RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

FY 2023-2024 No.04
OFFICIAL MINUTES

September 26, 2023 Regular Meeting

"Our mission is to empower all of our students with the tools to find their passions and thrive as knowledgeable, confident, resilient, creative, and compassionate citizens of a global community."

1. **Call to Order**
   The Rumson-Fair Haven Regional High School Board of Education regular meeting was held in the Learning Commons. The meeting was called to order at 6:32 p.m. by Mrs. McGinty, Board President.

2. **Salute the Flag**

3. **Statement of Compliance - Mrs. McGinty read the statement of compliance**
   Adequate notice of this meeting has been disseminated in accordance with NJSA 10:4-8 of the Open Public Meetings Act, specifying the date, time and place and filed with the Asbury Park Press, the Two River Times, the Borough Clerks, posted on the District website and in the Main Office.

4. **Roll Call**

Mrs. Halcrow	Present	Mrs. Kiley	Present	Mr. Page	Present
Mrs. Hickey	Present	Mrs. McCabe	Absent	Mrs. Thompson	Present
Mr. Kenney (Vice President)	Present	Mrs. McGinty (President)	Present	Mrs. Whitehouse	Present

Also in attendance:
Darren Groh, Superintendent
Sean Cranston, School Business Administrator
Athina Cornell, Board Counsel

- Mrs. Thompson read the mission statement.

5. **Welcome of Visitors**
   Mrs. McGinty welcomed all visitors to the board meeting.

- A representative from NJSIAA, Chris Lanzalotto, AD, Sue Wankel, Steve Sarles and two students were in attendance.

6. Special Presentation

- Shoprite Cup - Chris Lanzalotto
  - RFH and Mr. Lanzalotto were awarded the Shoprite Cup which is given to the best Athletic program in the state. RFH was the Group II champion for the 22-23 SY.
  - Mrs. McGinty recognized Mr. Lanzalotto for being the Monmouth County Athletic Director of the year
  - Mrs. McGinty recognized Mrs. Sue Wankel for being the DAANJ Athletics Administrative Assistant of Excellence Award
- Student Safety Data Systems Report, Anti Bullying Self Assessment
  - Stephen Sarles, RFH Principal, gave both the SSDS and Anti Bullying Self Assessment Report

7. Communications

- Mr. Hickey received feedback that parents liked Back to School Night
- Mrs. Whitehouse stated that she received similar feedback from parents.
- Mrs. McGinty received communication about the music program that was given to Mr. Groh and Mr. Sarles.

8. Board Reports

- Negotiations - Mrs. McGinty
  i. Mrs. McGinty reviewed the sidebar on the agenda for tonight
- Strategic Plan - Mrs. McGinty
  i. Mrs. McGinty stated that they would get a committee together before the next BOE Meeting
- Education - Mrs. Thompson - September 13, 2023
- Personnel - Mr. Page - September 22, 2023
- Policy - Mr. Page - September 18, 2023
- Referendum Ad-Hoc - Mrs. Whitehouse - September 15, 2023
  i. Mr. Cranston added that he spoke with the Bond Attorney this morning. There is no time limit on us because we have referendum money remaining and that

we can spend that money as long as it is in line with the original with additional sitework. We can't approve new projects beyond 6 years.

- Superintendent's Report
  i. Mr. Groh spoke about block scheduling and lunch. More lunch tables are being setup in the gym for the students.
  ii. 6th period assignments are needed because of lack of applications for our openings.

9. Public Comment on Agenda Items

- None

10. ACTION ITEMS

On a **MOTION** made by Mr. Page and seconded by Mr. Kenney, the Board of Education approved action items 1-2 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	n/a	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

1. **Approve Board Meeting Minutes**
   Recommend Board approval of the following meeting minutes:
   - September 12, 2023 Regular Meeting Minutes

2. **Approve Board Goals**

MONITOR AND UPDATE STRATEGIC PLAN

1. The Board will continue to provide support and resources to ensure the implementation of the Strategic plan.

2. Monitor the Strategic plan on a quarterly as well as yearly basis beginning in November 2023, February 2024, April 2024 and July 2024:

   - To ensure the strategic priorities are updated and aligned with district goals and board committee goals and make any necessary adjustments through the appropriate board committee(s) in collaboration with the Administration.
   - Together with the Administration, update the Strategic plan.

BOARD RESPONSIBILITIES

3. The Board, in collaboration with the Administration, will continue to work to increase committee effectiveness, transparency, and communication by:

   - Specifically reviewing/defining each committee's purpose and charge;
   - By November 2023, define annual committee goals that align with and support District goals and the Strategic Plan.

BOARD PROFESSIONAL DEVELOPMENT

4. The Board in collaboration with the Administration will plan 2 full Board workshops. Individual Board members will attend 2 programs, seminars or workshops conducted by NJSBA.

BOARD ANNUAL PLANNING

5. Establish Board annual planning schedule in December 2023.

RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL
BOARD OF EDUCATION

FY 2023-2024 No.04
OFFICIAL MINUTES

September 26, 2023 Regular Meeting

PERSONNEL

On a **MOTION** made by Mr. Page seconded by Mrs. Whitehouse, the Board approved Personnel Items 3-7 with an additional note to revise #5 with reference to "Supervises" which will be removed, with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	n/a	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

The superintendent recommends personnel items #3 through 7

3. **Approval to Correct Salaries**
   Recommend Board approval to correct the salaries for the following staff members

NO.	NAME	FROM	TO
1.	Charles Pittman	$82,696	$82,246
2.	Ross Reed	$79,401	$79,851

4. **Approval of New Position**
   Recommend Board approval of the following new position:
   - Dean of Student Affairs

5. **Approval of New Job Description**
   Recommend Board approval of the new job description as per **Attachment A**:
   - Dean of Student Affairs

Additional Assignments

6. **Approval of Sixth Assignments for the 2023 - 2024 School Year**
   Recommend Board approval of the following sixth assignments for the 2023 - 2024 school year for the following teachers at a stipend of 20% of the Level 1 salary of the teachers' guide at the appropriate degree level:

NO	NAME	SUBJECT	DATES	GUIDE	STIPEND
1.	Laura Bailliard	Special Education	9/5/2023 - 6/30/2024	BA + 60	$12,901

Leaves of Absence

7. **Approval of Leave of Absence for the 2023 - 2024 School Year**
   Recommend Board approval of a leave of absence for the 2023-2024 SY as listed:

NO.	EMPLOYEE	LEAVE OF ABSENCE DATES
1.	4307	Intermittent Leave of Absence in accordance with the Family and Medical Leave Act and New Jersey Family Leave Act 9/5/2023 - 6/30/2024

FINANCE

On a **MOTION** made by Mrs. Whitehouse seconded by Mrs. Kiley, the Board approved Finance Items 8-11 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	n/a	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

The superintendent recommends finance items #8 through 11

Board Secretary's Monthly Certification - May 2023

Pursuant to 6A:23A-16.10(c)3, I, Sean Cranston, School Business Administrator/Board Secretary, certifies that no line item has been over expended in violation of 6A:23A-16.10(c)3 and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

Sean S. Cranston

8. Approval of Bill List

Recommend Board approval of the following bill lists dated **September 14, 2023**:

General Fund	$ 3,150.00
Special Revenue Fund	$
Capital Projects Fund	$
Food Services Fund	$
Total Expenditures	**$ 3,150.00**

Recommend Board approval of the following bill lists dated **September 22, 2023**:

General Fund	$ 808,790.22
Special Revenue Fund	$ 45,730.60
Capital Projects Fund	$ 0.00
Food Services Fund	$ 51,838.04
Total	**$ 906,358.86**
Payroll (09/15/22)	$ 594,155.33
Total Expenditures	**$ 1,500,514.19**

9. Approval of Attendance at Professional Conferences and or Workshops:
Recommend Board approval of the following staff to attend professional conferences and or workshops as recommended by the Superintendent of Schools:

Date	Name	Conference/Workshop (Budget Account #)	Registration	Estimated Travel	Location
10-11-23 11-29-23 2-7-24 4-3-24	Noelle Laufer	Community of Practice for Autism	$0	$61	Trenton, NJ

9-29-23	Robert Miller	Rutgers University Counselor Sounding Board	$0	$0	Piscataway, NJ
10-30-23	Kristen Lanfrank	Art Educators of New Jersey	$275	$0	New Brunswick, NJ
12-6-23	Megan Rizzitello	Bureau of Education & Research: Increasing Students' Learning and Engagement in Math	$279	$0	Virtual
10-4-23	Victoria Imperato	Brain Hacks /Sharpening Executive Functioning Skills in the Classroom / MOESC / Dr. Joanna Abramo	$125	$0	Tinton Falls, NJ
10-20-23	Jessica Mentzel	MOESC: Engaging Students in Purposeful Reading	$199	$0	Tinton Falls, NJ
10-2-23	Stephen Sarles	HIB Training	$145	$0	Toms River, NJ
10-5-23	Tara Flynn	Consortium Counselor Breakfast	$0	$100	New York, NY
10-23-23	Kate Okeson	2023 NJCSS Conference Co-Presenter	$0	$0	Piscataway, NJ
10-12-23 to 10-13-23	Suzanne Crowley	NJPSA Fall Conference- Making Excellence Happen	$375	$200	Atlantic City, NJ
10-20-23	Erika Waltz	AMTNJ Fall Conference	$215	$0	Lincroft, NJ
10-23-23	Suzanne Crowley	2023 NJCSS Conference	$90	$40	Piscataway, NJ
10-23-23	Stephanie Pennetti	EU Educators Summit Presenting	$0	$0	Washington D.C.

10. RBT Service for Extra Curricular Activities

Recommend Board approval to New Age Behavioral Consultants as Registered Behavioral Technician (RBT) to support a student during extra-curricular activities at $80 per hour not to exceed $5,000 for Fall Season.

11. Approval of Agreement - MOESC

Recommend Board approval to enter into an agreement with MOESC for Instructional Aides for the 23-24 SY.

EDUCATION

On a MOTION made by Mr. Kenney seconded by Mrs. Halcrow, the Board approved Education Items 12-18 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	n/a	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

The superintendent recommends education items #12 through 18

12. Approval of Field Trip Request(s) for the 2023-2024 School Year as listed

Recommend Board approval of the following field trip request(s) for the 2023-2024 school year:

DATE	DESTINATION	CLUB/CLASS	ADVISOR/ CHAPERONES
September 27	Eatontown	Yearbook	Mackenzie Hargrove
September 30	Brick Memorial High School	Marching Band	Sara Marino
October 14	Jackson Liberty High School	Marching Band	Sara Marino
October 22	Toms River North High School	Marching Band	Sara Marino
October 28	Barnegat High School or Toms River East High School	Marching Band	Sara Marino
June 7	Chapel Beach Club	Senior Class	Justin Langlois Chaperones TBD

13. Approval of Fundraising Request(s) for the 2023-2024 School Year as listed

Recommend board approve the following fundraising request(s) for the 2023-2024 school year:

DATE	CLUB	ADVISOR(S)	ACTIVITY
2023-2024 school year	Global Women's Empowerment	Jessica Mentzel	Donation Drives for 180:Turning Lives Around
2023-2024 school year	Paws & Claws	Jessica Mentzel	Donation Drives for SPCA
September - October March - April	Class of 2027	Michael Haughwout Jessica Mentzel	Clothing Sale
September - June	Paws & Claws	Jessica Mentzel	Bake Sales
October - November	Class of 2027	Michael Haughwout Jessica Mentzel	Candle Fundraiser
October 16 - November 1	Class of 2025	Tara Flynn	Thanksgiving Pie Sale
October 31 - November 15	Veterans Appreciation	Eric Zullo	Halloween Candy Drive
November 16	SGA	Stephanie Pennetti	Powder Puff
November 15 - January 15	Veterans Appreciation	Eric Zullo	Care Package Goods Drive
November February	Class of 2027	Michael Haughwout Jessica Mentzel	Chipotle Fundraiser
December May	Class of 2027	Michael Haughwout Jessica Mentzel	Movie Nights
January April	Class of 2027	Michael Haughwout Jessica Mentzel	Surf Taco Fundraiser
June 2024	Class of 2025	Tara Flynn	Graduation Balloon Sale

14. Approval of New and Revised Curriculum

Recommend Board approval of the new and revised curriculum listed below:

- English: *Honors College English Expository Writing*
- Math: *Algebra I, Algebra II, Algebra II Honors, Algebra II with Applications, Geometry, Geometry Honors*
- SS: *United States History II, AP Economics*
- Science: *Forensic Science, AP Physics C*
- Special Education: *Learning Skills, LLD Math 11-12, LLD English 11-12*
- VPA: *Pottery, Jazz Band, Music Ensemble, Music Ensemble Honors, Music Appreciation*

15. Approval of the School Self-Assessment for Determining Grades Under the Anti-Bullying Bill of Rights Act

Recommend Board approval of the Self-Assessment as per the Anti-Bullying Bill of Rights Act. This self-assessment is required each year.

16. Approval of Statement of Assurance Regarding the Use of Paraprofessional Staff for the 2023-2024 School Year

Recommend Board approval of the Statement of Assurance Regarding the Use of Paraprofessional Staff for the 2023-2024 school year. This Statement of Assurance must be filed with the DOE twice a year.

17. Approval of Second Reading of Policies and Regulations

Recommend Board approval of the second reading of the following policies and regulations:

- Policy 2422 - Comprehensive Health and Physical Education (M)
- Policy 2464 - Gifted and Talented Students (M)
- Policy 2467 - Surrogate Parents and Resource Family Parents (M)
- Policy 3221 - Evaluation of Teachers (M)
- Policy 3222 - Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M)
- Policy 3223 - Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)
- Policy 3224 - Evaluation of Principals, Vice Principals, and Assistant Principals (M)
- Policy 5111 - Eligibility of Resident/Nonresident Students
- Policy 5330.01 - Administration of Medical Cannabis (M)
- Policy 5330.05 - Seizure Action Plan (M)

- Policy 5514 - Student Use of Vehicles
- Policy 6115.01 - Federal Awards/Funds Internal Controls - Allowability of Costs (M)
- Policy 6115.02 - Federal Awards/Funds Internal Controls - Mandatory Disclosures (M)
- Policy 6115.03 - Federal Awards/Funds Internal Controls - Conflict of Interest (M)
- Policy 6360 - Political Contributions (M)
- Policy 6440 - Cooperative Purchasing (M)
- Policy 7432 - Eye Protection (M)
- Policy 7450 - Property Inventory (M)
- Policy 8540 - School Nutrition Program (M)
- Policy 8600 - Student Transportation (M)
- Regulation 3221 - Evaluation of Teachers (M)
- Regulation 3222 - Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M)
- Regulation 3223 - Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)
- Regulation 3224 - Evaluation of PRincipals, Vice Principals, and Assistant Principals (M)
- Regulation 5330.01 - Administration of Medical Cannabis (M)
- Regulation 5330.05 - Seizure Action Plan (M)
- Regulation 7432 - Eye Protection (M)

18. Approval of First Reading of Policies and Regulations

Recommend Board approval of the first reading of the following policies and regulations:

- Policy 1642.01 - Sick Leave
- Policy 2415.04 - Title I - District-Wide Parent and Family Engagement (M)
- Policy 2419 - School Threat Assessment Teams
- Policy 2481 - Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition (M)
- Policy 2610 - Educational Program Evaluation (M)
- Policy 3160 - Physical Examination (M)
- Policy 4160 - Physical Examination (M)
- Policy 4219 - Commercial Driver's License Controlled Substance and Alcohol Use Testing (M)
- Policy 5120 - Assignment of Students (M)
- Policy 5460 - High School Graduation (M)

- Policy 7434 - Smoking in School Buildings and on School Grounds (M)
- Regulation 1642.01 - Sick Leave
- Regulation 2419 - School Threat Assessment Teams
- Regulation 2481 - Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition (M)
- Regulation 3160 - Physical Examination (M)
- Regulation 4160 - Physical Examination (M)
- Regulation 6115.01 - Federal Awards/Funds Internal Controls - Allowability of Costs (M)

ADDENDUM

On a **MOTION** made by Mrs. Kenney seconded by Mrs. Kiley, the Board approved Addendum Items 19-24 with the following roll call vote:

Mrs. Halcrow	Yes	Mrs. Kiley	Yes	Mr. Page	Yes
Mrs. Hickey	Yes	Mrs. McCabe	n/a	Mrs. Thompson	Yes
Mr. Kenney	Yes	Mrs. McGinty	Yes	Mrs. Whitehouse	Yes

PERSONNEL ADDENDUM

The superintendent recommends personnel items #19 through 23

19. Approval to Amend Sixth Assignment Dates for the 2023 - 2024 School Year

Recommend Board approval to amend sixth assignment dates for the 2023 - 2024 school year:

NO	NAME	SUBJECT	FROM DATES	TO DATES
1.	Stephanie Pennetti	Social Studies	9/5/2023 - 10/20/2023	9/5/2023 - 9/26/2023

20. Approval of Dean of Student Affairs

Recommend Board approval of the following Dean of Student Affairs beginning September 27, 2023 through February 23, 2024:

NO	NAME	MONTHLY STIPEND
1.	Eric Zullo	$1,600
2.	Stephanie Pennetti	$1,050

21. Approval of Sixth Assignments for the 2023 - 2024 School Year

Recommend Board approval of the following sixth assignments for the 2023 - 2024 school year for the following teachers at a stipend of 20% of the Level 1 salary of the teachers' guide at the appropriate degree level:

NO	NAME	SUBJECT	DATES	GUIDE	STIPEND
1.	Nicholas DelBuono	Social Studies	9/27/2023 - 2/23/2024	BA	$12,359 *prorated*
592.	Robert Orrok	Physical Education	9/27/2023 - 2/23/2024	BA	$12,359 *prorated*
3.	Jonathan Pennetti	Engineering	9/27/2023 - on or about 10/27/2023		$8,500 *prorated*
4..	Jonathan Reynolds	Woods	9/27/2023 - on or about 10/27/2023	BA+30	$12,630 *prorated*
5.	Jonathan Reynolds	Woods	9/27/2023 - on or about 10/27/2023	BA+30	$12,630 *prorated*
6.	Zachary Wilson	Engineering	9/27/2023 - on or about 10/27/2023	BA+30	$12,630 *prorated*

22. Approval of Substitutes for the 2023 - 2024 School Year

Recommend Board approval of the following substitutes for the 2023 - 2024 school year

No.	Name	Certification
1.	Gerald Beaver* **pending criminal history approval*	Teacher of Industrial Arts Technology Education

23. Approval of a Sidebar Agreement

Approval of a Sidebar Agreement between the Rumson-Fair Haven Board of Education and the School Employees Association in regards to the ESY Nurse Hourly Rate as per **Attachment B**

EDUCATION ADDENDUM

The superintendent recommends education item #24

24. Approval of Fundraising Request(s) for the 2023-2024 School Year as listed

Recommend board approve the following fundraising request(s) for the 2023-2024 school year:

DATE	CLUB	ADVISOR(S)	ACTIVITY
October 10-13	SGA	Stephanie Pennetti	Battle of the Classes Collection Drive to raise money for Breast Cancer Awareness

11. Discussion Items - None

12. Public Comment - None

13. Adjournment

As there was no further business before the Board, on a **MOTION** by Mr. Page seconded by Mrs. Whitehouse, and carried by unanimous roll call vote the Board adjourned the meeting at 7:28 p.m.

Respectfully submitted,

Sean S. Cranston

Sean S. Cranston
Business Administrator/Board Secretary
Rumson-Fair Haven Regional High School

RUMSON-FAIR HAVEN REGIONAL HIGH SCHOOL DISTRICT
JOB DESCRIPTION MANUAL

ADMINISTRATION

DEAN OF STUDENT AFFAIRS

QUALIFICATIONS:

1. Valid New Jersey Supervisor Certificate
2. Minimum experience as determined by the Board.
3. Demonstrated leadership capability.
4. Strong interpersonal and communications skills.
5. Required onboarding prerequisites including, but not limited to, successfully completing required criminal history background check; proof of U.S. citizenship or legal resident alien status; and current residency in New Jersey, approved residency waiver or candidate agrees to obtain residency within one year of employment.

REPORTS TO: BUILDING PRINCIPAL/ADMINSTRATOR(S)

SUPERVISES: All certificated and non-certificated staff as assigned by, or in the absence of, the building principal.

JOB GOAL: To assist the building principal in providing school-wide leadership.

SCOPE OF RESPONSIBILITIES:

1. Assists the principal in duties related to student discipline and administration of the student handbook and code of conduct.
2. Assists the School Safety Officer for RFH School District, and supervises all security personnel.
3. Supervises student attendance.
4. Monitors teacher attendance and coordinates substitute teacher coverage as needed.

5. Assists in the conducting of safety inspections and safety drill practice activities

6. Assists the principal in coordinating transportation, custodial, cafeteria, extracurricular, and other support services.

7. Supervises the reporting and monitoring of student attendance, and works with the attendance supervisor for investigative follow-up actions.

8. Assists in maintaining high standards of student conduct and enforcing discipline policies. Assists in the preparation of required reports of violence, vandalism, substance abuse, and possession of firearms.

9. Makes recommendations to the principal for changes in policies, personnel practices and other such matters that may result in a more effective school administration.

10. Performs such record-keeping functions as the principal may direct.

11. Assists in the supervision of the cafeteria during lunch hours.

12. Assists in scheduling and coordinating all health examinations.

13. Assists in the coordination and supervision of special programs funded by the state of federal government.

14. Assists in the scheduling process.

15. Assists in the planning and supervision of activities to promote pupil and employee health and safety.

16. Performs such other duties as may be assigned by the principal or superintendent.

TERMS OF EMPLOYMENT: NON – ALIGNED. Salary to be determined by the Rumson-Fair Haven Board of Education upon recommendation of the Superintendent.

EVALUATION: Performance of the job will be evaluated annually in accordance with New Jersey State law and the provisions of the Board's policy on evaluations of certificated staff.

APPROVED:

B

SIDEBAR AGREEMENT
BETWEEN THE
RUMSON-FAIR HAVEN BOARD OF EDUCATION
and
RUMSON-FAIR HAVEN SCHOOL EMPLOYEES ASSOCIATION

THIS AGREEMENT is made this _____ day of _____ 2023, between the RUMSON-FAIR HAVEN BOARD OF EDUCATION ("Board/District") and the RUMSON-FAIR HAVEN EDUCATION ASSOCIATION ("Association").

WHEREAS, the Board and Association are parties to a Collective Bargaining Agreement ("CBA") for the period of July 1, 2022 to June 30, 2025; and

WHEREAS, the parties have arrived at an Agreement which each will present to their respective constituents, along with their recommendations for acceptance and ratification.

WHEREAS, the terms set forth below contain the full agreement between the parties; and

NOW, THEREFORE, the Board and Association, in consideration of mutual covenants and promises contained herein, the legal sufficiency of which is hereby acknowledged, agree as follows:

1. The Board Committee agrees to increase the Extended School Year ("ESY") rate for the school nurse to $50.00 per hour. This rate is for the ESY only; and

2. Hours worked outside of the ESY, will be at a rate of $40.00 per hour for the school nurse.

3. This Agreement shall not be construed to establish past practice in the District and shall terminate on June 30, 2025 unless the parties mutually agree, in writing, to extend this Agreement.

4. The parties agree that all other terms and conditions included in the CBA, except as noted above, shall not otherwise be modified and that no past practice shall be created by this Sidebar Agreement.

5. The terms and conditions of this Agreement represent a full and final settlement of the issues contained herein.

6. This Agreement contains the entire Agreement and understanding between the parties.

7. If a specific clause of the Agreement is determined to be illegal or in violation of any Federal or State law, the parties agree to meet in an attempt to revise the Agreement so as to preserve the full benefit of this Agreement pursuant to law. Should the parties be unsuccessful, the parties will agree to negotiate the impact of same. The remainder of the Agreement shall not be affected by such a ruling and shall remain in full force and effect.

8. The Parties shall be bound by the terms and conditions of this Agreement.

9. The Parties have entered into this Agreement freely and voluntarily.

10. The signatories of this agreement have been duly authorized to sign it.

IN WITNESS WHEREOF, the parties hereunder set their hands and seals to this Agreement effective on the _____ day of _____, 2023.

RUMSON - FAIR HAVEN BOARD OF EDUCATION

By: _____
Annie McGinty, Board President

Date:

By: _____
Sean Cranston, SBA/BS

Date:

RUMSON - FAIR HAVEN EDUCATION ASSOCIATION

By: _____
Kate Okeson, Association President

Date:

Discipline & School Safety Data Report 2 & HIB Grade

Rumson-Fair Haven Regional High School

Rumson-Fair Haven Regional High School

Student Safety Data System (SSDS)

Reporting Period 2

January 1, 2023 to June 30, 2023

The SSDS collects incidents of violence, vandalism, weapons, substances, harassment, intimidation and bullying (HIB) and other incidents leading to removal, as well as HIB trainings and programs conducted to support anti-bullying efforts

Rumson-Fair Haven Regional High School

Student Safety Data System (SSDS)

Reporting Period 2

January 1, 2023 to June 30, 2023

Incident total	Violence	Vandalism	Substances	Weapons	HIB Confirmed	Other incidents leading to removal	HIB Alleged
23	0	0	0	0	1	20	2

Rumson-Fair Haven Regional High School

H.I.B. Investigations

Reporting Period 2

January 1, 2023 to June 30, 2023

School	Number of H.I.B Investigations	Number of Confirmed H.I.B. Incidents	Types of Discipline or Remediation Imposed
RFH	3	1	*Appropriate actions were taken according to the Student Code of Conduct.

*This report is generated with New Jersey Statutes. The Rumson Fair-Haven District does not release any confidential information not authorized by federal or state law for public release.

Infraction	Typical Discipline 1st offense
Academic integrity	Saturday Detention
Assault	OSS
Bring in an unauthorized area without permission	Saturday detention
Class Cut	Detention
Cutting Study Hall	Detention
Disrespect	Detention
Disrupting class	Detention
Drugs and alcohol	OSS, SAP, & Saturday Detention
Electronic or telecommunication devices	Teacher warning, Detention
Endangering the safety of others	OSS possible police referral
Failure to serve central detention	Failure to serve Saturday detention, Letter to parent

Infractions and Actions

Infraction	Typical Discipline 1st offense
Failure to serve Saturday Detention	SAP re-assignment of Saturday detention Letter to Parent
Fighting	OSS Parental contact, peer mediation suggested Readmission conference
Fireworks or explosive devices	OSS possible police referral
Forgery	Sat Detention Letter to Parent
Gambling	Sat Detention Letter to Parent
Hall Roaming	Detention ½ absence
Harassment, intimidation or Bullying	Depending on the nature and severity of the complaint, the principal or his/her designee may recommend any consequence listed in this code from detention to OSS. Will require meeting with SAC and/or affirmative action officer. May involve notification of police and county prosecutor's office if offense includes sexual or bias harassment or hate crime
Horseplay	Detention

Infractions and Actions

Infraction	Typical Discipline 1st offense
Inciting interference and or participate in the actively causing interference with the school day	OSS Removal from school activities (including graduation ceremony) for 20 days after suspension Report filed with police and fire department Readmission conference with parent
Insubordination	Detention
Late to class	Warning
Late to School	Warning for the first four occurrences each semester.
Leave the school building without permission	Saturday detention Letter to parent
Loitering or wandering/misuse of pass	Detention
Off Campus	SAP Letter to parent
Open defiance of authority	OSS Letter to parent
Parking illegally	Detention

Infractions and Actions

Infraction	Typical Discipline 1st offense
Profanity-directed to an individual	Detention
Profanity-non-directed	SAP Letter to parent
Shoplifting	SAP Restitution Possible report filed with police
Smoking	SAP with smoking cessation program included Letter to parent
Theft	OSS Restitution Possible report filed with police
Throwing food	Saturday detention Letter to parent Parent conference Cost of repair, replacement, and/or labor Possible community service
Truancy	Saturday detention Letter to parent Cut for each class missed 0 for class work
Vandalism	SAP or community service Cost of repair or replacement 10-day loss of all school privileges Possible police involvement
Videotaping, recording or taking pictures without permission	SAP Parent notification Possible police notification
Violation of acceptable use policy for district computers	Based on the severity of any violation, disciplinary actions may also include other school and/or police measures.
Weapons	OSS Police notification Parent notification Police will notify county prosecutor's office

Infractions and Actions

School Year	Enrollment	Total Incidents	Student with 1 Infraction
January 1 to June 30, 2023 Reporting Period 2	871	546	187

Incidents vs. Student Enrollment

School Year	HIB Confirmed	Substance Use and Possession	Fight/ Assault	Violence/Threat
January 1 to June 30, 2023 Reporting Period 2	1	0	0	0

SSDS Incidents: RFH

- Late to school (excessive) is the primary area of concern at RFH.
- Cutting class, leaving through an unauthorized exit and failure to attend central detention and Saturday detention is an area of focus at RFH.
- Late to class and class cuts will continue to be addressed through progressive discipline. Student conferences are held with administration to review expectations and impact of excessive lates to school on academic performance.

Key Trends-RFH

- File-type infractions include:
  - Late to school and late to class
  - Leaving through unauthorized exit
  - Illegal parking
  - Cutting class
  - Failure to attend assigned detentions (After school & Saturday detentions)
- 546 incident on record; 187 students were involved in these incidents and had only one infraction.
- Students who committed multiple file-type infractions are usually habitually late to school, did not attend assigned discipline, or cut class.

Efforts to address attendance issues:

- Letters are generated at benchmark totals for lates and absences.
- Detentions, provisional credit, loss of credit
- Student conferences with administrator and or/counselor
- Parent contact via email, phone or conference

File-type infractions

2022-2023 Reporting Period 1 and 2

- 6 Reports of possible H.I.B.
- 6 Formal investigations completed
- 1 Confirmed H.I.B.
- 0 Student re-offended

HIB Data-RFH

Report generated by:	# of reports filed	# confirmed HIB
Parents	0 (0%)	0
Students	1 (33.33%)	1
Staff members	2 (66.66%)	0

Breakdown of HIB Reports-RFH Reporting period 2

Race and/or Color	Religion	Ancestry and/or Origin	Gender and/or Gender Identity or Expression	Sexual Orientation	Mental, Physical, or Sensory Disability	Other Distinguishing Characteristic
0	0	0	0	0	0	1

Nature of The HIB based on the Protected Categories-RFH Reporting period 2

22-23 Strategies

- Week of Respect (October)
- Peer Leadership Series; 9th grade class peer led study hall workshops
- Civic Leadership Presentations
- Continued inclusion of related topics across the curriculum.
- Young Men and Women's Groups meetings
- Safe Schools Training
- Staff H.I.B. Presentation
- 9th grade H.I.B. student presentation
- H.I.B. review presentation for Grade 10 -12
- New Staff H.I.B. review presentation
- H.I.B Presentation 9th grade Parent Night
- Counseling

Addressing H.I.B. at RFH

Rumson-Fair Haven Regional High School

Staff

Anti-Bullying Specialist
Anti-Bullying Specialist - Alyssa Trocchia
Anti-Bullying Specialist - Patrick Karl

Anti-Bullying Coordinator
Anti-Bullying Coordinator - Meredith Brow

Administration (Who may be involved with investigations)
Stephen Sarles
Meredith Brow

HIB Programs, Approaches or Other Initiatives (MAX=15)	Training on the BOE Approved HIB Policy (MAX=9)	Other Staff Information and Training Programs (MAX=15)	Curriculum and Instruction on HIB and Related Information and Skills (MAX=6)	HIB Personnel (MAX=6)	School-Level HIB Reporting Procedure (MAX=6)	HIB Investigation Procedure (MAX=12)	HIB Reporting (MAX=6)	School Data (MAX=15)
13	8	15	6	9	6	12	5	74

HIB Self-Report Grade 22-23 School Year