 104,557.00 | 100,948.86 | .00 | 3,608.14 |
| Undist. Expend. Other Supp. Serv. | | | | |
| Students - Related Services: | | | | |
| 11-000-216-100 Salaries | 47,869.00 | 47,868.75 | .00 | .25 |
| 11-000-216-2XX Allocated Benefits | 30,911.00 | 30,910.72 | .00 | .28 |
| 11-000-216-320 Purchased prof.- ed. services | 1,900.00 | 1,900.00 | .00 | .00 |
| 11-000-216-6XX Supplies and materials | 950.00 | 923.37 | .00 | 26.63 |
| Total | 81,630.00 | 81,602.84 | .00 | 27.16 |
| Undist. Expend. Other Supp. Serv. | | | | |
| Students - Extraordinary Services: | | | | |
| 11-000-217-100 Salaries | 49,240.00 | 46,480.14 | .00 | 2,759.86 |
| 11-000-217-2XX Allocated Benefits | 76,113.00 | 67,458.15 | .00 | 8,654.85 |
| Total | 125,353.00 | 113,938.29 | .00 | 11,414.71 |
| Other supp.serv.- students - regular | | | | |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|---|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| Other supp. serv.- | | | | |
| students - special services | | | | |
| 11-000-219-104 Salaries of other prof. staff | 149,227.00 | 149,227.00 | .00 | .00 |
| 11-000-219-105 Salaries of secr.and cler.assts | 22,535.00 | 22,200.00 | .00 | 335.00 |
| 11-000-219-2XX Allocated Benefits | 34,320.00 | 33,115.81 | .00 | 1,204.19 |
| 11-000-219-320 Purchased prof.- ed. services | 82,020.00 | 61,450.76 | .00 | 20,569.24 |
| 11-000-219-6XX Supplies and materials | 5,790.00 | 5,600.90 | .00 | 189.10 |
| 11-000-219-8XX Other objects | 560.00 | 558.65 | .00 | 1.35 |
| Total | 294,452.00 | 272,153.12 | .00 | 22,298.88 |
| Improvement of Instruction services | | | | |
| other support serv.-Instr.staff | | | | |
| 11-000-221-102 Salaries of supervisors of instr | 73,554.00 | 73,554.00 | .00 | .00 |
| 11-000-221-104 Salaries of oth profess. staff | 1,999.00 | 800.00 | .00 | 1,199.00 |
| 11-000-221-105 Salaries of secr & cler. assts. | 25,404.00 | 25,403.04 | .00 | .96 |
| 11-000-221-2XX Allocated Benefits | 1,944.00 | 1,944.00 | .00 | .00 |
| 11-000-221-6XX Supplies and materials | 500.00 | .00 | .00 | 500.00 |
| 11-000-221-8XX Other objects | 50.00 | .00 | .00 | 50.00 |
| Total | 103,451.00 | 101,701.04 | .00 | 1,749.96 |
| Educational media serv/sch. library | | | | |
| 11-000-222-1XX Salaries | 11,140.00 | 11,140.00 | .00 | .00 |
| 11-000-222-2XX Allocated Benefits | 5,382.00 | 5,194.50 | .00 | 187.50 |
| 11-000-222-6XX Supplies and materials | 2,680.00 | 2,678.05 | .00 | 1.95 |
| Total | 19,202.00 | 19,012.55 | .00 | 189.45 |
| Instructional Staff Training Services: | | | | |
| Support services - general administration | | | | |
| 11-000-230-1XX Salaries | 142,982.00 | 142,705.84 | .00 | 276.16 |
| 11-000-230-331 Legal services | 45,200.00 | 36,270.00 | .00 | 8,930.00 |
| 11-000-230-332 Audit Fees | 21,065.00 | 21,065.00 | .00 | .00 |
| 11-000-230-334 Architectural/Engineering Svcs. | 1,270.00 | .00 | .00 | 1,270.00 |
| 11-000-230-339 Other purchased prof. services | 15,950.00 | 15,637.84 | .00 | 312.16 |
| 11-000-230-530 Communications/telephone | 18,720.00 | 16,438.87 | .00 | 2,281.13 |
| 11-000-230-585 BOE Other Purch Svcs(ex Tvl) | 4,255.00 | 4,199.49 | .00 | 55.51 |
| 11-000-230-590 Other purchased services | 6,118.00 | 5,780.21 | .00 | 337.79 |
| 11-000-230-6XX Supplies and materials | 8,542.00 | 8,541.34 | .00 | .66 |
| 11-000-230-890 Miscellaneous expenditures | 7,000.00 | 6,997.28 | .00 | 2.72 |
| 11-000-230-895 BOE Memberships,Dues,&Fees | 3,800.00 | 3,701.20 | .00 | 98.80 |
| Total | 274,902.00 | 261,337.07 | .00 | 13,564.93 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS

COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|---|----------------|--------------|--------------|----------------------|
| Support services- school admin | | | | |
| 11-000-240-103 Salaries of principals/asst.prin | 20,746.00 | 20,745.84 | .00 | .16 |
| 11-000-240-6XX Supplies and materials | 300.00 | 107.74 | .00 | 192.26 |
| 11-000-240-8XX Other objects | 1,500.00 | 1,206.51 | 100.00 | 193.49 |
| Total | 22,546.00 | 22,060.09 | 100.00 | 385.91 |
| Support Services-Central Services | | | | |
| 11-000-251-1XX Salaries | 139,478.00 | 138,496.84 | .00 | 981.16 |
| 11-000-251-330 Purchased prof services | 585.00 | 285.00 | 295.00 | 5.00 |
| 11-000-251-340 Purchased tech services | 12,500.00 | 12,104.00 | .00 | 396.00 |
| 11-000-251-600 Supplies And Materials | 4,550.00 | 4,369.24 | 64.40 | 116.36 |
| 11-000-251-890 Misc Expenditures | 3,855.00 | 3,819.08 | .00 | 35.92 |
| Total | 160,968.00 | 159,074.16 | 359.40 | 1,534.44 |
| Support Services-Admin Info Tech | | | | |
| 11-000-252-1XX Salaries | 22,660.00 | 22,659.84 | .00 | .16 |
| 11-000-252-600 Supplies And Materials | 4,500.00 | 4,500.00 | .00 | .00 |
| Total | 27,160.00 | 27,159.84 | .00 | .16 |
| Required Maintenance for School Facilities | | | | |
| 11-000-261-100 Salaries | 12,737.00 | 12,736.08 | .00 | .92 |
| 11-000-261-420 Cleaning, repair & Maint Serv | 168,923.00 | 161,596.28 | 1,980.00 | 5,346.72 |
| 11-000-261-610 General Supplies | 26,000.00 | 25,554.70 | .00 | 445.30 |
| 11-000-261-800 Other Objects | 1,800.00 | 1,569.60 | .00 | 230.40 |
| Total | 209,460.00 | 201,456.66 | 1,980.00 | 6,023.34 |
| Other Oper. & Maint. of Plant Services | | | | |
| 11-000-262-1XX Salaries | 172,784.00 | 163,405.34 | .00 | 9,378.66 |
| 11-000-262-2XX Allocated Benifits | 97,165.00 | 95,641.39 | .00 | 1,523.61 |
| 11-000-262-300 Purchased Prof & Tech Services | 2,926.00 | 2,925.31 | .00 | .69 |
| 11-000-262-490 Other Purchased Property Srvcs | 4,700.00 | 4,186.28 | .00 | 513.72 |
| 11-000-262-520 Insurance | 45,814.00 | 45,811.37 | .00 | 2.63 |
| 11-000-262-610 General Supplies | 14,000.00 | 13,982.55 | .00 | 17.45 |
| 11-000-262-621 Energy - Natural Gas | 29,250.00 | 21,406.86 | .00 | 7,843.14 |
| 11-000-262-622 Energy - Electricity | 45,000.00 | 42,993.44 | .00 | 2,006.56 |
| 11-000-262-800 Other Objects | 100.00 | 100.00 | .00 | .00 |
| Total | 411,739.00 | 390,452.54 | .00 | 21,286.46 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|--|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| Care and Upkeep of Grounds | | | | |
| Security | | | | |
| 11-000-266-420 Cleaning, repair & Maint Serv | 3,400.00 | 3,399.53 | .00 | .47 |
| 11-000-266-610 General Supplies | 100.00 | .00 | .00 | 100.00 |
| Total | 3,500.00 | 3,399.53 | .00 | 100.47 |
| Student transportation serv | | | | |
| 11-000-270-160 Salaries (btw. home & school reg | 22,365.00 | 22,364.88 | .00 | .12 |
| 11-000-270-503 Contrac. serv. (aid in lieu non | 1,820.00 | 1,768.00 | .00 | 52.00 |
| 11-000-270-512 Con. Serv. (oth than home & sch) | 100.00 | .00 | .00 | 100.00 |
| 11-000-270-513 Contr Serv Btwn Hm/School | 68,000.00 | 67,694.07 | .00 | 305.93 |
| 11-000-270-517 Contr Serv/Reg Stu. ESC's | 20,000.00 | 19,760.68 | .00 | 239.32 |
| 11-000-270-518 Contr Serv/Spl Ed Stu. ESC's | 137,600.00 | 136,748.04 | .00 | 851.96 |
| Total | 249,885.00 | 248,335.67 | .00 | 1,549.33 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|--|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| Business & other supp. serv. | | | | |
| Unallocated Benefits: | | | | |
| 11-000-291-220 Soc. security contrib. | 33,800.00 | 33,799.77 | .00 | .23 |
| 11-000-291-241 Other retirement contrib - reg | 60,951.00 | 58,983.35 | .00 | 1,967.65 |
| 11-000-291-250 Unemployment compensation | 10,000.00 | 10,000.00 | .00 | .00 |
| 11-000-291-260 Workmen's Compensation | 5,410.00 | 5,410.00 | .00 | .00 |
| 11-000-291-270 Health Benefits | 70,108.00 | 66,874.86 | .00 | 3,233.14 |
| 11-000-291-290 Other Employee Benefits | 19,500.00 | 18,792.30 | .00 | 707.70 |
| Total | 199,769.00 | 193,860.28 | .00 | 5,908.72 |
| Food services | | | | |
| 11-000-310-930 Transfers to cover deficit | 15,000.00 | .00 | .00 | 15,000.00 |
| Total | 15,000.00 | .00 | .00 | 15,000.00 |
| 11-000-500-56X Transfr of Fnds to Chrtr Schls | 67,034.00 | 56,132.00 | .00 | 10,902.00 |
| Total undistributed expenditures | 4,057,451.00 | 3,773,969.05 | 141,979.47 | 141,502.48 |
| Total general current expense expenditures | 6,821,015.42 | 6,495,664.37 | 141,979.47 | 183,371.58 |
| Total general current expense expenditures and transfers | 6,821,015.42 | 6,495,664.37 | 141,979.47 | 183,371.58 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|----------------------------------|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| CAPITAL OUTLAY | | | | |
| EQUIPMENT: | | | | |
| Reg. programs - instruction: | | | | |
| Special education - instruction: | | | | |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations | Expenditures | Encumbrances | Available Balance |
|--|----------------|--------------|--------------|----------------------|
| | ----- | ----- | ----- | ----- |
| Undistributed expenditures: | | | | |
| 12-000-252-730 Administrative Information Tech | 6,434.00 | .00 | 6,434.00 | .00 |
| Undistr expend.-student transp.: | | | | |
| 12-XXX-X00-730 Special schools (all programs) | | | | |
| Total Equipment 73X | 6,434.00 | .00 | 6,434.00 | .00 |
| FACILITIES ACQ. AND CONSTR. SERV. | | | | |
| 12-000-4XX-450 Construction services | 147,000.00 | 92,000.00 | .00 | 55,000.00 |
| 12-000-4XX-8XX Other objects | 21,662.00 | 21,662.00 | .00 | .00 |
| Total | 168,662.00 | 113,662.00 | .00 | 55,000.00 |
| Total capital outlay expenditures | 175,096.00 | 113,662.00 | 6,434.00 | 55,000.00 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations ----- | Expenditures ----- | Encumbrances ----- | Available Balance ----- |
|--|-------------------------|-----------------------|-----------------------|-------------------------------|
| SPECIAL SCHOOLS | | | | |
| Summer School - Instruction | | | | |
| Summer School - support services | | | | |
| Other special schools - instruction | | | | |
| Other special schools - supp services | | | | |
| Acc Evn Adlt HS Post Grad Instruction | | | | |
| Acc Evn Adult HS Post Grd-support services | | | | |
| Adult Education - local - instruction | | | | |
| Adult Education - local - support services | | | | |
| Vocational Evening-local Instruction | | | | |
| Vocational Evening-local-Support Serv. | | | | |
| Eve. Sch-Foreign Born Local Instr. | | | | |
| Eve. Sch.-Foreign Born Local Supp. Serv. | | | | |
| TOT FNDS 11-13 EXPENDITURES | 6,996,111.42 | 6,609,326.37 | 148,413.47 | 238,371.58 |

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 10
STATEMENT OF APPROPRIATIONS

COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | Appropriations ----- | Expenditures ----- | Encumbrances ----- | Available Balance ----- |
|----------------------------|-------------------------|-----------------------|-----------------------|-------------------------------|
| Fund 16 | | | | |
| Distributed Expenditures | | | | |
| Special Ed Programs | | | | |
| School Sponsd Activities | | | | |
| Community Services | | | | |
| Undistributed Expenditures | | | | |
| Fund 17 | | | | |
| Distributed Expenditures | | | | |
| Special Ed Programs | | | | |
| School Sponsd Activities | | | | |
| Community Services | | | | |
| Undistributed Expenditures | | | | |
| Fund 18 | | | | |
| Undistributed Expenditures | | | | |
| Distributed Expenditures | | | | |
| TOTAL FUNDS 11-18 | 6,996,111.42 | 6,609,326.37 | 148,413.47 | 238,371.58 |

I hereby certify that no line item has encumbrances or expenditures which in total exceed the line item appropriation in violation of 6:20-2A.10(a).


 Date


 Board Secretary

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
BRADLEY BEACH BOARD OF ED
FUND 20
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBERANCES
06/30/16

| | <u>Appropriations</u> | <u>Expenditures</u> | <u>Encumbrances</u> | <u>Available Balance</u> |
|--|-----------------------|---------------------|---------------------|------------------------------|
| Early Childhood Program Aid-Instruct. | | | | |
| Early Childhood Program Aid-Supp Serv | | | | |
| Early Childhood Program Aid-Fac Acq | | | | |
| Demonstrably Effective Prog Aid-Instr. | | | | |
| Demonstrably Effec Prg Aid-Supp Serv | | | | |
| Demonstrably Effec Prgm Aid-Fac Acq | | | | |
| Distance Learn Network Aid-Supp Serv | | | | |
| Distance Learn Network Aid-Fac Acq | | | | |
| Instructional Supplemental Aid-Instr. | | | | |
| Instructional Supplem Aid-Supp Serv. | | | | |
| Targeted At Risk Aid Instruction | | | | |
| Targeted At Risk Aid Supp Serv. | | | | |
| Facility Acq Equipment | | | | |
| Preschool Education | | | | |
| 20-218-100-101 Salaries of teachers | 26,850.00 | 26,850.00 | .00 | .00 |
| Total | 26,850.00 | 26,850.00 | .00 | .00 |
| Preschool Education Aid-Supp Serv. | | | | |
| Facility Acq Equipment | | | | |
| Total Preschool Aid | 26,850.00 | 26,850.00 | .00 | .00 |
| TOTAL FUND 20 | 26,850.00 | 26,850.00 | .00 | .00 |

I hereby certify that no line item has encumbrances or expenditures which in total exceed the line item appropriation in violation of 6:20-2A.10(a).

7/14/16
Date


Board Secretary

REPORT OF THE TREASURER TO THE BRADLEY BEACH BOARD OF EDUCATION
FOR THE MONTH ENDING

6/30/16

Attachment VII-K

PAGE 1 OF 6

| FUNDS | CASH BALANCE | CASH RECEIPTS THIS MONTH | CASH DISBURSEMENTS THIS MONTH | CASH ENDING BALANCE(1+2-3) |
|--------------------------------|-----------------|--------------------------------|-------------------------------------|----------------------------------|
| GENERAL FUND--FUND 10 | \$1,434,125.11 | \$571,014.50 | \$643,434.73 | \$1,361,704.88 |
| SPECIAL REVENUE FUND--FUND 20 | \$16,197.75 | \$951.00 | \$52,437.68 | (\$35,288.93) |
| CAPITAL PROJECTS FUND--FUND 30 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| DEBT SERVICE FUND--FUND 40 | \$136,276.44 | \$15,409.00 | \$151,678.12 | \$7.32 |
| TOTAL GOVERNMENTAL FUNDS | \$1,586,599.30 | \$587,374.50 | \$847,550.53 | \$1,326,423.27 |
| ENTERPRISE FUND--FUND 5X | \$4,321.08 | \$24,719.01 | \$13,271.97 | \$15,768.12 |
| PAYROLL | \$0.00 | \$203,793.95 | \$203,793.95 | \$0.00 |
| PAYROLL AGENCY | \$170,002.63 | \$170,216.32 | \$155,156.56 | \$185,062.39 |
| UNEMPLOYMENT TRUST | \$5,811.02 | \$0.00 | \$0.00 | \$5,811.02 |
| TOTAL TRUST & AGENCY FUNDS | \$175,813.65 | \$374,010.27 | \$358,950.51 | \$190,873.41 |
| TOTAL ALL FUNDS | \$1,766,734.03 | \$986,103.78 | \$1,219,773.01 | \$1,533,064.80 |

PREPARED & SUBMITTED BY

Bruce R. Colman

7/13/2016

TREASURER OF SCHOOL MONEYS

DATE

BRADLEY BEACH BOARD OF EDUCATION BANK RECONCILIATION--CASH ACCOUNT
 BANK: BANK OF AMERICA
 ACCOUNT #726-0100062

| | | | |
|--------------------------------|---------|-------------|----------------|
| STATEMENT DATE: | 6/30/16 | | |
| BALANCE PER BANK | | | \$1,347,041.90 |
| ADDITIONS: DEPOSITS IN TRANSIT | DATE | AMOUNT | |
| | | \$0.00 | |
| | | \$0.00 | |
| | | \$0.00 | |
| TOTAL DEPOSITS IN TRANSIT | | | \$0.00 |
| | | AMOUNT | |
| DEDUCTIONS: OUTSTANDING CHECKS | | \$20,618.61 | |
| | | \$0.00 | |
| OTHER | | \$0.02 | |
| TOTAL DEDUCTIONS | | \$20,618.63 | |
| NET RECONCILING ITEMS | | | (\$20,618.63) |
| ADJUSTED BALANCE PER BANK | | | \$1,326,423.27 |

BALANCE PER BOARD SECRETARY'S RECORDS AS OF _____
 RECONCILING ITEMS:
 ADDITIONS
 INTEREST EARNED _____
 OTHER (EXPLAIN) _____
 TOTAL ADDITIONS _____
 DEDUCTIONS
 BANK CHARGES _____
 OTHER (EXPLAIN) _____
 TOTAL DEDUCTIONS _____
 NET RECONCILING ITEMS _____
 ADJUSTED BOARD SECRETARY'S BALANCE AS OF _____
 BANK OF AMERICA CERTIFICATES OF DEPOSIT: _____ \$0.00

BRADLEY BEACH BOARD OF EDUCATION BANK RECONCILIATION--PAYROLL/AGENCY
 BANK: BANK OF AMERICA
 ACCOUNT #726-0102200

| | | | |
|--------------------------------|---------|------------|--------------|
| STATEMENT DATE: | 6/30/16 | | |
| BALANCE PER BANK | | | \$193,677.89 |
| ADDITIONS: DEPOSITS IN TRANSIT | DATE | AMOUNT | |
| | | \$0.00 | |
| | | \$0.00 | |
| | | \$0.00 | |
| TOTAL DEPOSITS IN TRANSIT | | \$0.00 | |
| | | AMOUNT | |
| DEDUCTIONS: OUTSTANDING CHECKS | | \$8,615.50 | |
| OTHER | | \$0.00 | |
| TOTAL DEDUCTIONS | | \$8,615.50 | |
| NET RECONCILING ITEMS | | | (\$8,615.50) |
| ADJUSTED BALANCE PER BANK | | | \$185,062.39 |

BALANCE PER BOARD SECRETARY'S RECORDS AS OF _____
 RECONCILING ITEMS:
 ADDITIONS
 INTEREST EARNED _____
 OTHER (EXPLAIN) _____
 TOTAL ADDITIONS _____
 DEDUCTIONS
 BANK CHARGES _____
 OTHER (EXPLAIN) _____
 TOTAL DEDUCTIONS _____
 NET RECONCILING ITEMS _____
 ADJUSTED BOARD SECRETARY'S BALANCE AS OF _____

BRADLEY BEACH BOARD OF EDUCATION BANK RECONCILIATION--PAYROLL ACCOUNT
 BANK: BANK OF AMERICA
 ACCOUNT #726-0100089

STATEMENT DATE: 6/30/16

BALANCE PER BANK

\$16,986.69

| ADDITIONS: DEPOSITS IN TRANSIT | DATE | AMOUNT |
|--------------------------------|------|--------|
| | | \$0.00 |
| | | \$0.00 |
| | | \$0.00 |
| | | \$0.00 |
| TOTAL DEPOSITS IN TRANSIT | | \$0.00 |

AMOUNT

| | |
|--------------------------------|-------------|
| DEDUCTIONS: OUTSTANDING CHECKS | \$16,986.69 |
| OTHER | \$0.00 |
| TOTAL DEDUCTIONS | \$16,986.69 |

NET RECONCILING ITEMS

(\$16,986.69)

ADJUSTED BALANCE PER BANK

(\$0.00)

BALANCE PER BOARD SECRETARY'S RECORDS AS OF _____

RECONCILING ITEMS:

ADDITIONS

INTEREST EARNED _____

OTHER (EXPLAIN) _____

TOTAL ADDITIONS _____

DEDUCTIONS

BANK CHARGES _____

OTHER (EXPLAIN) _____

TOTAL DEDUCTIONS _____

NET RECONCILING ITEMS _____

ADJUSTED BOARD SECRETARY'S BALANCE AS OF _____

BRADLEY BEACH BOARD OF EDUCATION BANK RECONCILIATION--UNEMPLOYMENT INSURANCE

BANK: BANK OF AMERICA

ACCOUNT #726-0101875

STATEMENT DATE: 6/30/16

BALANCE PER BANK

\$5,811.02

| ADDITIONS: DEPOSITS IN TRANSIT | DATE | AMOUNT |
|--------------------------------|------|--------|
| | | \$0.00 |
| | | \$0.00 |
| | | \$0.00 |
| | | \$0.00 |
| TOTAL DEPOSITS IN TRANSIT | | \$0.00 |

AMOUNT

| | |
|--------------------------------|--------|
| DEDUCTIONS: OUTSTANDING CHECKS | \$0.00 |
| OTHER | \$0.00 |
| TOTAL DEDUCTIONS | \$0.00 |

NET RECONCILING ITEMS

\$0.00

ADJUSTED BALANCE PER BANK

\$5,811.02

BALANCE PER BOARD SECRETARY'S RECORDS AS OF _____

RECONCILING ITEMS:

ADDITIONS

INTEREST EARNED _____

OTHER (EXPLAIN) _____

TOTAL ADDITIONS _____

DEDUCTIONS

BANK CHARGES _____

OTHER (EXPLAIN) _____

TOTAL DEDUCTIONS _____

NET RECONCILING ITEMS _____

ADJUSTED BOARD SECRETARY'S BALANCE AS OF _____

BRADLEY BEACH BOARD OF EDUCATION BANK RECONCILIATION--CAFETERIA ACCT.

BANK: BANK OF AMERICA

ACCOUNT #726-0101344

STATEMENT DATE: 6/30/16

BALANCE PER BANK

\$15,768.12

| ADDITIONS: DEPOSITS IN TRANSIT | DATE | AMOUNT |
|--------------------------------|------|--------|
| | | \$0.00 |
| | | \$0.00 |
| | | \$0.00 |
| TOTAL DEPOSITS IN TRANSIT | | \$0.00 |
| | | AMOUNT |
| DEDUCTIONS: OUTSTANDING CHECKS | | \$0.00 |
| | | \$0.00 |
| OTHER | | \$0.00 |
| TOTAL DEDUCTIONS | | \$0.00 |

NET RECONCILING ITEMS

\$0.00

ADJUSTED BALANCE PER BANK

\$15,768.12

BALANCE PER BOARD SECRETARY'S RECORDS AS OF _____

RECONCILING ITEMS:

ADDITIONS

INTEREST EARNED _____

OTHER (EXPLAIN) _____

TOTAL ADDITIONS _____

DEDUCTIONS

BANK CHARGES _____

OTHER (EXPLAIN) _____

TOTAL DEDUCTIONS _____

NET RECONCILING ITEMS _____

ADJUSTED BOARD SECRETARY'S BALANCE AS OF _____

OUTSTANDING CHECKS AS OF 6/30/16
SALARY CASH ACCOUNT #726-0100089

| CHECK # | AMOUNT | CHECK # | AMOUNT |
|---------|------------|---------|--------|
| 26477 | \$973.47 | | |
| 27637 | \$669.69 | | |
| 27719 | \$669.67 | | |
| 27758 | \$1,640.33 | | |
| 27802 | \$669.69 | | |
| 27831 | \$1,640.34 | | |
| 27879 | \$1,275.29 | | |
| 27885 | \$669.67 | | |
| 27907 | \$237.90 | | |
| 27908 | \$492.13 | | |
| 27911 | \$271.04 | | |
| 27927 | \$1,640.33 | | |
| 27973 | \$669.67 | | |
| 27976 | \$799.99 | | |
| 27986 | \$68.50 | | |
| 27987 | \$402.94 | | |
| 27988 | \$514.32 | | |
| 27993 | \$97.86 | | |
| 27997 | \$1,836.62 | | |
| 28004 | \$1,135.18 | | |
| 28012 | \$67.75 | | |
| 28013 | \$68.51 | | |
| 28015 | \$67.75 | | |
| 28016 | \$145.45 | | |
| 28017 | \$116.38 | | |
| 28018 | \$146.22 | | |

GRAND TOTAL, SALARY ACCOUNT

\$16,986.69

OUTSTANDING CHECKS AS OF 6/30/16
CASH ACCOUNT #726-0100062

PAGE 6 OF 6

| CHECK # | AMOUNT | CHECK # | AMOUNT |
|---------|------------|---------|--------|
| 15821 | \$4,524.01 | | |
| 16303 | \$16.00 | | |
| 16322 | \$9,087.50 | | |
| 16333 | \$299.85 | | |
| 16342 | \$423.98 | | |
| 16349 | \$398.00 | | |
| 16353 | \$381.86 | | |
| 16354 | \$989.10 | | |
| 16358 | \$175.00 | | |
| 16361 | \$1,847.30 | | |
| 16370 | \$100.00 | | |
| 16371 | \$239.23 | | |
| 16379 | \$1,511.78 | | |
| 16380 | \$625.00 | | |

OUTSTANDING CHECKS AS OF 6/30/16
PAYROLL/AGENCY ACCOUNT # 7260 - 102200

| CHECK # | AMOUNT | CHECK # | AMOUNT |
|---------|------------|---------|--------|
| 6679 | \$537.50 | | |
| 6719 | \$650.00 | | |
| 6720 | \$7,428.00 | | |

NOTES TO BRADLEY BEACH TREASURER'S REPORT FOR MONTH EN

1. IN ORDER TO BALANCE TO THE BANK, I HAD TO COUNT THE WIRE
ACCOUNT OF \$11,605.43 AS AN ITEM OF FUND 10 EXPENSE.

| EFF. DATE | GAAP ACCOUNT | AMOUNT | DESCRIPTION | NOTES |
|----------------------|---------------------------|------------|-------------------------------------|------------------------|
| SYSTEM DATE 07/08/16 | | | | |
| 6/29/16 | FROM 11-000-100-566.00- - | -335.00 | Tuition-priv.sch. for hncp w/i st | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-100-566.00- - | -8,738.00 | Tuition-priv.sch. for hncp w/i st | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-100-566.00- - | -940.00 | Tuition-priv.sch. for hncp w/i st | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-221-104.00- - | -1.00 | Salaries of other prof. staff | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-230-334.00- - | -465.00 | Architectural/Engineering Svcs | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-251-100.00- - | -550.00 | Salaries | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-261-420.00- - | -1,277.00 | Cleaning,Repair, Maint. | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-270-513.00- - | -2,000.00 | Contrac. serv (btw home/schl) joint | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-100-561.00- - | -10,000.00 | Tuition-other LEAs w/i state-reg. | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-291-241.00- - | -3,106.00 | Vetern & PERS Liabilities | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-100-566.00- - | -17,212.00 | Tuition-priv.sch. for hncp w/i st | Budget Transfer - FROM |
| 6/29/16 | FROM 11-240-100-101.00- - | -2,062.00 | Salaries - Bilingual | Budget Transfer - FROM |
| 6/29/16 | TO 11-000-213-100.01- - | 335.00 | Sub Nurse Salary | Budget Transfer - TO |
| 6/29/16 | TO 11-000-216-100.00- - | 633.00 | Salaries | Budget Transfer - TO |
| 6/29/16 | TO 11-000-216-270.00- - | 8,105.00 | Health Benefits | Budget Transfer - TO |
| 6/29/16 | TO 11-000-219-104.00- - | 940.00 | Salaries CST | Budget Transfer - TO |
| 6/29/16 | TO 11-000-221-105.00- - | 1.00 | Salaries of secr. and cler. assts. | Budget Transfer - TO |
| 6/29/16 | TO 11-000-230-585.01- - | 455.00 | General Administrative Travel | Budget Transfer - TO |
| 6/29/16 | TO 11-000-230-610.00- - | 10.00 | General Supplies | Budget Transfer - TO |
| 6/29/16 | TO 11-000-251-600.00- - | 550.00 | Supplies and materials | Budget Transfer - TO |
| 6/29/16 | TO 11-000-261-100.00- - | 1.00 | Salaries | Budget Transfer - TO |
| 6/29/16 | TO 11-000-262-300.00- - | 576.00 | Purchased Prof and Tech Services | Budget Transfer - TO |
| 6/29/16 | TO 11-000-262-490.01- - | 700.00 | Water-Bradley Beach Elem. School | Budget Transfer - TO |
| 6/29/16 | TO 11-000-270-517.00- - | 2,000.00 | Contr Srv Reg Stu ESC's | Budget Transfer - TO |
| 6/29/16 | TO 11-000-270-518.00- - | 10,000.00 | Contr Srv Spl Ed ESC's | Budget Transfer - TO |
| 6/29/16 | TO 11-000-291-220.00- - | 3,106.00 | Social Security Cont | Budget Transfer - TO |
| 6/29/16 | TO 11-105-100-101.01- - | 63.00 | Preschool Sub. Salary | Budget Transfer - TO |
| 6/29/16 | TO 11-110-100-101.00- - | 38.00 | Salaries Teachers Kindergarten | Budget Transfer - TO |
| 6/29/16 | TO 11-120-100-101.01- - | 1,974.00 | Salaries Sub grades 1-5 | Budget Transfer - TO |
| 6/29/16 | TO 11-130-100-101.00- - | 188.00 | Salaries teachers grades 6-8 | Budget Transfer - TO |
| 6/29/16 | TO 11-130-100-101.01- - | 1,482.00 | Salaries Sub grades 6-8 | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-220.00- - | 3,119.00 | Social Security Contrib | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-500.00- - | 6,041.00 | Other purchased services | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-610.00- - | 486.00 | General supplies | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-610.00-CP- | 470.00 | Copy Duplicator Paper | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-610.07-TE- | 149.00 | Tech. Supplies | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-800.00- - | 1,868.00 | Other objects | Budget Transfer - TO |
| 6/29/16 | TO 11-190-100-800.00-CP- | 1,334.00 | Copier Lease/Maintenance | Budget Transfer - TO |
| 6/29/16 | TO 11-402-100-500.00- - | 677.00 | Purchased services | Budget Transfer - TO |
| 6/29/16 | TO 11-421-100-178.00-A8- | 200.00 | Salaries of Tchr NJASK 8 | Budget Transfer - TO |
| 6/29/16 | TO 11-421-100-178.00-PA- | 1,185.00 | Salaries of Tchr Tutors | Budget Transfer - TO |
| 6/29/16 | FROM 11-240-100-101.00- - | -6,434.00 | Salaries - Bilingual | Budget Transfer - FROM |
| 6/29/16 | TO 12-000-252-730.00- - | 6,434.00 | Administrative Info Tech | Budget Transfer - TO |

| EFF DATE | GAAP ACCOUNT | AMOUNT | DESCRIPTION | NOTES |
|----------------------|---------------------------|------------|------------------------------------|------------------------|
| SYSTEM DATE 07/08/16 | | | | |
| 6/29/16 | FROM 20-270-200-580.00- - | -2,787.00 | Travel | Budget Transfer - FROM |
| 6/29/16 | TO 20-270-200-320.00- - | 2,787.00 | Purchased prof. educ. services | Budget Transfer - TO |
| | TOTAL | 0.00 | | |
| SYSTEM DATE 07/13/16 | | | | |
| 6/29/16 | FROM 11-000-100-566.00- - | -2,000.00 | Tuition-priv.sch. for hncc w/i st | Budget Transfer - FROM |
| 6/29/16 | TO 11-000-270-518.00- - | 2,000.00 | Contr Srv Spl Ed ESC's | Budget Transfer - TO |
| | TOTAL | 0.00 | | |
| SYSTEM DATE 07/14/16 | | | | |
| 6/29/16 | FROM 11-000-100-562.00- - | -25,200.00 | Tuition-other LEAs w/i state-spec. | Budget Transfer - FROM |
| 6/29/16 | FROM 11-000-100-566.00- - | -5,000.00 | Tuition-priv.sch. for hncc w/i st | Budget Transfer - FROM |
| 6/29/16 | TO 11-000-100-561.00- - | 30,200.00 | Tuition-other LEAs w/i state-reg. | Budget Transfer - TO |
| | TOTAL | 0.00 | | |

BRADLEY BEACH BOARD OF ED
2016 - 2017

CURRENT PAYMENT REGISTER BY CHECK

DATE RANGE: 07/01/16 thru 07/19/16

RUN: 07/14/16
13:53:1

| VENDOR NAME | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|---|-----------|----------|----------------------|-----------------|-----------|-----|---------|
| CHECK 16382 dated 07/19/16 ACADEMY CHARTER HIGH SCHOOL 2124 | | 3,631.00 | 11-000-500-561.00- - | To Charter Sch | 16-000047 | P | OV PYAP |
| | | 3,624.00 | 11-000-500-561.00- - | To Charter Sch | 16-000047 | F | OV PYAP |
| CHECK TOTAL | | 7,255.00 | | | | | |
| CHECK 16383 dated 07/19/16 ALLIANCE COMMERCIAL PEST 90060 | | 70.00 | 11-000-261-420.00- - | Maintenance | 16-000076 | F | OV PYAP |
| | | 395.00 | 11-000-261-420.00- - | Maintenance | 17-000060 | F | OV |
| CHECK TOTAL | | 465.00 | | | | | |
| CHECK 16384 dated 07/19/16 AMERIFLEX AMERFL | | 50.00 | 11-000-251-340.00- - | Purch tech serv | 17-000067 | P | OV |
| CHECK TOTAL | | 50.00 | | | | | |
| CHECK 16385 dated 07/19/16 Atlantic Tomorrows Office ATLA | | 408.97 | 11-000-230-339.00- - | Prof Services | 16-000759 | F | OV PYAP |
| | | 192.02 | 11-000-230-339.00- - | Prof Services | 16-000762 | F | OV PYAP |
| CHECK TOTAL | | 600.99 | | | | | |
| CHECK 16386 dated 07/19/16 CC Productions, Inc. CC | | 629.50 | 11-000-261-420.00- - | Maintenance | 16-000375 | F | OV PYAP |
| CHECK TOTAL | | 629.50 | | | | | |
| CHECK 16387 dated 07/19/16 Curtis Consulting, LLC CURTIS | | 1,300.00 | 11-000-219-320.00- - | Prof Ed Ser CST | 16-000760 | F | OV PYAP |
| CHECK TOTAL | | 1,300.00 | | | | | |
| CHECK 16388 dated 07/19/16 DELISA DEMOLITION AND DISPOSAL DELISA | | 391.50 | 11-000-261-420.00- - | Maintenance | 17-000061 | P | OV |
| CHECK TOTAL | | 391.50 | | | | | |
| CHECK 16389 dated 07/19/16 DELL MARKETING L.P. DELL | | 64.40 | 11-000-251-600.00- - | Supplies | 16-000756 | F | OV PYPO |
| | | 6,434.00 | 12-000-252-730.00- - | Admin Svcs IT | 16-000756 | F | OV PYPO |
| CHECK TOTAL | | 6,498.40 | | | | | |
| CHECK 16390 dated 07/19/16 EDUCATORS EDGE CONSULTING EDUCA | | 2,600.00 | 20-270-200-890.00- - | Misc. expend. | 16-000737 | F | OV PYAP |
| CHECK TOTAL | | 2,600.00 | | | | | |

Attachment VII-O

BRADLEY BEACH BOARD OF ED
2016 - 2017

CURRENT PAYMENT REGISTER BY CHECK

DATE RANGE: 07/01/16 thru 07/19/16

RUN: 07/14/16
13:53:1

| VENDOR NAME | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|---|-----------|----------------------|----------------------|-----------------|-----------|-----|---------|
| CHECK 16391 dated 07/19/16 ENVIRONMENTAL CONNECTION 4246 CHECK TOTAL | | 1,850.00 1,850.00 | 11-000-261-420.00- - | Maintenance | 16-000691 | F | OV PYAP |
| CHECK 16392 dated 07/19/16 Fox Equipment FOX CHECK TOTAL | | 570.00 570.00 | 11-190-100-610.00- - | Supplies | 16-000757 | F | OV PYAP |
| CHECK 16393 dated 07/19/16 FRONTLINE TECHNOLOGIES FRONT CHECK TOTAL | | 2,806.30 2,806.30 | 11-000-230-339.00- - | Prof Services | 17-000063 | F | OV |
| CHECK 16394 dated 07/19/16 GENESIS EDUCATIONAL SVCS, INC GENESI CHECK TOTAL | | 5,218.50 5,218.50 | 11-000-230-339.00- - | Prof Services | 17-000053 | F | OV |
| CHECK 16395 dated 07/19/16 GRAINGER GRAING CHECK TOTAL | | 271.20 271.20 | 11-000-261-610.00- - | Gen supplies | 16-000741 | F | OV PYAP |
| CHECK 16396 dated 07/19/16 HARBOR SCHOOLS 2028 CHECK TOTAL | | 3,830.54 3,830.54 | 11-000-100-566.00- - | Tuit-priv hc wi | 16-000540 | F | OV PYAP |

BRADLEY BEACH BOARD OF ED
2016 - 2017

CURRENT PAYMENT REGISTER BY CHECK
DATE RANGE: 07/01/16 thru 07/19/16

RUN: 07/14/16
13:53:1

| VENDOR NAME | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|---|-----------|-----------|----------------------|-----------------|-----------|-----|---------|
| CHECK 16399 dated 07/19/16 HUTCHINS HVAC INC. | HUTCHI | 527.00 | 11-000-261-420.00- - | Maintenance | 16-000727 | F | OV PYAP |
| CHECK TOTAL | | 527.00 | | | | | |
| CHECK 16400 dated 07/19/16 INTELLIGENT BUSINESS SYSTEMS 182 | | 842.00 | 11-000-251-340.00- - | Purch tech serv | 16-000077 | F | OV PYAP |
| | | 842.00 | 11-000-251-340.00- - | Purch tech serv | 17-000058 | P | OV |
| CHECK TOTAL | | 1,684.00 | | | | | |
| CHECK 16401 dated 07/19/16 INTRUDER ALERT 1240 | | 218.00 | 11-000-266-420.00- - | Sec. Maint. | 17-000059 | F | OV |
| CHECK TOTAL | | 218.00 | | | | | |
| CHECK 16402 dated 07/19/16 JANINE BAADARANI BAADAR | | 884.00 | 11-000-270-503.00- - | Cont ALL N Pub | 16-000567 | F | OV PYAP |
| CHECK TOTAL | | 884.00 | | | | | |
| CHECK 16403 dated 07/19/16 Jeanne Aceira 493 | | 63.56 | 11-190-100-610.00- - | Supplies | 16-000755 | F | OV PYAP |
| CHECK TOTAL | | 63.56 | | | | | |
| CHECK 16404 dated 07/19/16 Jersey Central Power & Light 3021 | | 3,785.33 | 11-000-262-622.00- - | Energy Elec | 16-000216 | F | OV PYAP |
| CHECK TOTAL | | 3,785.33 | | | | | |
| CHECK 16405 dated 07/19/16 M-OESC 1085 | | 1,028.16 | 11-000-270-517.00- - | Con Srv Reg ESC | 16-000761 | F | OV PYAP |
| | | 17,349.81 | 11-000-270-518.00- - | Con Sv SE ESC's | 16-000761 | F | OV PYAP |
| CHECK TOTAL | | 18,377.97 | | | | | |
| CHECK 16406 dated 07/19/16 MGL PRINTING SOLUTIONS MGL | | 263.00 | 11-000-251-600.00- - | Supplies | 16-000731 | F | OV PYAP |
| | | 508.00 | 11-000-251-600.00- - | Supplies | 16-000732 | F | OV PYAP |
| CHECK TOTAL | | 771.00 | | | | | |
| CHECK 16407 dated 07/19/16 MONMOUTH COUNTY ATHLETIC LE 249 | | 1,200.00 | 11-402-100-500.00- - | Pruch serv | 17-000021 | F | OV |
| CHECK TOTAL | | 1,200.00 | | | | | |

BRADLEY BEACH BOARD OF ED
2016 - 2017

CURRENT PAYMENT REGISTER BY CHECK

DATE RANGE: 07/01/16 thru 07/19/16

RUN: 07/14/16
13:53:1

| VENDOR NAME | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|--|-----------|--|--|---|-------------------------------------|-------------|-------------------------------|
| CHECK 16408 dated 07/19/16 MONMOUTH COUNTY ROUND TAB 105 CHECK TOTAL | | 60.00 60.00 | 11-000-230-890.00- - | Misc expend | 16-000561 | F | OV PYAP |
| CHECK 16409 dated 07/19/16 MONMOUTH COUNTY VOCATIONAL 1296 CHECK TOTAL | | 3,754.50 530.00 4,284.50 | 11-000-100-563.00- - 11-000-100-564.00- - | Tuition Voc Reg Tuition Voc Spc | 16-000366 16-000366 | F F | OV PYAP OV PYAP |
| CHECK 16410 dated 07/19/16 MUNICIPAL CAPITAL FINANCE MCF CHECK TOTAL | | 1,494.63 1,494.63 | 11-190-100-800.00-CP- | Copier Lease/Ma | 17-000073 | P | OV |
| CHECK 16411 dated 07/19/16 NEPTUNE TWP. BOARD OF ED 1261 CHECK TOTAL | | 96,696.00 42,844.07 7,184.40 146,724.47 | 11-000-100-561.00- - 11-000-100-562.00- - 11-000-100-561.00- - | Tuition LEA Reg Tuition LEA Spc Tuition LEA Reg | 16-000412 16-000412 16-000721 | F F F | OV PYAP OV PYAP OV PYAP |
| CHECK 16412 dated 07/19/16 NEW JERSEY AMERICAN WATER 1206 CHECK TOTAL | | 355.80 355.80 | 11-000-262-490.01- - | Water | 16-000215 | F | OV PYAP |
| CHECK 16413 dated 07/19/16 NEW JERSEY NATURAL GAS NJNG CHECK TOTAL | | 559.09 559.09 | 11-000-262-621.00- - | Energy Nat Gas | 16-000213 | F | OV PYAP |
| CHECK 16414 dated 07/19/16 New Jersey School Boards Assoc NEW JE CHECK TOTAL | | 3,701.20 3,701.20 | 11-000-230-895.00- - | BOE Memb Dues | 17-000049 | F | OV |
| CHECK 16415 dated 07/19/16 Northbrook 352 CHECK TOTAL | | 189.00 189.00 | 11-000-251-890.00- - | Misc expend | 16-000219 | F | OV PYAP |
| CHECK 16416 dated 07/19/16 NWEA NWEA CHECK TOTAL | | 3,900.00 3,900.00 | 11-190-100-610.08-TE- | Tech software | 17-000050 | F | OV |

BRADLEY BEACH BOARD OF ED
2016 - 2017

CURRENT PAYMENT REGISTER BY CHECK

DATE RANGE: 07/01/16 thru 07/19/16

RUN: 07/14/16
13:53:1

| VENDOR NAME | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|---|-----------|-----------|-----------------------|-----------------|-----------|-----|---------|
| CHECK 16417 dated 07/19/16 PITNEY BOWES, INC. | 46 | 797.05 | 11-000-230-530.00- - | Telephone | 17-000083 | F | OV |
| CHECK TOTAL | | 797.05 | | | | | |
| CHECK 16418 dated 07/19/16 SCHINDLER ELEVATOR CORPORATI SCH001 | | 478.46 | 11-000-261-420.00- - | Maintenance | 17-000055 | P | OV |
| CHECK TOTAL | | 478.46 | | | | | |
| CHECK 16419 dated 07/19/16 SCHOLASTIC INC. | 1811 | 61.28 | 20-231-100-610.00- - | Student Supplie | 16-000707 | F | OV PYAP |
| CHECK TOTAL | | 201.92 | 20-232-100-610.00-CO- | CO General Supp | 16-000707 | F | OV PYAP |
| CHECK 16420 dated 07/19/16 SCHOLASTIC TEACHING RESOURCE 2040 | | 218.00 | 20-241-100-610.00- - | TITLE III suppl | 16-000715 | F | OV PYAP |
| CHECK TOTAL | | 86.10 | 20-242-100-610.00-CO- | Gen supplies | 16-000715 | F | OV PYAP |
| CHECK 16421 dated 07/19/16 STAPLES LINK | STAPLE | 1,255.00 | 11-190-100-610.00-CP- | Copy Duplicator | 17-000009 | F | OV |
| CHECK TOTAL | | 1,255.00 | | | | | |
| CHECK 16422 dated 07/19/16 STRAUSS, ESMAY ASSOCIATES, LL 1074 | | 4,040.00 | 11-000-230-339.00- - | Prof Services | 17-000057 | F | OV |
| CHECK TOTAL | | 4,040.00 | | | | | |
| CHECK 16423 dated 07/19/16 THE SHORE CENTER FOR STUDENT BAYSHO | | 14,454.10 | 11-000-100-566.00- - | Tuit-priv hc wi | 16-000365 | F | OV PYAP |
| CHECK TOTAL | | 14,454.10 | | | | | |
| CHECK 16424 dated 07/19/16 VERIZON | VER | 76.02 | 11-000-230-530.00- - | Telephone | 16-000214 | F | OV PYAP |
| CHECK TOTAL | | 76.02 | | | | | |
| CHECK 16425 dated 07/19/16 XTel Communications, Inc. | 530 | 2,384.78 | 11-190-100-800.00-CP- | Copier Lease/Ma | 16-000256 | F | OV PYAP |
| CHECK TOTAL | | 2,384.78 | | | | | |

| VENDOR NAME | CHECK | 16426 | dated | 07/19/16 | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|-----------------|-------------|-------|-------|----------|---------------|------------|-----------------------|---------------|-----------|-----|------|
| ZUMU SOFTWARE | | | | | ZUMU | 2,500.00 | 11-190-100-610.08-TE- | Tech software | 17-000075 | F | OV |
| | CHECK TOTAL | | | | | 2,500.00 | | | | | |
| BANK OF AMERICA | | | | | Manual BOAMER | 254.16 | 11-000-251-890.00- - | Misc expend | 17-000077 | F | MV |
| | CHECK TOTAL | | | | | 254.16 | | | | | |
| | GRAND TOTAL | | | | | 331,553.51 | | | | | |

FUND SUMMARY

| FUND | TOTAL |
|-----------------------------|------------|
| 11 GENERAL CURRENT EXPENSES | 320,987.13 |
| 12 CAPITAL OUTLAY | 6,434.00 |
| 20 SPECIAL REVENUES FUNDS | 4,132.38 |
| GRAND TOTAL | 331,553.51 |

CHECKED AS TO RECEIPT OF MATERIAL AUDITED AND APPROVED FOR PAYMENT FOR SERVICES RENDERED.

APPROVED FOR PAYMENT BY THE BOARD OF EDUCATION ON


Del Z 7/19/16 7/19/2016

| VENDOR NAME | CHECK | 123456 | dated | 06/22/16 | Manual | VEND CODE | PAYMENT | GAAP ACCOUNT | DESCRIPTION | P.O. | P/F | TYPE |
|-------------------|-------------|--------|-------|----------|--------|-----------|------------------------|----------------------|-------------|-----------|-----|------|
| BANK OF AMERICA | CHECK TOTAL | | | | | | 167.90 167.90 | 11-000-251-890.00- - | Misc expend | 16-000748 | F | MV |
| BRADLEY BEACH BOE | CHECK TOTAL | | | | | | 11,605.43 11,605.43 | 11-899-000-420.00- - | CUR YR CAFE | 16-000758 | F | MV |
| | GRAND TOTAL | | | | | | 11,773.33 | | | | | |

FUND SUMMARY

| | |
|-----------------------------|-----------|
| FUND | TOTAL |
| 11 GENERAL CURRENT EXPENSES | 11,773.33 |
| GRAND TOTAL | 11,773.33 |

CHECKED AS TO RECEIPT OF MATERIAL AUDITED AND APPROVED
 FOR PAYMENT FOR SERVICES RENDERED.

APPROVED FOR PAYMENT BY THE BOARD OF EDUCATION ON 7/19/2016


[illegible]