

WEST ORANGE BOARD OF EDUCATION
Public Board Meeting - 6:30 p.m. – January 22, 2018
West Orange High School
51 Conforti Avenue

Agenda

I. ROLL CALL OF THE MEMBERS AND PLEDGE OF ALLEGIANCE

II. NOTICE OF MEETING: Please take notice that adequate notice of this meeting has been provided in the following manner:

- A. That a written notice was sent from the Office of the Secretary of the Board at 4:00 p.m. on January 9, 2018.
- B. That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and the Star-Ledger.
- C. That said notice was posted in the lobby of the Administration Building of the Board of Education.

III. EXECUTIVE SESSION

WHEREAS: The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

RESOLVED: The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

RESOLVED: The minutes of this closed session will be made public when the need for confidentiality no longer exists.

IV. PUBLIC SESSION AT 8:00 P.M.

V. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF November 27, 2017, December 18, 2017 and January 8 and 10, 2018 (Att. #1)

VI. SUPERINTENDENT/ BOARD REPORTS

- A. Action Plan from Special Education Audit
- B. Engineering Explorations Summer STEM Camp Proposal
- C. 2018-2019 District Calendar
- D. Use of Parking Lot Fees
- E. Memorandum of Agreement Between Education & Law Enforcement Officials
- F. HIB Report
- G. Athletic/Extracurricular Update

VII. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS

VIII. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS

A. PERSONNEL

1. Resignations / Retirements / Terminations

- a. Superintendent recommends approval to the Board of Education for the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Honorino Carrera	WOHS	Spanish Honor Society	Retirement	12/31/17
Jonathan Chia	WOHS	Physics	Resignation	6/21/18
Marie Corvelli	Liberty	Special Education	Retirement 27 years	7/1/18
Whitney Decker	WOHS	Special Education	Resignation	2/16/18
Mary Jean Goskowski	Washington	Special Education	Retirement 15 years	7/1/18

- b. Superintendent recommends approval to the Board of Education for the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Pennie Cokley	Transportation	Bus Driver Part-time	Resignation	1/31/18
Gerald Drappi	Central Office	Residency Officer	Resignation	2/8/18
Robert Elijah	WOHS	Custodian Night Shift	Resignation	12/31/17
Madelaine Perez	Transportation	Bus Monitor Part-time	Resignation	1/12/18

- c. Superintendent recommends approval to the Board of Education for the following termination(s):

Employee #	Effective Date
8186	1/16/18
7754	1/19/18

2. Rescissions

- a. Superintendent recommends approval to the Board of Education for the following rescission(s):

Name	Location	Position	Effective Date
Frank Auletta	St. Cloud	Math Club	1/2/18
Tara Capra	St. Cloud	Environmental Club	1/2/18
Jenny Rezik	St. Cloud	Student Council	1/2/18
Caroline Stoner	St. Cloud	Environmental Club	1/2/18

3. Appointments

- a. Superintendent recommends approval to the Board of Education for the following certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Timothy Beaumont	Redwood	Elementary Principal	Arcurio	MA	N/A	\$115,000	3/26/18 - 6/30/18
Brittany Dietz	.5 Gregory / .5 Kelly	Special Education Extended Assignment Substitute	Staropoli	N/A	N/A	\$200 per diem	1/2/18 - 1/31/18
Teressa Hughes	Liberty	Special Education / Math Long Term Substitute	Bley	BA	3	\$277 per diem	1/2/18 - 2/16/18
Jun Lewin	.5 Edison / .5 WOHS	Chinese	New	MA	5	\$60,222 prorated	2/1/18 - 6/30/18 amended
Regina Moore	Edison	Special Education Extended Assignment Substitute	Ramchandani	N/A	N/A	\$180 per diem	2/12/18 - 3/12/18
Stephen Olshalsky	WOHS	Interim Assistant Principal	Mancarella	MA+45	N/A	\$112,790	1/23/18 - 6/30/18
Yuleivys Pita-Camacho	WOHS	Spanish Extended Assignment Substitute	Carrera	N/A	N/A	\$180 per diem	1/2/18 - 2/13/18
Dana Peart	WOHS	Interim Dean of Students	DelGuercio	MA+45	2	\$106,691	1/29/18 - 6/30/18
Leslie Porte	WOHS	Special Education / ELA Long Term Substitute	Alfano	BA	3	\$277 per diem	1/16/18-4/18/18
Tatiana Romeo	WOHS	Spanish	Carrera	BA+30	3	\$58,278 prorated	3/26/18 - 6/30/18
Megan Schaller	Gregory	Grade 4 Long Term Substitute	Naik	MA	3	\$296 per diem	4/9/18 - 6/20/18
Luciana Schiner	.5 Gregory / .5 Kelly	Special Education Extended Assignment Substitute	Staropoli	N/A	N/A	\$180 per diem	1/2/18 - 1/8/18 amended
Ariel Stanziale	Roosevelt	Special Education Extended Assignment Substitute	Cowan	N/A	N/A	\$180 per diem	11/27/17 - 1/31/18 amended

b. Superintendent recommends approval to the Board of Education for the following non-certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
William Albury	Washington	Custodian Night Shift	Scotfield	Custodian	1	\$36,980 includes \$580 shift differential prorated	1/23/18 - 6/30/18
Simone Callaway	Washington	Paraprofessional	Carnevale	BA	2	\$29,250 prorated	1/23/18 - 6/30/18
Marsha Denerstein	Redwood	Paraprofessional	Hrina	BA	2	\$29,250 prorated	1/23/18 - 6/30/18
Arkeem Samuels	WOHS	Custodian Night Shift	Elijah	Custodian	1	\$36,980 includes \$580 shift differential prorated	1/23/18 - 6/30/18

- c. Superintendent recommends approval to the Board of Education for the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend	Effective Dates
Frank Auletta	St. Cloud	Environmental Club	\$750	1/2/18
Nicole Fleck	WOHS	Softball: Assistant Coach	\$8,651	2017-2018
Gerard Franck	St. Cloud	Math Club	\$750 amended	1/2/18
John Prescott Edison	WOHS	Track: Assistant Coach	\$8,481	2017-2018
Juan Roncero	WOHS	Spanish Honor Society	\$836 prorated	1/2/18
Erin Smith	Liberty	Track	\$40 per hour not to exceed 100 hours	2017-2018
Caroline Stoner	St. Cloud	Student Council	\$1,435	1/2/18

- d. Superintendent recommends approval to the Board of Education for the following additional assignment(s):

Name	Location	Position	Stipend	Effective Dates
Carol Churgin OOD	Edison	Empower Group COPE Center Volunteer	N/A	2017-2018
Stephanie Coia Kelly	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/17/17, 11/29/17
Diana Ferrera Mt. Pleasant	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/19/17, 12/6/17
Rebecca Giacomelli Central Office	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/17/17, 11/21/17, 11/29/17, 12/11/17
Maria Martino Redwood	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	12/1/17, 12/6/17, 12/11/17
Julie Matz Gregory	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/20/17, 12/1/17
Nicole McArdle Washington	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/17/17, 11/21/17, 12/1/17
Amy Pacifico Kelly	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/21/17, 12/6/17
Jason Roberts Hazel	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/20/17
Nicola Salese, Jr. Kelly	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	12/1/17, 12/11/17
Jamae Sippio	Edison	Student assistance for school play	\$23 per hour 6 hours per week not to exceed \$1,940	1/17/18 - 4/21/18
Carolyn Slomkowski St. Cloud	District	Ed Tech Facilitator Fall Session	\$73 per hour not to exceed 20 hours amended	11/20/17, 11/21/17

Gonzalo Valencia OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$60 per rehearsal not to exceed 3	3/28/18, 4/9/18 - 4/10/18
Gonzalo Valencia OOD	WOHS	Spring Musical: Pit Orchestra Musician	\$125 per performance not to exceed 5	4/11/18 - 4/15/18

- e. Superintendent recommends approval to the Board of Education for the following mentor assignments:

Mentor	Provisional Teacher	Location	Stipend	Effective Dates
Lauren Porter	Jessica Cicerone	BMELC	\$330	12/18/17 - 5/4/18

- f. Superintendent recommends approval to the Board of Education for the following Buildings and Grounds stipend(s) to be paid in December 2017 and June 2018.

Name	Location	DOH	License	Amount	Effective Dates
Troy Smith	Kelly	9/27/16	Black Seal	\$700 prorated	1/2/18 - 6/30/18

- g. Superintendent recommends approval to the Board of Education for the following substitute appointment(s) at the appropriate substitute rates for 2017-2018:

Name	Certification Code	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Sandra Crawley	Substitute	X	X				
Lauren Forbes	CE	X					
Veronica Garcia	Substitute	X					
Peter Gentile	Standard	X					
Daniel Hooks	Substitute	X					
Tracey Morales-Wright	Substitute					X	
Yuleivys Pita	Substitute	X					
Suzanne Sayers	Substitute	X					

4. Leaves of Absence:

- a. Superintendent recommends approval to the Board of Education for the following leaves of absence for certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
April Clark Family	WOHS Art	4/9/18 - 5/16/18	5/17/18 - 6/30/18	N/A	9/1/18
Michael DeBarbieri Family	WOHS Math	4/16/18 - 4/20/18	N/A	4/23/18 - 6/30/18	9/1/18
Kristin Garces Family	Mt. Pleasant Special Education	4/10/18 - 5/25/18	5/19/18 - 10/31/18	N/A	11/1/18
Meaghan Madaus Family	Redwood Special Education	4/19/18 - 5/23/18	5/24/18 - 10/19/18	10/22/18 - 6/30/19	9/1/19
Kimberly Mancarella	WOHS Assistant Principal	12/21/17 - 6/30/18	N/A	N/A	7/1/18

Medical					
Sandra Marmolejos Family	Roosevelt Special Education	3/28/18 - 5/10/18	5/11/18 - 6/30/18	N/A	9/1/18
Chitra Ramchandani Medical	Edison Special Education	2/12/18 - 3/12/18	N/A	N/A	3/13/18
Suzanne Staropoli Family	.5 Gregory / .5 Kelly Special Education	1/2/18 - 1/30/18 amended	1/31/18 - 3/29/18 amended	N/A	4/9/18
Erica Valentini Family	BMELC Special Education	12/18/17 - 2/2/18 amended	2/5/18 - 5/4/18 amended	N/A	5/7/18

- b. Superintendent recommends approval to the Board of Education for the following leaves of absence for non-certificated staff:

Name	Location / Position	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Maria Crisostomo Family	St. Cloud Paraprofessional	1/12/18 - 1/23/18	1/24/18 - 3/28/18	N/A	3/29/18
Mary Giovine Personal	WOHS Clerical Aide	N/A	N/A	1/16/18 - 2/16/18	2/20/18
Andrew Holmes Medical	Transportation Bus Driver Part-time	N/A	N/A	1/12/18 - 2/12/18	2/13/18
Hernan Molina Medical	Gregory Custodian Mid-shift	12/13/17 - 12/22/17	12/26/17 - 4/13/18	N/A	4/16/18
Rachel Mondalto Medical	St. Cloud Paraprofessional	9/6/17 - 1/19/18 amended	N/A	N/A	1/22/18
Glen Wnek Medical	Kelly Custodian Mid-shift	12/18/17 - 2/12/18	N/A	N/A	2/13/18

5. Rescission of contract and resolution to approve new contract (Att. #2):

RESOLVED:with the consent of the Superintendent, the Board of Education rescinds a four year contract of employment for Jeffrey Rutzky, which was effective July 1, 2014 through June 30, 2018, which action shall supersede the action of April 28, 2014.

BE IT FURTHER RESOLVED that the Board shall replace the prior 2014/2018 contract with a new contract of employment for Jeffrey Rutzky, effective for the period of January 23, 2018 through June 30, 2021. The County Executive Superintendent has approved the contract in accordance with N.J.A.C. 6A:23A-3.1.

B. CURRICULUM AND INSTRUCTION

1. Recommend approval for field trip(s) for the 2017-2018 school year (Att. #3)

2. Recommend approve for overnight field trip(s) for the 2017-2018 school year (Att. #4)
3. Recommend approval/acceptance of Applications for School Business requests (Att. #5)
4. Recommend approval for the following Curriculum Writing for 2017-2018.

Department	Writer's Name	Title of Project	Hours	Stipend
Technology & Engineering Dept.	Anthony Prasa	Concepts of Technology & Engineering A	15	\$585.00
	Deb Coen	Concepts of Technology & Engineering A	15	\$585.00
	Anthony Prasa	Concepts of Technology & Engineering B	15	\$585.00
	Deb Coen	Concepts of Technology & Engineering B	15	\$585.00

5. Recommend approval for student teaching for the 2017-2018 school year (Att. #6)
6. Recommend approval for student teaching for the 2018-2019 school year (Att. #7)
7. Recommend approval for Tamika Reese to conduct interviews of the Edison Middle School staff as part of her dissertation with Seton Hall University for the 2017-2018 school year.
8. Recommend approval of the 2017-2018 Advancement via Individual Determination (AVID) Implementation Agreement in the amount of \$3,799.00.
9. Recommend approval of Engage Instruction to provide 1 day of Professional Development for English Language Arts in the amount of \$1,200.
10. Recommend approval of Affiliation Agreement with Rutgers University for school psychology practicum.
11. Recommend approval of School Psychology Professional Diploma Program Agreement with Kean University Department of Advanced Studies in Psychology.

C. FINANCE

a.) Special Services

1. Recommend approval for the following service provider for educational evaluations for the 2017-2018 school year.

Comprehensive Educational Services 26 Marlboro Road, Clifton, NJ Frank Falcone	\$395 per Educational Evaluation \$75 per meeting attendance	Not to exceed \$10,000
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2. Recommend approval for the following out of district placements for the 2017-2018 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
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1207143	Celebrate the Children <i>Transfer</i>	Tuition: \$42,504.00 112 days @ 379.50 1:1 Aide: \$16,800.00	Budgeted
2806017	Chancellor Academy	Tuition: \$39,490.00 110 days @ 359.00	Unbudgeted
1610070	Glenview Academy	Tuition: \$37,792.45 115 days @ 328.63 1:1 Aide: \$20,700.00	Unbudgeted
1707098	Mount Carmel Guild Academy	Tuition: \$34,220.00 118 days @ \$290.00	Unbudgeted
226139	New Beginnings <i>Transfer</i>	Tuition: \$38,875.75 115 days @ 338.05 1:1 Aide: \$20,700.00	Budgeted
2506122	The Phoenix Center Inc. <i>Transfer</i>	Tuition: \$47,411.84 133 days @ 356.48 1:1 Aide: \$19,950.00	Budgeted

3. Recommend approval for the following tuition/extraordinary services adjustments for the 2016-2017 school year, as certified by the State of NJ Division of Administration and Finance:

School	Amount
Benway School, Wayne, NJ	\$635.00
Celebrate the Children, Denville, NJ	\$21,000.00
Cerebral Palsy of New Jersey, Livingston, NJ	\$35,260.00
Cerebral Palsy of New Jersey, Livingston, NJ	\$24,016.00
Lakeview Learning Center, Inc., Wayne, NJ	\$3,988.00
Spectrum360, Pompon Lakes, NJ	\$4,400.00
Spectrum360, Pompon Lakes, NJ	\$18,835.00
Spectrum360, Pompon Lakes, NJ	\$1,858.96
The CTC Academy, Oakland, NJ	\$4,082.21
Youth Consultation Service, Newark, NJ	\$443.00

4. Recommend approval for the following service providers for related services for the 2017-2018 school year:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/ Unbudgeted
1601104	NJ Commission for the Blind and Visually Impaired Newark, NJ	Level 1	\$1,900.00	\$1,900.00	Budgeted

5. Recommend approval for the following Bilingual Specialist Evaluations for the 2017-2018 School Year:

Student #	Provider	Type of Service	Cost	Budgeted/ Unbudgeted
1211044	Kid Clan Services, Inc.	Bilingual Educational Evaluation	\$450.00	Budgeted

b.) Business Office

1. Recommend approval of the 1/22/18 Bills List: (Att. #8)

Payroll/Benefits	\$21,150,445.84
Transportation	\$ 647,265.51
Tuition (Spec. Ed./Charter)	\$ 908,862.34
Instruction	\$ 148,851.10
Facilities	\$ 524,691.83
Capital Outlay	\$ 133,225.00
Grants	\$ 359,894.31
Food Service	\$ 9,733.50
Debt Service	\$ 28,900.00
ESIP	\$ 534,807.90
Support Svcs/Co-Curricular/Athletics/Misc.	\$ 219,896.40
	<u>\$24,666,573.73</u>

2. Recommend transfers for December 2017 within the 2017-2018 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #9)

3. Secretary's Report - Acceptance and Certification - December 2017

Recommend that the West Orange Board of Education accept the Board Secretary's financial report for the month of December 2017, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #10)

4. Report of the Treasurer of School Monies - December 2017

Recommend that the West Orange Board of Education acknowledge and accept the Report of the Treasurer of School Monies for the month of December 2017, which report is in agreement with the Secretary's Report. (Att. #11)

5. Recommend approval of proposed non-public technology aid program expenditure:

Non Public School	Description	Cost
Golda Och Academy (Lower School)	STEM Pack - Classroom Invention Literacy Kit (Makey Makey)	\$718.92

6. Recommend approval of the following resolution:

RESOLVED, that the Board of Education hereby authorizes the contracting with TSA Consulting Group Inc. for the third party administration of the District's 403(b) and 457(b) tax sheltered plans. The contract with TSA Consulting Group Inc. shall be at no cost to the Board of Education. (Att. #12)

7. Recommend approval to void the following stale-dated checks from the indicated accounts:

WOHS Athletic Account	
Check Number	Check Amount
30435	\$60
30442	\$85
30443	\$85
30444	\$58
30445	\$58
30509	\$95
30513	\$95
30517	\$95
30541	\$25

8. Recommend acceptance of the following donation(s):

Donor	Recipient	Donation
Mr. and Mrs. Palumbo	Mt. Pleasant School	\$10,000 for the purchase of a sound system

9. Recommend approval of Zufall Health, Dover, NJ to provide free dental screenings to the students of Washington School, on February 2, 2018, as part of its Give Kids a Smile Day.
10. Recommend approval of submission of the amended Every Child Succeeds Act (ESSA) Consolidated Grant for fiscal year 2018 in the amount of \$1,337,314. Amended application includes FY2017 Carryover Funds in the amount of \$74,443 to be budgeted and expended as carryover during the FY2018 year.

D. MISCELLANEOUS

1. Approval of the Memorandum of Agreement between Education and Law Enforcement Officials for the 2017-2018 school year.

E. REPORTS

1. Superintendent recommends to the Board of Education acceptance of the HIB Report ending January 22, 2018.

2. Harassment, Intimidation and Bullying

“Whereas, pursuant to Board Policy and the requirements of N.J.S.A. 18A:37-17(b)(6)(c), at its meeting on December 18, 2017, the Superintendent reported HIB Incident Number(s) 027, 029, 031 to the Board; and

Whereas, on December 19, 2017 the parents and/or guardians of the students who are parties to the investigation received information about the investigation pursuant to N.J.S.A. 18A:37-17(b)(6)(d); and

Now, therefore, be it Resolved that the Board affirms the decision of the Superintendent concerning HIB Incident Number(s) 027, 029, 031 the 2017-2018 school year for the reasons conveyed to the Board.”

IX. REPORT FROM THE BOARD PRESIDENT AND/OR BOARD MEMBERS

X. NEXT BOARD MEETING to be held at 6:30 p.m. (Public Session at 8:00 p.m.) on February 12, 2018 at West Orange High School.

XI. PETITIONS AND HEARINGS OF CITIZENS

XII. ADJOURNMENT

**CONTRACT OF
EMPLOYMENT**

This Agreement, made this 23rd day of January, 2018, between
West Orange Board of Education in Essex County (hereinafter "the Board")

with offices located at 179 Eagle Rock Avenue

West Orange,

New Jersey 07052

and

Jeffrey Rutzky (hereinafter "the
Superintendent")

PREAMBLE

WITNESSETH

THIS EMPLOYMENT CONTRACT replaces and supersedes all prior Employment Contracts between the parties hereto. Signature of this Contract constitutes assent to a rescission of any and all prior contracts, as well as agreement to the terms herein;

WHEREAS, the Board desires to employ the Superintendent as the Chief Education Officer of the school district; and,

WHEREAS, the Board desires to provide the Superintendent with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational

program; and,

WHEREAS, the Board and the Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

WHEREAS, the Superintendent is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

NOW, THEREFORE, in consideration of the following mutual promises and obligations, the parties agree as follows:

ARTICLE I

EMPLOYMENT

The Board hereby agrees to employ Jeffrey Rutzky as Superintendent of Schools for the period of January 23, 2018 through 11:59 p.m. June 30, 2021. The parties acknowledge that this Contract must be approved by the Essex County Executive County Superintendent in accordance with applicable law and regulation.

ARTICLE II

CERTIFICATION

The parties acknowledge that the Superintendent currently possesses the appropriate New Jersey administrative certification and school administrator endorsement. (Attached as Exhibit A).

If, at any time during the term of this Contract, the Superintendent's

certification is revoked, this Contract shall be null and void as of the date of the revocation. The Superintendent will provide official course transcripts for all earned post-secondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.

ARTICLE III

DUTIES

In consideration of the employment, salary and fringe benefits established hereby, the Superintendent hereby agrees to the following:

A. To perform faithfully the duties of Superintendent of Schools for the Board and to serve as the Chief School Administrator in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Superintendent of Schools, is incorporated by reference into this Contract. (Attached as Exhibit B).

B. To devote the Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Board. Should the Superintendent choose to engage in such outside activities on weekends, on his vacation time, or at other times when he is not required to be present in the district, he shall retain any honoraria paid. The Superintendent shall notify the Board President in the event he is going to be away from the

district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Contract governing time off. The Board recognizes that the demands of the Superintendent's position require him to work long and irregular hours, and occasionally may require that he attend to district business outside of the district.

C. To assume the responsibilities for the selection, renewal, placement, removal, and transfer of personnel, subject to the approval of the Board, by recorded roll call majority vote of the full membership of the Board, and subject to applicable Board policies and directives. The Board shall not withhold its approval of any such recommendation for arbitrary or capricious reasons, all in accordance with *N.J.S.A.* 18A:27-4. 1.

D. To non-renew personnel pursuant to *N.J.S.A.* 18A:27-4. 1, and to provide a written statement of reasons for non-renewal upon proper request to the employee.

E. To study and make recommendations with respect to all criticisms and complaints, which the Board, either by committee or collectively, shall refer to him. The Superintendent shall have the right to contact the Board's attorney for legal assistance as the need arises in carrying out his duties.

F. To assume responsibility for the administration of the affairs of the school district, including but not limited to programs, personnel, fiscal operations, and instructional programs. All duties and responsibilities therein will be performed and discharged by the Superintendent, or by staff, at the Superintendent's direction.

G. To have a seat on the Board and have the right to speak (but not vote) on all issues before the Board in accordance with applicable law. The Superintendent shall attend all

regular and special meetings of the Board, (except where a *Rice* notice has been served upon the Superintendent notifying him that his employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public, or where the Superintendent has a conflict of interest), and all committee meetings thereof, and shall serve as advisor to the Board and said committees on all matters affecting the school district.

H. To suggest, from time to time, regulations, rules, policies, and procedures deemed necessary for compliance with law and/or for the well-being of the school district.

I. To perform all duties incident to the Office of the Superintendent and such other duties as may be prescribed by the majority of the Board from time to time. The Superintendent shall, at all times, adhere to all applicable federal and state statutes, rules, regulations, and executive orders, as well as district policies and regulations.

ARTICLE IV

SALARY AND BENEFITS

A. Any adjustment in salary made during the life of this Employment Contract shall be in the form of an amendment and shall become part of this Employment Contract, but it shall not be deemed that the Board and the Superintendent have entered into a new employment contract.

1. Salary. The Board shall provide the following salary as part of the Superintendent's compensation:

a. Effective January 23, 2018, the Board and the Superintendent agree that the Superintendent shall receive a base salary of One Hundred Ninety-Six Thousand Five Hundred Eighty-Four (\$196,584.00) Dollars prorated from

January 23, 2018 for the 2017-2018 school year, which includes the Five Thousand Dollar “high school salary increment,” and thereafter two percent (2%) salary increases for each subsequent contract year as follows: Two Hundred Thousand Five Hundred Sixteen Dollars (\$200,516.00) for the 2018-2019 school year; Two Hundred Four Thousand Five Hundred Twenty-Six Dollars (\$204,526.00) for the 2019-2020 school year; and Two Hundred Eight Thousand Six Hundred Seventeen Dollars (\$208,617.00) for the 2020-2021 school year.. The Superintendent’s annual salary rate shall be paid to the Superintendent in accordance with the schedule of salary payments in effect for other certified employees.

2. In the event the salary cap regulations expire or are amended, the parties agree to negotiate a salary increase; any such salary increase shall be reflected in an addendum to this contract and shall be subject to the approval of the Executive County Superintendent.

3. Merit Increases. Effective July 1, 2018 the Superintendent may receive a merit bonus in addition to his annual base salary. The merit bonus will be based upon his achievement of quantitative merit criteria and/or qualitative merit criteria. In the 2018-2019 school year only, the majority of the Board and Superintendent shall agree on one (1) quantitative merit criteria for the 2018-2019 school year. Thereafter, for the 2019-2020 and the 2020-2021 school years, the majority of the Board and Superintendent may agree on up to three (3) quantitative merit criteria and two (2) qualitative merit criteria per contract year. The Executive

County Superintendent shall approve or disapprove the selection of quantitative merit and/or qualitative merit criteria and the data that forms the basis of measuring the achievement of quantitative merit and/or qualitative merit criteria. The Superintendent shall receive a merit bonus of 3.33% of his annual base salary for each quantitative merit criterion achieved, and a merit bonus of 2.5% of annual base salary for each qualitative merit criterion achieved. The Board shall submit a resolution to the Executive County Superintendent certifying that the quantitative merit and/or qualitative merit criterion have been satisfied and shall await a confirmation of the satisfaction of that criterion from the Executive County Superintendent prior to payment of the merit bonus.

4. Notwithstanding the foregoing, no salary increase of any kind will take effect on midnight July 1, 2021 (the final day of this Contract) unless the parties have agreed to a contract extension and that extension has been approved by the Executive County Superintendent. The terms of the extension will govern all increases to take effect after July 1, 2021

5. . Any renewal, extension, or modification of this Contract shall comply with the notice provisions of *P.L.2007, c. 53, The School District Accountability Act* and *N.J.A.C. 6A:23A-3.1, et seq.*

6. No Reduction in Salary/Compensation. During the term of this Employment Contract, including any extension hereof, the Superintendent shall not be reduced in compensation and/or benefits except as otherwise provided by law.

B. Sick leave. The Superintendent shall receive 12 sick days annually. Unused

sick leave days shall be cumulative in accordance with the provisions of Title 18A.

1. Supplemental compensation from accrued but unused sick leave shall not exceed \$15,000.

a. Such compensation shall be payable only at the time of retirement from a state or locally administered retirement system, and shall be based on accrued but unused sick leave credited on the date of retirement. Accumulated unused sick leave compensation shall not be paid to the Superintendent's estate or beneficiaries in the event of death prior to retirement.

C. Professional Membership. The Superintendent shall be entitled to membership, at the Board's expenses for professional dues in the following professional associations: NJASA, AASA, ASCD and the Essex County Administrators Association and/or other organizations deemed important by the Superintendent and the Board. The Superintendent also shall be entitled to reimbursement for expenses incurred for attendance at professional conferences up to \$1,500 annually, and similar expenses which he may incur while discharging the duties of Superintendent in accordance with *P.L. 2007, c. 53, The School District Accountability Act* and affiliated regulations. (*N.J.S.A. 18A:11 -12 and N.J.A.C. 6A:23A-7, et seq.*). Such reimbursement shall comply with all applicable provisions of state and federal statutory and regulatory provisions and guidance, and with Board policy. The Superintendent shall be entitled to attend the annual NJSBA/NJASA Workshop and Convention, the annual conferences of the NJASA, and the annual TECHSPO conference. Reimbursement or payment for such expenses shall be made in accordance with *P.L. 2007, c.*

53, *The School District Accountability Act* and affiliated regulations, and Board policies which amount shall not exceed \$2,000.00 annually.

D. Professional Publications. The Superintendent may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

E. Health Benefits.

1. The Superintendent shall receive individual or family health benefits coverage consistent with the benefits coverage provided by the Board to its professional administrative staff. The Superintendent shall pay the premium costs for all such coverages at the Tier IV rate as set forth in Chapter 78, *P.L.* 2011. The premium shall be paid by the Superintendent through payroll deduction.

2. The Superintendent may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The Superintendent will be paid the lesser of Twenty-Five (25%) percent or Four Thousand (\$4,000) Dollars of the cost of said coverage for waiving such coverage.

F. Vacation Leave.

1. The Superintendent shall be entitled to an annual vacation of 22 working days per year. All of the vacation days shall be available for the Superintendent's use on July 1st of each year of the Contract.

2. The Superintendent shall take his vacation time after giving the Board President reasonable notice. School vacations do not constitute time off for the Superintendent, unless he uses his leave time. The Superintendent may take vacation

days during the school year, upon notice to the Board President. The Superintendent is expected to attend to the business of the district as required for the smooth and efficient operation of the school district. The Superintendent shall document the use of accrued vacation days with the Personnel Director.

3. The Board encourages the Superintendent to take his full vacation allotment each year; however, not more than five (5) vacation days may be carried over by the Superintendent from year to year. All days carried over must be used in the next year, or those days not taken will be forfeited.

4. In the event that the Superintendent's Contract is terminated prior to its expiration, unused vacation time shall be paid on a pro-rated basis of two (2) days accrued per month. In the event this Contract is not renewed, earned but unused vacation time will be paid at the Superintendent's daily rate of pay, based upon a 260-day work year, following his last day of employment.

G. Holiday Leave. The Superintendent shall be entitled to 14 paid holidays annually.

H. Personal Leave. The Superintendent shall be entitled to three (3) personal days, to attend to personal business during the school day, with full pay during the work year. Personal days may be taken during the school year with the prior permission of the Board President. As much advance notice as possible of the request to take personal time will be given. Personal day usage shall be filed with the Personnel Director. Personal days are non-cumulative and non-reimbursable.

I. Mileage Reimbursement. The Superintendent shall be paid an allowance of \$200 per month as reimbursement for use of his vehicle in performance of his duties. There will

be no additional reimbursement of mileage allowance paid, except for travel outside of New Jersey.

J. Attendance Record. The Superintendent shall be responsible for filing a time-off slip, in advance of the time off, as set forth herein, or immediately upon his return to the district in the event of an unplanned absence, with the Personnel Director each time any leave is taken. The Superintendent and Board President shall periodically review the Superintendent's attendance record to assure correctness. (July and January annually).

K. Tuition Reimbursement. The board shall reimburse the Superintendent for tuition costs incurred for graduate level courses at an accredited institution of higher education that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area or discipline judged to be of benefit to the Board. The Superintendent shall seek Board approval prior to enrolling in any graduate course of study. The Board shall not reimburse the Superintendent for tuition-related costs in an amount to exceed \$5,000.00.

L. Professional Liability. The Board agrees that it shall defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against the Superintendent in his individual capacity or in his official capacity as agent and/or employee of the Board, provided the incident, which is the subject of any such demand, claim, suit, action or legal proceeding, arose while the Superintendent was acting within the scope of his employment. If, in the good faith opinion of the Superintendent, a conflict exists in regard to the defense of any claim, demand or action brought against him, and the position of the Board in relation thereto, the Superintendent may engage his own legal

counsel, in which event the Board shall indemnify the Superintendent for the costs of his legal defense. The Board further agrees to cover the Superintendent under the Board's liability insurance policies, including employment practices liability coverage, in the minimum amount of \$1 million.

M. iPhone, iPad, Laptop. The Board shall provide the Superintendent with an iPhone, iPad and laptop for his professional and personal duties. These items remain the property of the West Orange Board of Education.

ARTICLE V

ANNUAL EVALUATION

A. The Board shall evaluate the performance of the Superintendent at least once a year in accordance with statutes, regulations and Board policy relating to Superintendent evaluation. Each annual evaluation shall be in writing and shall represent a majority of the Board. A copy of the evaluation shall be provided to the Superintendent, and the Superintendent and the Board shall meet to discuss the findings. The Board may meet in closed session to discuss the evaluation and the Superintendent's performance where a *Rice* notice has been served upon the Superintendent, giving notice that the Superintendent's employment will be discussed in closed session, and the Superintendent has not requested that the meeting be conducted in public. The evaluation shall be based upon the criteria adopted by the Board, the goals of the district, which shall include encouragement of student achievement, the responsibilities of the Superintendent as set forth in the job description for the position of Superintendent, the district's placement on the NJQSAC continuum (with

respect to those DPRs that are within the Superintendent's control), and such other criteria as the State Board of Education shall by regulation prescribe. In the event that the majority of the Board determines that the performance of the Superintendent is unsatisfactory in any respect, it shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the majority of the Board deems performance to be unsatisfactory. The Superintendent shall have the right to respond in writing to the evaluation; this response shall become a permanent attachment to the Superintendent's personnel file upon the Superintendent's request. On or before June 1st of each year of this Employment Contract, the Superintendent and the Board shall meet to review the evaluation format and to mutually determine the evaluation format to be used in the subsequent school year.

The final draft of the annual evaluation shall be adopted by the Board by June 30 of each year of this Contract.

B. Within sixty (60) days of the commencement of this Employment Contract, the parties shall meet to establish the district's goals and objectives for the ensuing school year. Said goals and objectives shall be reduced to writing and shall be among the criteria by which the Superintendent is evaluated, as hereinafter provided. On, or prior to, August 1 of each succeeding school year, the parties will meet to establish the district's goals and objectives for the next succeeding school year, in the same manner and with the same effect as heretofore described.

C. The parties also agree that the Board shall not hold any discussions regarding

the Superintendent's employment, unless the Superintendent is given written notice at least 48 hours in advance. In addition, the Board shall not hold any discussions with regard to the Superintendent's performance, or that may adversely affect the Superintendent's employment, in public session, unless the Superintendent requests that such discussions be held in public session, pursuant to the Open Public Meetings Act.

ARTICLE VI

TERMINATION OF EMPLOYMENT CONTRACT

A. This Contract shall terminate, the Superintendent's employment will cease, and no compensation shall thereafter be paid, under any one of the following circumstances:

- (1) failure to possess/obtain proper certification;
- (2) revocation or suspension of the Superintendent's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by *N.J.S.A.* 18A:17-15.1;
- (3) forfeiture under *N.J.S.A.* 2C:51-2;
- (4) mutual agreement of the parties;
- (5) notification in writing by the Board to the Superintendent, at least 120 calendar days prior to the expiration of this Contract, of the Board's intent not to renew this Contract; or
- (6) misrepresentation of employment history, educational and professional credentials, and criminal background.

B. In the event the Superintendent is arrested and charged with a criminal

offense, which could result in forfeiture under *N.J.S.A.* 2C:51-2, the Board reserves the right to suspend him pending resolution of the criminal charges. Such suspension shall be with pay prior to indictment, and may be with or without pay, at the Board's discretion, subsequent to indictment, unless the Board certifies contractual tenure charges.

C. Nothing in this Contract shall affect the Board's rights with regard to suspension under *N.J.S.A.* 18A:6-8.3 and applicable case law.

D. The Superintendent may terminate this Employment Contract upon at least 120 calendar days' written notice to the Board, filed with the Board Secretary, of his intention to resign.

E. The Superintendent shall not be dismissed or reduced in compensation during the term of this Contract, except as authorized by paragraphs B. and C. *supra* and *N.J.S.A.* 18A:17-20.2, provided, however, that the Board shall have the authority to relieve the Superintendent of the performance of his duties in accordance with *N.J.S.A.* 18A:27-9, so long as it continues to pay his salary and benefits for the duration of the term. The parties understand that any early termination must comply with the provisions of *P.L.* 2007, c. 53, *The School District Accountability Act*.

F. In the event the parties agree to terminate this Contract prior to its expiration date, and to relieve the Superintendent from the actual performance of his duties, upon the approval of the Commissioner of Education, the Board shall compensate the Superintendent for either three (3) months' salary times the number of years remaining on this Contract, not to exceed twelve (12) months, or the remaining salary due to completion of this Contract,

whichever is less, minus compensation from any and all other employment. It is understood that the Superintendent must make a good faith effort to find employment elsewhere as soon as possible and prior to the expiration date of the within Contract. The salary received by the Superintendent in such employment shall be deducted from the payments made to the Superintendent by the Board. Insurance benefits will be adjusted to reflect coverage, if any, in the new position.

ARTICLE VII

RENEWAL/NON RENEWAL

Upon Board and Executive County Superintendent approval, this Employment Contract may renew for a term of three (3) calendar years, expiring July 1, 2024, unless either of the following occurs:

- A. the Board by contract reappoints the Superintendent for a different term allowable by law;
- B. the Board notifies the Superintendent upon at least 120 calendar days written notice, prior to June 30, 2021, that he will not be reappointed at the end of the current term, in which case his employment shall cease upon the expiration of this Contract; or
- C. in accordance with such laws and regulations that would require nullification of this Contract.

ARTICLE VIII

COMPLETE AGREEMENT

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

ARTICLE IX

SAVINGS CLAUSE

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force.

ARTICLE X

RELEASE OF PERSONNEL INFORMATION

& PERSONNEL RECORDS

The Superintendent shall have the right, upon request, to review the contents of his personnel file and to receive copies at Board expense of any documents contained therein. He shall be entitled to have a representative accompany him during such review. At least once every year, the Superintendent shall have the right to indicate those documents and/or other materials in his file that he believes to be obsolete or otherwise inappropriate to retain; and, upon final approval of the Board, such documents identified by him shall be destroyed if such destruction complies with current laws.

No material derogatory to the Superintendent's conduct, service, character, or personality shall be placed in his personnel file unless approved by the majority of the

Board and he has had an opportunity to review the material. The Superintendent shall acknowledge that he has had the opportunity to review such material by affixing his signature to the copy to be filed with the express understanding that such signature in no way indicates agreement with the contents. The Superintendent shall also have the right to submit a written answer to such material.

IN WITNESS WHEREOF, the parties have set their hands and seals to this Employment Contract effective on the day and year first above written.

SUPERINTENDENT

BOARD OF EDUCATION OF THE
WEST ORANGE SCHOOL DISTRICT

President

Date: _____

Date: _____

WITNESS:

WITNESS:

**West Orange School District
Field Trips 17-18 Public
1-22-18**

School	Grades	Course / Group	Destination	City	State
Kelly	1	Kelly First Grade	Mayo Performing Arts Center	Morristown	NJ
Liberty	8	STEM Club	Lakeside Middle School	Pompton Lakes	NJ
WOHS	9, 10, 11, 12	Choir and Step Teams	Edison Central 6th	West Orange	NJ
WOHS	9, 10, 11, 12	Percussion Ensemble	Rahway High School	Rahway	NJ
WOHS	9, 10, 11, 12	Glee Club	Livingston Mall	Livingston	NJ
WOHS	11, 12	HOSA (formerly Health Careers)	Passaic County Technical Institute	Wayne	NJ
WOHS	11, 12	ROTC	Rutgers University New Brunswick	New Brunswick	NJ

**West Orange School District
Overnight Field Trips 17-18 Public
1-22-18**

School	Grades	Course / Group	Destination	City	State
WOHS	10, 11, 12	WOHS Baseball Team	Lawnwood Sports Complex	Fort Pierce	FL

**Applications for Absence for School Business 2017-2018
1-22-18**

Name	Position	School	Conference	Dates	Amount	Funded
Alyson Abdallah	BCBA	Administration Building	MUJC Behaviorist Subcommittee Meeting New Providence, NJ	2/5/18	\$0	
Emad Abu-Hakmeh	Mathematics Supervisor 6-12	WOHS	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	
Joyce Andreula	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18	\$145.00 \$8.25	Title IIA Funds Local
Bryan Azzato	Health & Phys Ed Teacher	Edison	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$0	
Elsa Batista	Spanish Teacher	Roosevelt	Strengthen World Language Instruction by Making Best Use of Free Google Tools, Apps and Extensions West Orange, NJ	2/13/18	\$249.00	Local
Wioletta Baluta	Math Teacher	Edison	Conquer Mathematics - NJSLA Statistics & Probability Fairfield, NJ	3/27/18	\$145.00	Local
Jen Battarini	Basic Skills Teacher	Washington	Strategies and Structures for Teaching Reading and Writing Livingston, NJ	3/8/18	\$239.00	Title I Funds
Kailee Beal	Health & Phys Ed Teacher	WOHS	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$80.00	Local
Katie Beegle	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Ratios & Proportional Reasoning Fairfield, NJ	1/30/18	\$145.00	Local
Katie Beegle	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	2/28/18	\$145.00	Local
Darlene Berg	Math Supervisor, K-5	Administration Building	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	

Danielle Bridge	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: The Number System and Statistics and Probability Pompton Plains, NJ	1/30/18, 3/29/18	\$290.00	Local
Shena Brown	School Nurse	St. Cloud	The Role of the School Climate Team New Brunswick, NJ	2/1/18	\$0	
Shena Brown	School Nurse	St. Cloud	CPR Basic Life Support Class West Orange, NJ	3/9/18	\$75.00	Local
Roger Bryson	Music Teacher	Roosevelt	New Jersey Educators Association (NJMEA) February Convention East Brunswick, NJ	2/22/18 - 2/24/18	\$100.00 \$125.00	Local Teacher pays
Cheryl Butler	Director of Guidance	WOHS	Student Records and Public Records Monroe, NJ	2/8/18	\$101.72	Local
Jessica Byrne	Math Teacher	Edison	Conquer Mathematics - NJSLS Statistics & Probability Fairfield, NJ	3/27/18	\$145.00	Local
Also Casale	Guidance Counselor	WOHS	2018 Guidance Counselor Brunch West Long Branch, NJ	2/9/18	\$0	
Jennifer Cataldo	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	3/1/18	\$145.00	Local
Kim Cerutti	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Ratios & Proportional Reasoning Fairfield, NJ	1/30/18	\$145.00	Local
Kim Cerutti	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	2/28/18	\$145.00	Local
Camilia Cielo	Special Education Teacher	WOHS	Do-It-Yourself Literacy: Teaching Tools for Differentiation, Rigor, and Independence. New Brunswick, NJ	2/13/18	\$150.00	Local
Kelly Clancy	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Michele Clark	Basic Skills Teacher	Gregory	Strategies and Structures for Teaching Reading, Grades K-8	3/13/18	\$195.00	Title IIA Funds

			New Providence, NJ			
Francesco Composto	Orchestra Teacher	Redwood	New Jersey Educators Association (NJMEA) February Convention East Brunswick, NJ	2/22/18 - 2/24/18	\$100.00 \$70.00	Local Teacher pays
Jessica Corino	Math Teacher	Edison	Conquer Mathematics - NJSLS Statistics & Probability Fairfield, NJ	3/27/18	\$145.00	Local
Jillian Costantino	Basic Skills Teacher	Washington	Strategies and Structures for Teaching Reading and Writing Livingston, NJ	3/8/18	\$239.00	Title I Funds
Jodi Costanza	Science Teacher	WOHS	Constructing Explanations and Arguments for Natural Phenomena Branchburg, NJ	1/31/18	\$0	
Franco Cozzolino	Health and Phys Ed Teacher	Redwood	Innovative, New Activities for Strengthening your Physical Education Program West Orange, NJ	1/23/18	\$239.00	Local
Franco Cozzolino	Health and Phys Ed Teacher	Redwood	NJASPERD Annual Convention Long Branch, NJ	2/26/18, 2/27/18	\$120.00	Local
Diana DaCosta	Technology Integration Specialist	Administration Building	Tomorrow's Classroom Today Lawrenceville, NJ	5/18/18, 5/19/18	\$194.10	Local
Lisa Dally	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	3/1/18	\$145.00	Local
Kristen Dellaventura	Health & Phys Ed Teacher	Liberty	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$103.48	Local
Mallory Demarco	Special Education (Self contained)	WOHS	Mindful Educator Essentials Online Mindfulschools.org	2/15/18 - 3/28/18	\$550.00	Local
Vincent DeJesus	Science Teacher	Liberty	NJASC Advisors Conference Ewing, NJ	3/12/18	\$30.00	Local
Eveny de Mendez	Assistant Superintendent	Administration Building	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	
Olivia DelSpina	Guidance Counselor	WOHS	NJIT School Counselor Appreciation Day Workshop	3/9/18	\$0	

			Newark NJ			
Cathy DeITufo	Basic Skills Teacher	Washington	Strategies and Structures for Teaching Reading and Writing Livingston, NJ	3/8/18	\$239.00	Title I Funds
Denise DeMartinis	ELA Supervisor K-5	Administration Building	Kate Roberts: Do-It-Yourself Literacy: Teaching Tools for Differentiation, Rigo, and Independence New Brunswick, NJ	2/13/18	\$150.00	Local
Michael Denburg	Math Teacher / Chaperone	WOHS	Performance at Walt Disney World Orlando, FL	2/14/18 - 2/19/18	\$1,060.00	Local
Sebastian DePinto	Health & Phys Ed Teacher	Kelly	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$103.10	Local
Sean Devore	Social Studies Teacher	WOHS	The Fundamentals of Genocide Morristown, NJ	4/30/18	\$0	
Erika DeVos	Math Teacher	Edison	Connected Mathematics Project 3 Year 1 Fairfield, NJ	12/6/17, 1/3/18, 2/1/18, 3/2/18	\$580.00	Title IIA Funds**
Stephanie Diegmann	District Test Coordinator	Administration Building	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	
Stephanie Diegmann	District Test Coordinator	Administration Building	2018 Mandatory PARCC District Test Coordinator Training Whippany, NJ	2/28/18	\$0	
Erin DiFrancisco	Math Teacher	Mt. Pleasant	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Megan Domenick	Math Teacher	Edison	Statistics and Probability for Special Ed Teachers Fairfield, NJ	3/2/18*	\$145.00	Local
Nicole Eoon	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	3/1/18	\$145.00	Local
Laura Farrington	Math Teacher	Hazel	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of	2/7/18	\$145.00 \$8.25	Title IIA Funds Local

			Math Pompton Plains, NJ			
Diana Ferrera	ELA Teacher	Mt. Pleasant	Tomorrow's Classroom Today Lawrenceville, NJ	5/19/18	\$69.99	Local
Nancy Feldman	School Nurse	Kelly	Pediatric Disaster Response & Emergency Preparedness Freehold, NJ	1/30/18, 1/31/18	\$0	
Christina Ferinde	Math Teacher	Edison	Statistics and Probability for Special Ed Teachers Fairfield, NJ	3/2/18*	\$145.00	Local
Madelin Fernandez-Perez	Guidance Counselor	WOHS	NJIT School Counselor Appreciation Day Workshop Newark NJ	3/9/18	\$0	
Suzanne Forgione	Basic Skills Teacher	Washington	Strategies and Structures for Teaching Reading and Writing Livingston, NJ	3/8/18	\$239.00	Title I Funds
Jenny Garcia-Rezik	Math Teacher	St. Cloud	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Rebecca Giacopelli	Gifted & Talented Teacher	Administration Building	Tomorrow's Classroom Today Lawrenceville, NJ	5/18/18, 5/19/18	\$194.10	Local
Allison Gibbons	Music Teacher	Gregory	NJMEA February Music In-Service Conference East Brunswick, NJ	2/22/18 - 2/24/18	\$100.00 \$89.22	Local Teacher pays
Mary Jean Goskowski	Math Teacher	Washington	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Terry Granato	NCLB / Title I Program Director	Administration Building	MUJC Grant Committee Meeting New Providence, NJ	1/24/18	\$0	
Terry Granato	NCLB / Title I Program Director	Administration Building	Strategies & Structures for Teaching Reading, Grades K-8	3/13/18	\$195.00	Title I Funds
Bridget Haine	Health & Phys Ed Teacher	Roosevelt	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$101.93	Local

Lori Howe	Art Teacher	St. Cloud	West Orange Elementary Art Exhibition Set up and Take down At the West Orange Public Library West Orange, NJ	3/9/18 3/29/18	\$0	
Kimberly Jackson	Math Teacher	Edison	Statistics and Probability for Special Ed Teachers Fairfield, NJ	3/2/18*	\$145.00	Local
Sheyla Jannah	Math Teacher	Edison	Conquer Mathematics - NJSLS Statistics & Probability Fairfield, NJ	3/27/18	\$145.00	Local
Meredith Johnson	BCBA	Administration Building	MUJC Behaviorist Subcommittee Meeting New Providence, NJ	2/5/18	\$0	
Paul Kirsch	Health & Phys Ed Teacher	Washington	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$80.87	Local
Sue Ann Kolkka	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: Breaking down the standards for Ratios & Proportions and Geometry Pompton Plains, NJ	1/30/18, 2/28/18	\$290.00	Local
Gregory Korab	Network Manager	Administration Building	Firepower200 - Securing Networks with Cisco Firepower Threat Defense (Virtual Classroom) West Orange, NJ	1/29/18	\$4,000	Local
Caitlin Lange	Art Teacher	Washington	West Orange Elementary Art Exhibition Set Up at the West Orange Public Library West Orange, NJ	3/9/18	\$0	
Sonia Lauren	Science Teacher	WOHS	Constructing Explanations and Arguments for Natural Phenomena Branchburg, NJ	1/31/18	\$125.00	Local
Michael Lawrence	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: The Number System and Statistics and Probability Pompton Plains, NJ	1/30/18, 3/29/18	\$290.00	Local
JoAnn Mace	Basic Skills Teacher	Gregory	Strategies and Structures for Teaching Reading, Grades K-8 New Providence, NJ	3/13/18	\$195.00	Title IIA Funds
Meaghan Madaus	Math Teacher	Redwood	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local

Eric Mains	Math Teacher	Edison	Conquer Mathematics - NJSLS Statistics & Probability Fairfield, NJ	3/27/18	\$145.00	Local
Gregory Marchesi	Health & Phys Ed Teacher	St. Cloud	NJASPERD Annual Convention Long Branch, NJ	2/27/18	\$70.00	Local
Jennifer Marchesi	Math Teacher	St. Cloud	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Stacy Marcus	Math Teacher (Special Education)	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	3/1/18	\$145.00	Local
Maria Martino	ELA / Social Studies Teacher	Redwood	Tomorrow's Classroom Today Lawrenceville, NJ	5/18/18,	\$101.55	Local
Melissa Martino	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: The Number System and Statistics and Probability Pompton Plains, NJ	3/29/18	\$145.00	Local
Stacy Mazzola	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: Breaking down the standards for Ratios & Proportions and Geometry Pompton Plains, NJ	1/30/18, 2/28/18	\$290.00	Local
Nicole McArdle	ELA / Social Studies Teacher	Washington	Tomorrow's Classroom Today Lawrenceville, NJ	5/18/18, 5/19/18	\$194.10	Local
Elena McFarland	Director of Transportation	Transportation Building	50th Annual NJ Pupil Transportation Conference & Equipment Show Atlantic City, NJ	3/22/18 - 3/23/18	\$720.70	Local

John McLaughlin	Chorus Teacher	Roosevelt	NJMEA February Music In-Service Conference East Brunswick, NJ	2/22/18 - 2/24/18	\$100.00 \$70.00	Local Teacher pays
Guerlyne Millington	Guidance Counselor	WOHS	A Conversation on Access, Affordability & the Coalition Platform Piscataway, NJ	1/24/18	\$0	
Guerlyne Millington	Guidance Counselor	WOHS	NJIT School Counselor Appreciation Day Workshop Newark NJ	3/9/18	\$0	
Jacqueline Mital	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18	\$145.00 \$8.25	Title IIA Funds Local
Alba Oakley	Basic Skills Teacher	Washington	Strategies and Structures for Teaching Reading and Writing Livingston, NJ	3/8/18	\$239.00	Title I Funds
Justine O'Grady	Math Teacher	Hazel	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Stephen Olshalsky	Social Studies Supervisor	WOHS	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	
Sharon Ortiz	Family & Consumer Sciences Teacher	WOHS	2018 Pride Expo Set Up at the Livingston Mall Livingston, NJ	2/22/18	\$0	
Gina Paradiso	English Teacher (Special Education)	WOHS	Do-It-Yourself Literacy: Teaching Tools for Differentiation, Rigor, and Independence. New Brunswick, NJ	2/13/18	\$150.00	Local

Shrina Patel	Math Teacher	Liberty	Conquer Mathematics - NJSLS Year One: The Number System and Statistics and Probability Pompton Plains, NJ	1/30/18, 3/29/18	\$290.00	Local
Nicole Payne	Music Teacher	Gregory	New Jersey Educators Association (NJMEA) February Convention East Brunswick, NJ	2/22/18, 2/23/18	\$100.00 \$79.67	Local Teacher pays
Lauren Peacock	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	3/1/18	\$145.00	Local
Carlos Perez	Spanish Teacher	WOHS	Strengthen World Language Instruction by Making Best Use of Free Google Tools, Apps, and Extensions (Grades 6-12) West Orange, NJ	2/13/18	\$249.00	Local
Dwight Pfennig	Interim Director of Personnel	Administration Building	Sexual Harassment in the Workplace: What You Need to Know Tinton Falls, NJ	2/28/18	\$134.14	Local
Diane Phelan	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Patricia Quinn	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Lisa Rodino	Math Teacher	Gregory	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local

Thany Salazar	Spanish Teacher	Liberty	Strengthen World Language Instruction by making best use of Google Tools, Apps and extensions West Orange, NJ	2/13/18	\$249.00	Local
Nicola Salese	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Laura Santimauro	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Ratios & Proportional Reasoning Fairfield, NJ	1/30/18	\$145.00	Local
Laura Santimauro	Math Teacher	Roosevelt	NJ Student Learning Standards Year One: Geometry Fairfield, NJ	2/28/18	\$145.00	Local
Jennifer Sissman	Reading Specialist	Hazel	Strategies and Structures for Teaching Writing K-8 New Providence, NJ	12/19/17	\$195.00 \$17.00	Title IIA Funds** Local**
Catherine Solino	String Teacher	Roosevelt	New Jersey Educators Association (NJMEA) February Convention East Brunswick, NJ	2/22/18, 2/23/18	\$100.00 \$70.00	Local Teacher pays
Stephanie Suriano	Science Supervisor	WOHS	Performance Matters: NJ Assessment Literacy Cohort Jersey City, NJ	2/12/18, 2/13/18	\$0	
Deborah Struble	Math Teacher	Mt. Pleasant	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18	\$145.00 \$8.25	Title IIA Funds Local
Leila Tirado-Smith	School Counselor	Hazel	What Kids Need to Succeed West Orange, NJ	2/7/18	\$150.00	Local
Alison Urban	Math Teacher	Kelly	Conquer Mathematics: Number and Operations Fractions Parts 1 and 2 Fairfield, NJ	12/4/17, 1/17/18	\$290.00	Title IIA Funds**
Marianne VanCauwenberge	Math Teacher	Redwood	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local

			Elementary, Special Education Teachers of Math Pompton Plains, NJ			
Zoe Velez	Spanish Teacher	Liberty	Strengthen World Language Instruction by making best use of Google Tools, Apps and extensions West Orange, NJ	2/13/18	\$249.00	Local
Liz Veneziano	ELA Supervisor 6-12	WOHS	Kate Roberts: Do-It-Yourself Literacy: Teaching Tools for Differentiation, Rigo, and Independence New Brunswick, NJ	2/13/18	\$150.00	Local
Kathleen Waldron	Math Teacher	Kelly	Conquer Mathematics Workshops, NJSLA Number & Operations Fractions Part 2, for Elementary, Special Education Teachers of Math Pompton Plains, NJ	2/7/18*	\$145.00 \$8.25	Title IIA Funds Local
Shaina Weitz	Occupational Therapist	Mt. Pleasant / Redwood	Strengthening Your Special Needs Students' Executive Function Skills West Orange, NJ	2/7/18	\$259.00	Local
Kevin Wilton	Math Teacher	Edison	Variables & Patterns Fairfield, NJ	12/6/17, 1/3/18, 2/1/18	\$435.00	Title IIA Funds**
Susan Zaccaro	Science Teacher	Liberty	NJASC Advisors Conference Ewing, NJ	3/12/18	\$30.00	Local

*Revised date

**Revised funding

Transfers for the month of December 2017 within the 2017-2018 budget in compliance with N.J.A.C. 6A:23-2.11(A)2.

#	From Account	Description	Amount	To Account	Description	Amount
1	11-000-213-320	Purch. Prof. Svc. Eval.	\$2,100	11-000-213-100	Salary-Nurses	\$2,100
2	11-000-216-320	Purch. Prof. Related Svc.	\$3,000	11-000-216-580	Related Svc. Travel	\$2,500
				11-000-216-600	Related Svc. Supplies	\$500
3	11-000-219-390	CST-Prof./Tech. Svc.	\$250	11-000-219-890	CST-Misc. Dues/Fees	\$250
4	11-000-230-339	Purch. Prof. Negotiator	\$14,400	11-000-230-331	Legal Svcs.	\$13,400
				11-000-230-334	Arch./Engineer. Svc.	\$1,000
5	11-000-100-562	Tuition-Oth. LEA Sp. Ed.	\$36,000	11-000-262-441	Rental of Land/Bldg.	\$36,000
6	11-000-263-610	Grounds-Supplies	\$12,000	11-000-263-420	Grounds-Repair/Maint.	\$12,000
7	11-000-270-593	Trans. Misc. Purch. Svc.	\$500	11-000-270-580	Trans. Travel	\$500
8	11-000-291-241	PERS Pension	\$100	11-000-291-210	Group Insurance	\$100
9	11-150-100-101	Salary-Home Instruction	\$40,000	11-150-100-320	Purch. Prof.-Home Instruction	\$40,000
	11-219-100-101	Salary-Home Instruction Sp. Ed.	\$50,000	11-219-100-320	Purch. Prof.-Home Instruction Sp. Ed.	\$50,000
10	11-000-100-566	Tuition-Pvt. Handi. In State	\$38,502	11-110-100-101	Salary-KDG Teachers	\$7,000
				11-201-100-106	Salary-MCI Aides	\$18,000
				11-213-100-101	Salary-Res. Room Teachers	\$10,502
				11-216-100-101	Salary-Preschool Sub. BMELC	\$3,000
11	11-209-100-101	Salary-BD Prog. Teacher	\$10,000	11-204-100-106	Salary-LLD Aides	\$10,000
12	11-402-100-420	Ath.-Clean/Repair/Maint	\$1,000	11-402-100-440	Ath.-Facility Rental	\$1,000
13	12-000-220-730	Media Equip.	\$4,215	12-130-100-730	Equip. MS	\$8,998
	12-140-100-730	Equip. WOHS	\$4,783			

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 General Fund - Fund 10
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/2017

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 ASSETS AND RESOURCES
 =====

--- A S S E T S ---

101	Cash in bank		\$11,404,681.26
116	Capital reserve Account		\$4,211.22
121	Tax levy receivable		\$66,557,722.02
	Accounts receivable:		
141	Intergovernmental - State	\$4,352,446.28	
153,154	Other (net of est uncollectible of \$_____)	\$3,778,494.37	\$8,130,940.65

--- R E S O U R C E S ---

301	Estimated Revenues	143,090,213.00	
302	Less Revenues	(141,485,748.06)	
		\$1,604,464.94	

		\$87,702,020.09	
Total assets and resources		\$87,702,020.09	

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 General Fund - Fund 10
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/2017

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LIABILITIES AND FUND EQUITY

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--- LIABILITIES ---

421	Accounts Payable	\$1,104,950.19
	Other current liabilities	\$268,450.19

TOTAL LIABILITIES

\$1,373,400.38

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FUND BALANCE

--- Appropriated ---

753	Reserve for Encumbrances - Current Year	\$80,175,543.21
754	Reserve for Encumbrance - Prior Year	\$146,504.61
	Reserved fund balance:	
604	Add: Increase in capital reserve	\$10.00
		\$10.00
760	Reserved Fund Balance	\$4,208.79
601	Appropriations	144,493,809.57
602	Less : Expenditures	\$60,596,089.57
603	Encumbrances	\$80,322,047.82 (140,918,137.39)
		\$3,575,672.18

Total Appropriated

\$83,901,938.79

--- Unappropriated ---

770	Unreserved Fund Balance -	\$3,376,380.92
303	Budgeted Fund Balance	(\$949,700.00)

TOTAL FUND BALANCE

\$86,328,619.71

TOTAL LIABILITIES AND FUND EQUITY

\$87,702,020.09

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West Orange Board of Education
 General Fund - Fund 10
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/2017

RECAPITULATION OF FUND BALANCE:	Budgeted	Actual	Variance
Appropriations	144,493,809.57	140,918,137.39	\$3,575,672.18
Revenues	(143,090,213.00)	(141,485,748.06)	(\$1,604,464.94)
	<u>\$1,403,596.57</u>	<u>(\$567,610.67)</u>	<u>\$1,971,207.24</u>
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$10.00		
Change in Tuition Reserve accounts:			
Subtotal Reserve Adjustments	<u>\$10.00</u>	<u>\$10.00</u>	
Less: Adjust for prior year encumb.	(\$453,906.57)	(\$453,906.57)	
Budgeted Fund Balance	<u>\$949,700.00</u>	<u>(\$1,021,507.24)</u>	<u>\$1,971,207.24</u>
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	\$949,700.00	(\$1,021,507.24)	\$1,971,207.24
Fund 18 (Restricted ED JOBS)	\$0.00	\$0.00	\$0.00
Fund 19 (Restricted FEMA Block Grants)	\$0.00	\$0.00	\$0.00
TOTAL Budgeted Fund Balance	<u>\$949,700.00</u>	<u>(\$1,021,507.24)</u>	<u>\$1,971,207.24</u>

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
INTERIM STATEMENTS COMPARING
BUDGET REVENUE WITH ACTUAL TO DATE AND
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
For 6 Month Period Ending 12/31/2017

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	133,888,454.00	133,874,360.71		\$14,093.29
3XXX	From State Sources	\$9,047,683.00	\$7,566,799.44		\$1,480,883.56
4XXX	From Federal Sources	\$154,076.00	\$44,587.91		\$109,488.09
TOTAL REVENUE/SOURCES OF FUNDS		143,090,213.00	141,485,748.06		\$1,604,464.94
*** EXPENDITURES ***					
		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$47,298,482.22	\$20,259,779.31	\$26,552,256.22	\$486,446.69
11-2XX-100-XXX	Special Education - Instruction	\$13,261,668.00	\$5,463,477.82	\$7,705,173.53	\$93,016.65
11-230-100-XXX	Basic Skills - Remedial Instruction	\$2,176,405.00	\$889,645.61	\$1,277,679.43	\$9,079.96
11-240-100-XXX	Bilingual Education - Instruction	\$1,167,563.00	\$465,988.09	\$695,407.80	\$6,167.11
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$515,492.00	\$128,012.09	\$361,424.97	\$26,054.94
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,592,634.00	\$732,962.33	\$747,379.10	\$112,292.57
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$8,956,024.00	\$3,898,415.28	\$4,249,602.14	\$808,006.58
11-000-211-XXX	Attendance and Social Work Services	\$153,046.00	\$84,092.61	\$68,688.04	\$265.35
11-000-213-XXX	Health Services	\$1,341,442.00	\$556,004.48	\$771,696.90	\$13,740.62
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$1,807,346.98	\$669,530.02	\$1,110,297.64	\$27,519.32
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$829,791.00	\$309,173.59	\$471,210.86	\$49,406.55
11-000-218-XXX	Guidance	\$3,283,753.00	\$1,482,857.58	\$1,762,460.02	\$38,435.40
11-000-219-XXX	Child Study Teams	\$3,667,463.00	\$1,520,431.33	\$2,092,630.21	\$54,401.46
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$1,851,512.00	\$715,989.53	\$1,134,186.50	\$1,335.97
11-000-222-XXX	Educational Media Serv/School Library	\$1,185,677.03	\$518,435.00	\$650,773.47	\$16,468.56
11-000-223-XXX	Instructional Staff Training Services	\$241,903.00	\$82,852.16	\$11,220.76	\$147,830.08
11-000-230-XXX	Supp. Serv.-General Administration	\$1,826,746.61	\$974,288.99	\$729,633.84	\$122,823.78
11-000-240-XXX	Supp. Serv.-School Administration	\$5,783,662.69	\$2,767,625.08	\$2,886,068.17	\$129,969.44
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,294,610.00	\$1,672,583.58	\$1,515,965.51	\$106,060.91
11-000-261-XXX	Require Maint. for School Facilities	\$1,325,026.82	\$745,925.97	\$247,471.78	\$331,629.07
11-000-262-XXX	Custodial Services	\$7,716,831.97	\$4,064,369.33	\$3,499,666.95	\$152,795.69
11-000-263-XXX	Care and Upkeep of Grounds	\$801,703.62	\$436,589.49	\$344,895.22	\$20,218.91
11-000-266-XXX	Security	\$992,367.02	\$506,630.70	\$375,063.20	\$110,673.12
11-000-270-XXX	Student Transportation Services	\$9,380,581.70	\$3,514,453.12	\$5,712,409.34	\$153,719.24
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$23,279,941.91	\$7,670,200.50	\$15,160,089.22	\$449,652.19
TOTAL GENERAL CURRENT EXPENSE EXPENDITURES/USES OF FUNDS		143,731,674.57	\$60,130,313.59	\$80,133,350.82	\$3,468,010.16

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 GENERAL FUND - FUND 10
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 6 Month Period Ending 12/31/2017

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	-----	-----	-----	-----
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$295,234.00	\$241,915.58	\$25,440.40	\$27,878.02
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$284,691.00	\$136,334.40	\$118,694.60	\$29,662.00
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 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$579,925.00	 \$378,249.98	 \$144,135.00	 \$57,540.02
	=====	=====	=====	=====
 10-000-100-56X Transfer of Funds to Charter Schools	 \$182,210.00	 \$87,526.00	 \$44,562.00	 \$50,122.00
	-----	-----	-----	-----
 TOTAL GENERAL FUND EXPENDITURES	 144,493,809.57	 \$60,596,089.57	 \$80,322,047.82	 \$3,575,672.18
	=====	=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
SCHEDULE OF REVENUES
ACTUAL COMPARED WITH ESTIMATED
For 6 Month Period Ending 12/31/2017

	ESTIMATED	ACTUAL	UNREALIZED	
	-----	-----	-----	
--- LOCAL SOURCES ---				
1210	Local Tax Levy	133,115,444.00	133,115,444.00	.00
1310	Tuition from Individuals	\$43,566.00	\$18,850.00	\$24,716.00
1320	Tuition from LEAs Within State	\$314,434.00	\$517,957.96	(\$203,523.96)
1340	Tuition from Other Sources		\$12,431.58	(\$12,431.58)
1910	Rents and Royalties	\$175,000.00	\$67,885.00	\$107,115.00
1XXX	Miscellaneous	\$240,010.00	\$141,792.17	\$98,217.83
	TOTAL	133,888,454.00	133,874,360.71	\$14,093.29
		=====	=====	=====
--- STATE SOURCES ---				
3121	Categorical Transportation Aid	\$524,095.00	\$524,095.00	.00
3131	Extraordinary Aid	\$1,400,000.00	.00	\$1,400,000.00
3132	Categorical Special Education Aid	\$4,143,435.00	\$4,143,435.00	.00
3176	Equalization	\$2,231,112.00	\$2,231,112.00	.00
3177	Categorical Security	\$440,321.00	\$440,321.00	.00
3181	PARCC Readiness Aid	\$70,410.00	\$70,410.00	.00
3182	Per Pupil Growth	\$70,410.00	\$70,410.00	.00
3183	Professional Learning Community Aid	\$67,900.00	\$67,900.00	.00
3190	Other Unrestricted State Aid	\$100,000.00	.00	\$100,000.00
3XXX	Other State Aids	\$0.00	\$19,116.44	(\$19,116.44)
	TOTAL	\$9,047,683.00	\$7,566,799.44	\$1,480,883.56
		=====	=====	=====
--- FEDERAL SOURCES ---				
4200	Medicaid Reimbursement	\$154,076.00	\$44,587.91	\$109,488.09
	TOTAL	\$154,076.00	\$44,587.91	\$109,488.09
		=====	=====	=====
--- OTHER FINANCING SOURCES ---				
	TOTAL REVENUES/SOURCES OF FUNDS	143,090,213.00	141,485,748.06	\$1,604,464.94
		=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,218,325.00	\$889,299.13	\$1,324,790.87	\$4,235.00
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$15,940,690.00	\$6,335,332.00	\$9,600,572.91	\$4,785.09
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$10,637,539.00	\$4,232,117.02	\$6,405,269.45	\$152.53
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$14,044,673.00	\$5,623,678.92	\$8,417,172.28	\$3,821.80
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$103,100.00	\$16,078.25	\$87,021.75	\$0.00
11-150-100-320 Purchased Prof.-Ed. Services	\$65,600.00	\$8,894.65	\$23,710.35	\$32,995.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$757,899.00	\$312,418.03	\$445,087.72	\$393.25
11-190-100-320 Purchased Prof.-Ed. Services	\$65,915.00	\$8,590.00	\$800.00	\$56,525.00
11-190-100-340 Purchased Technical Services	\$3,925.00	\$300.00	\$2,925.00	\$700.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$1,048,923.00	\$893,884.07	\$127,246.86	\$27,792.07
11-190-100-610 General Supplies	\$2,205,301.22	\$1,834,708.30	\$106,930.36	\$263,662.56
11-190-100-640 Textbooks	\$196,110.00	\$102,979.94	\$10,224.68	\$82,905.38
11-190-100-800 Other Objects	\$10,482.00	\$1,499.00	\$503.99	\$8,479.01
TOTAL	\$47,298,482.22	\$20,259,779.31	\$26,552,256.22	\$486,446.69
--- SPECIAL EDUCATION - INSTRUCTION ---				
Cognitive - Mild:				
11-201-100-101 Salaries of Teachers	\$669,318.00	\$287,027.20	\$382,290.80	\$0.00
11-201-100-106 Other Salaries for Instruction	\$517,804.00	\$219,635.40	\$298,130.85	\$37.75
11-201-100-610 General Supplies	\$5,197.00	\$5,027.14	\$152.53	\$17.33
TOTAL	\$1,192,319.00	\$511,689.74	\$680,574.18	\$55.08
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$1,780,104.00	\$760,194.73	\$1,019,659.27	\$250.00
11-204-100-106 Other Salaries for Instruction	\$818,140.00	\$369,582.46	\$448,207.00	\$350.54
11-204-100-610 General Supplies	\$7,714.00	\$4,701.29	\$23.80	\$2,988.91
TOTAL	\$2,605,958.00	\$1,134,478.48	\$1,467,890.07	\$3,589.45
Behavioral Disabilities:				
11-209-100-101 Salaries of Teachers	\$43,900.00	\$0.00	\$0.00	\$43,900.00
TOTAL	\$43,900.00	\$0.00	\$0.00	\$43,900.00
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$106,903.00	\$43,443.20	\$63,459.80	\$0.00
11-212-100-106 Other Salaries for Instruction	\$305,162.00	\$125,786.80	\$179,375.20	.00
11-212-100-610 General supplies	\$1,100.00	\$520.50	.00	\$579.50
TOTAL	\$413,165.00	\$169,750.50	\$242,835.00	\$579.50
Resource Room/Resource Center:				
11-213-100-101 Salaries of Teachers	\$4,752,843.00	\$1,918,237.77	\$2,828,571.87	\$6,033.36
11-213-100-106 Other Salaries for Instruction	\$1,040,000.00	\$412,794.35	\$624,366.65	\$2,839.00
11-213-100-610 General supplies	\$12,432.00	\$11,138.71	\$170.48	\$1,122.81

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$5,805,275.00	\$2,342,170.83	\$3,453,109.00	\$9,995.17
Autisim:				
11-214-100-101 Salaries of Teachers	\$570,524.00	\$242,302.00	\$328,222.00	\$0.00
11-214-100-106 Other Salaries for Instruction	\$951,823.00	\$407,431.24	\$541,820.93	\$2,570.83
11-214-100-610 General Supplies	\$7,374.00	\$6,266.81	\$334.07	\$773.12
11-214-100-800 Other Objects	\$110.00	\$110.00	.00	.00
TOTAL	\$1,529,831.00	\$656,110.05	\$870,377.00	\$3,343.95
Preschool Disabilities - Part-Time:				
11-215-100-101 Salaries of Teachers	\$243,107.00	\$103,036.67	\$140,021.33	\$49.00
11-215-100-106 Other Salaries for Instruction	\$202,900.00	\$79,879.06	\$123,020.16	\$0.78
TOTAL	\$446,007.00	\$182,915.73	\$263,041.49	\$49.78
Preschool Disabilities - Full-Time:				
11-216-100-101 Salaries of Teachers	\$306,575.00	\$127,659.96	\$176,230.04	\$2,685.00
11-216-100-106 Other Salaries for Instruction	\$479,716.00	\$210,816.59	\$268,897.80	\$1.61
11-216-100-600 General Supplies	\$24,022.00	\$21,482.74	\$722.40	\$1,816.86
TOTAL	\$810,313.00	\$359,959.29	\$445,850.24	\$4,503.47
Home Instruction:				
11-219-100-101 Salaries of Teachers	\$283,900.00	\$83,455.75	\$200,444.00	\$0.25
11-219-100-320 Purchased Prof.-Ed. Services	\$131,000.00	\$22,947.45	\$81,052.55	\$27,000.00
TOTAL	\$414,900.00	\$106,403.20	\$281,496.55	\$27,000.25
TOTAL SPECIAL ED - INSTRUCTION	\$13,261,668.00	\$5,463,477.82	\$7,705,173.53	\$93,016.65
--- Basic Skills/Remedial-Instruction ---				
11-230-100-101 Salaries of Teachers	\$2,145,000.00	\$867,862.98	\$1,275,912.75	\$1,224.27
11-230-100-610 General Supplies	\$31,405.00	\$21,782.63	\$1,766.68	\$7,855.69
TOTAL	\$2,176,405.00	\$889,645.61	\$1,277,679.43	\$9,079.96
--- Bilingual Education-Instruction ---				
11-240-100-101 Salaries of Teachers	\$1,158,755.00	\$463,346.10	\$695,407.80	\$1.10
11-240-100-610 General Supplies	\$8,808.00	\$2,641.99	.00	\$6,166.01
TOTAL	\$1,167,563.00	\$465,988.09	\$695,407.80	\$6,167.11
--- School spons.cocurricular activities-Instruction ---				
11-401-100-100 Salaries	\$429,329.00	\$78,565.80	\$349,528.20	\$1,235.00
11-401-100-500 Purchased Services (300-500 series)	\$21,550.00	\$15,484.56	\$4,182.01	\$1,883.43
11-401-100-600 Supplies and Materials	\$36,963.00	\$19,146.09	\$5,968.76	\$11,848.15
11-401-100-800 Other Objects	\$27,650.00	\$14,815.64	\$1,746.00	\$11,088.36
TOTAL	\$515,492.00	\$128,012.09	\$361,424.97	\$26,054.94
--- School sponsored athletics-Instruct. ---				
11-402-100-100 Salaries	\$1,095,062.00	\$425,872.56	\$669,188.94	\$0.50
11-402-100-500 Purchased Services (300-500 series)	\$290,498.00	\$193,002.90	\$46,740.31	\$50,754.79
11-402-100-600 Supplies and Materials	\$160,222.00	\$104,335.42	\$28,360.75	\$27,525.83
11-402-100-800 Other Objects	\$46,852.00	\$9,751.45	\$3,089.10	\$34,011.45

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
TOTAL	\$1,592,634.00	\$732,962.33	\$747,379.10	\$112,292.57
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$102,462.00	\$1,914.40	\$67,628.60	\$32,919.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,061,285.00	\$311,043.08	\$591,623.32	\$158,618.60
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$78,221.00	\$18,559.80	\$54,439.20	\$5,222.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$98,463.00	\$11,835.20	\$47,340.80	\$39,287.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$211,720.00	\$60,156.00	\$92,907.00	\$58,657.00
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$7,138,983.00	\$3,350,662.76	\$3,275,032.26	\$513,287.98
11-000-100-567 Tuition Priv Sch Disbl & Otr LEA o/s State	\$264,890.00	\$144,244.04	\$120,630.96	\$15.00
TOTAL	\$8,956,024.00	\$3,898,415.28	\$4,249,602.14	\$808,006.58
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$151,846.00	\$83,420.76	\$68,425.24	.00
11-000-211-300 Purchased Prof. & Tech. Svc.	\$500.00	\$237.20	\$262.80	.00
11-000-211-500 Other Purchd. Serv.(400-500 series)	\$200.00	.00	.00	\$200.00
11-000-211-600 Supplies and Materials	\$500.00	\$434.65	.00	\$65.35
TOTAL	\$153,046.00	\$84,092.61	\$68,688.04	\$265.35
--- Health services ---				
11-000-213-100 Salaries	\$1,214,673.00	\$494,410.02	\$720,262.98	.00
11-000-213-300 Purchased Prof. & Tech. Svc.	\$76,792.00	\$30,514.50	\$43,663.50	\$2,614.00
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$3,400.00	\$165.00	\$590.00	\$2,645.00
11-000-213-600 Supplies and Materials	\$45,642.00	\$29,979.96	\$7,180.42	\$8,481.62
11-000-213-800 Other Objects	\$935.00	\$935.00	.00	.00
TOTAL	\$1,341,442.00	\$556,004.48	\$771,696.90	\$13,740.62
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$1,507,569.00	\$605,674.42	\$901,311.08	\$583.50
11-000-216-320 Purchased Prof. Ed. Services	\$283,000.00	\$53,687.66	\$204,140.00	\$25,172.34
11-000-216-580 Travel	\$2,500.00	.00	\$1,036.03	\$1,463.97
11-000-216-600 Supplies and Materials	\$14,277.98	\$10,167.94	\$3,810.53	\$299.51
TOTAL	\$1,807,346.98	\$669,530.02	\$1,110,297.64	\$27,519.32
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$495,791.00	\$206,364.09	\$289,425.36	\$1.55
11-000-217-320 Purchased Prof. Ed. Services	\$334,000.00	\$102,809.50	\$181,785.50	\$49,405.00
TOTAL	\$829,791.00	\$309,173.59	\$471,210.86	\$49,406.55
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,670,221.00	\$1,130,576.25	\$1,538,442.95	\$1,201.80
11-000-218-105 Sal Sec. & Clerical Asst.	\$406,056.00	\$189,021.13	\$217,034.87	.00
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$176,277.00	\$153,124.00	\$4,892.20	\$18,260.80
11-000-218-500 Other Purchased Services (400-500 series)	\$1,277.00	\$638.50	.00	\$638.50
11-000-218-600 Supplies and Materials	\$29,452.00	\$9,097.70	\$2,090.00	\$18,264.30
11-000-218-800 Other Objects	\$470.00	\$400.00	.00	\$70.00
TOTAL	\$3,283,753.00	\$1,482,857.58	\$1,762,460.02	\$38,435.40

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$3,145,365.00	\$1,274,082.65	\$1,855,374.85	\$15,907.50
11-000-219-105 Sal Secr. & Clerical Asst.	\$409,457.00	\$214,837.38	\$194,619.24	\$0.38
11-000-219-199 Unused Vac Payment to Term/Ret Staff	\$7,717.00	.00	\$7,717.00	.00
11-000-219-320 Purchased Prof. - Ed. Services	\$47,290.00	\$9,800.00	\$23,625.00	\$13,865.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$7,290.00	.00	.00	\$7,290.00
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$17,100.00	\$43.74	\$2,331.18	\$14,725.08
11-000-219-600 Supplies and Materials	\$32,994.00	\$21,667.56	\$8,812.94	\$2,513.50
11-000-219-800 Other Objects	\$250.00	.00	\$150.00	\$100.00
TOTAL	\$3,667,463.00	\$1,520,431.33	\$2,092,630.21	\$54,401.46
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,673,789.00	\$611,643.64	\$1,062,141.36	\$4.00
11-000-221-104 Salaries Other Prof. Staff	\$93,874.00	\$62,483.25	\$31,390.05	\$0.70
11-000-221-105 Sal Secr. & Clerical Asst.	\$80,906.00	\$40,452.96	\$40,453.04	.00
11-000-221-500 Other Purchased Services (400-500 series)	\$786.00	.00	\$30.00	\$756.00
11-000-221-600 Supplies and Materials	\$1,000.00	\$608.68	\$172.05	\$219.27
11-000-221-800 Other Objects	\$1,157.00	\$801.00	.00	\$356.00
TOTAL	\$1,851,512.00	\$715,989.53	\$1,134,186.50	\$1,335.97
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,054,246.00	\$421,619.60	\$632,626.40	.00
11-000-222-300 Purchased Prof. & Tech Svc.	\$11,500.00	\$11,467.50	.00	\$32.50
11-000-222-600 Supplies and Materials	\$119,931.03	\$85,347.90	\$18,147.07	\$16,436.06
TOTAL	\$1,185,677.03	\$518,435.00	\$650,773.47	\$16,468.56
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$12,000.00	\$11,807.65	.00	\$192.35
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$106,854.00	\$24,015.00	\$5,615.00	\$77,224.00
11-000-223-500 Other Purchased Services (400-500 series)	\$43,337.00	\$6,864.95	\$5,015.60	\$31,456.45
11-000-223-600 Supplies and Materials	\$42,712.00	\$4,167.30	\$590.16	\$37,954.54
11-000-223-800 Other Objects	\$37,000.00	\$35,997.26	.00	\$1,002.74
TOTAL	\$241,903.00	\$82,852.16	\$11,220.76	\$147,830.08
--- Support services-general administration ---				
11-000-230-100 Salaries	\$629,620.00	\$288,965.36	\$340,573.04	\$81.60
11-000-230-331 Legal Services	\$193,400.00	\$94,345.39	\$88,490.07	\$10,564.54
11-000-230-332 Audit Fees	\$75,150.00	\$60,000.00	\$12,000.00	\$3,150.00
11-000-230-334 Architectural/Engineering Services	\$85,700.00	\$46,217.94	\$39,037.06	\$445.00
11-000-230-339 Other Purchased Prof. Svc.	\$136,540.00	\$76,886.69	\$29,828.31	\$29,825.00
11-000-230-340 Purchased Tech. Services	\$74,683.00	\$45,613.40	\$18,988.75	\$10,080.85
11-000-230-530 Communications/Telephone	\$294,138.61	\$64,321.44	\$189,919.88	\$39,897.29
11-000-230-585 BOE Other Purchased Prof. Svc.	\$4,000.00	\$2,258.78	\$1,500.00	\$241.22
11-000-230-590 Other Purchased Services	\$268,065.00	\$242,570.79	\$3,180.30	\$22,313.91
11-000-230-610 General Supplies	\$5,900.00	\$4,672.62	\$753.43	\$473.95
11-000-230-630 BOE In-House Training/Meeting Supplies	\$15,550.00	\$6,164.45	\$5,200.00	\$4,185.55
11-000-230-820 Judgments Against. School District.	\$8,136.00	\$8,135.74	.00	\$0.26
11-000-230-890 Misc. Expenditures	\$7,664.00	\$7,374.00	.00	\$290.00

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-895 BOE Membership Dues and Fees	\$28,200.00	\$26,762.39	\$163.00	\$1,274.61
TOTAL	\$1,826,746.61	\$974,288.99	\$729,633.84	\$122,823.78
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$3,879,850.00	\$1,911,708.64	\$1,939,417.66	\$28,723.70
11-000-240-105 Sal Secr. & Clerical Asst.	\$1,770,901.00	\$783,683.36	\$919,815.64	\$67,402.00
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$15,525.00	\$15,523.81	.00	\$1.19
11-000-240-300 Purchased Prof. & Tech. Svc.	\$5,500.00	\$750.00	\$4,500.00	\$250.00
11-000-240-500 Other Purchased Services	\$24,525.00	\$1,215.00	\$13,530.68	\$9,779.32
11-000-240-600 Supplies and Materials	\$85,446.69	\$53,193.27	\$8,804.19	\$23,449.23
11-000-240-800 Other Objects	\$1,915.00	\$1,551.00	.00	\$364.00
TOTAL	\$5,783,662.69	\$2,767,625.08	\$2,886,068.17	\$129,969.44
--- Central Services ---				
11-000-251-100 Salaries	\$1,481,521.00	\$726,732.53	\$738,471.17	\$16,317.30
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$18,200.00	.00	\$18,200.00	.00
11-000-251-330 Purchased Prof. Services	\$44,273.00	\$40,958.64	\$2,204.32	\$1,110.04
11-000-251-340 Purchased Technical Services	\$69,190.00	\$63,191.42	\$4,725.00	\$1,273.58
11-000-251-592 Misc Pur Serv (400-500 series)	\$86,550.00	\$47,632.48	\$13,210.53	\$25,706.99
11-000-251-600 Supplies and Materials	\$30,905.00	\$22,988.90	\$2,877.22	\$5,038.88
11-000-251-89X Other Objects	\$13,614.00	\$11,012.36	.00	\$2,601.64
TOTAL	\$1,744,253.00	\$912,516.33	\$779,688.24	\$52,048.43
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,450,510.00	\$734,171.40	\$715,789.22	\$549.38
11-000-252-340 Purchased Technical Services	\$20,038.00	.00	.00	\$20,038.00
11-000-252-500 Other Pur Serv. (400-500 series)	\$18,100.00	.00	\$3,806.05	\$14,293.95
11-000-252-600 Supplies and Materials	\$60,670.00	\$25,806.85	\$16,682.00	\$18,181.15
11-000-252-800 Other Objects	\$1,039.00	\$89.00	.00	\$950.00
TOTAL	\$1,550,357.00	\$760,067.25	\$736,277.27	\$54,012.48
TOTAL Cent. Svcs. & Admin IT	\$3,294,610.00	\$1,672,583.58	\$1,515,965.51	\$106,060.91
--- Required Maint.for School Facilities ---				
11-000-261-420				
11-000-261-420 Cleaning, Repair & Maint. Svc.	\$1,002,026.82	\$576,797.68	\$199,665.93	\$225,563.21
11-000-261-421				
11-000-261-421 Lead Testing of Drinking Water	\$2,000.00	\$1,250.00	.00	\$750.00
11-000-261-610 General Supplies	\$314,000.00	\$161,069.29	\$47,805.85	\$105,124.86
11-000-261-800 Other Objects	\$7,000.00	\$6,809.00	.00	\$191.00
TOTAL	\$1,325,026.82	\$745,925.97	\$247,471.78	\$331,629.07
--- Custodial Services ---				
11-000-262-1XX Salaries	\$3,988,573.00	\$2,067,805.57	\$1,920,766.79	\$0.64
11-000-262-107 Salaries of Non-Instructional Aids	\$551,101.00	\$192,853.91	\$358,247.09	.00
11-000-262-300 Purchased Prof. & Tech. Svc.	\$21,600.00	\$16,665.00	.00	\$4,935.00
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$201,490.92	\$72,824.51	\$91,674.13	\$36,992.28
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$349,657.00	\$151,719.76	\$197,517.80	\$419.44
11-000-262-444 Lease Purch Paymts - Energy Saving	\$590,289.00	\$544,136.00	.00	\$46,153.00
11-000-262-490 Other Purchased Property Svc.	\$125,000.00	\$65,767.02	\$59,102.69	\$130.29

West Orange Board of Education
 GENERAL FUND - FUND 10
 STATEMENT OF APPROPRIATIONS
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES
 For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-520 Insurance	\$294,127.00	\$293,442.67	.00	\$684.33
11-000-262-580 Travel	\$3,000.00	\$35.00	\$418.00	\$2,547.00
11-000-262-610 General Supplies	\$332,258.05	\$299,326.91	\$8,664.12	\$24,267.02
11-000-262-621 Energy (Natural Gas)	\$169,000.00	\$4,770.30	\$164,220.02	\$9.68
11-000-262-622 Energy (Electricity)	\$1,034,711.00	\$329,734.07	\$678,123.06	\$26,853.87
11-000-262-626 Energy (Gasoline)	\$35,000.00	\$11,923.61	\$20,443.25	\$2,633.14
11-000-262-8XX Other Objects	\$21,025.00	\$13,365.00	\$490.00	\$7,170.00
TOTAL	\$7,716,831.97	\$4,064,369.33	\$3,499,666.95	\$152,795.69
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$486,656.00	\$255,677.10	\$230,978.90	.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$261,173.02	\$151,135.53	\$109,968.27	\$69.22
11-000-263-610 General Supplies	\$53,874.60	\$29,776.86	\$3,948.05	\$20,149.69
TOTAL	\$801,703.62	\$436,589.49	\$344,895.22	\$20,218.91
--- Security ---				
11-000-266-100 Salaries	\$618,266.00	\$261,676.88	\$354,754.96	\$1,834.16
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$225,620.00	\$183,984.32	\$14,992.29	\$26,643.39
11-000-266-610 General Supplies	\$148,481.02	\$60,969.50	\$5,315.95	\$82,195.57
TOTAL	\$992,367.02	\$506,630.70	\$375,063.20	\$110,673.12
TOTAL Oper & Maint of Plant Services	\$10,835,929.43	\$5,753,515.49	\$4,467,097.15	\$615,316.79
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$398,519.00	\$154,789.61	\$243,729.08	\$0.31
11-000-270-160 Sal Pupil Trans(Bet Home & Sch)-reg	\$434,265.00	\$213,348.18	\$219,196.44	\$1,720.38
11-000-270-161 Sal Pupil Trans(Bet Home & Sch)-Sp Ed	\$740,104.00	\$296,313.85	\$443,788.01	\$2.14
11-000-270-162 Sal Pupil Trans.Other than Bet Home & Sch	\$150,000.00	\$18,414.00	\$131,125.00	\$461.00
11-000-270-350 Management Fee - ESC Transp. Prog.	\$53,200.00	\$11,679.15	\$38,747.44	\$2,773.41
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$20,000.00	\$9,045.59	\$1,275.00	\$9,679.41
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$179,754.70	\$67,254.76	\$53,162.12	\$59,337.82
11-000-270-443 Lease Purch Payments - School Buses	\$151,436.00	\$151,435.25	.00	\$0.75
11-000-270-511 Contract Svc (btw Home & Sch.)-vendors	\$3,756,914.00	\$1,525,432.40	\$2,230,790.08	\$691.52
11-000-270-512 Contract Svc (other btw home & sch)-vndrs	\$220,438.00	\$49,379.70	\$171,026.78	\$31.52
11-000-270-514 Contract Svc (Sp Ed.)-vendors	\$28,241.00	\$7,332.50	\$7,332.50	\$13,576.00
11-000-270-515 Contract Svc (Sp Ed.)-joint agreements	\$3,000.00	.00	.00	\$3,000.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$418,000.00	\$125,391.08	\$292,578.33	\$30.59
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$2,314,000.00	\$770,228.18	\$1,542,813.82	\$958.00
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$309,400.00	\$1,247.54	\$297,504.92	\$10,647.54
11-000-270-580 Travel	\$500.00	.00	\$54.23	\$445.77
11-000-270-593 Misc. Purchased Svc.- Transp.	\$84,600.00	\$78,927.85	\$2,000.00	\$3,672.15
11-000-270-610 General Supplies	\$12,210.00	\$4,997.34	\$820.32	\$6,392.34
11-000-270-615 Transportation Supplies	\$100,000.00	\$24,546.14	\$35,615.27	\$39,838.59
11-000-270-800 Misc. Expenditures	\$6,000.00	\$4,690.00	\$850.00	\$460.00
TOTAL	\$9,380,581.70	\$3,514,453.12	\$5,712,409.34	\$153,719.24
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$1,400.00	\$1,383.98	.00	\$16.02

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
11-XXX-XXX-220 Social Security Contributions	\$2,100,000.00	\$851,755.47	\$1,238,109.50	\$10,135.03
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$2,368,403.00	.00	\$2,141,110.93	\$227,292.07
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$75,000.00	.00	\$72,792.00	\$2,208.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$103,000.00	\$28,843.44	\$48,077.42	\$26,079.14
11-XXX-XXX-250 Unemployment Compensation	\$322,967.00	\$220,000.00	\$100,000.00	\$2,967.00
11-XXX-XXX-260 Workman's Compensation	\$334,000.00	\$77,634.00	\$220,775.00	\$35,591.00
11-XXX-XXX-270 Health Benefits	\$17,245,068.00	\$6,287,257.67	\$10,894,417.23	\$63,393.10
11-XXX-XXX-280 Tuition Reimbursement	\$598,504.91	\$148,956.57	\$394,548.34	\$55,000.00
11-XXX-XXX-290 Other Employee Benefits	\$41,900.00	\$15,723.37	\$858.80	\$25,317.83
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$89,699.00	\$38,646.00	\$49,400.00	\$1,653.00
TOTAL	\$23,279,941.91	\$7,670,200.50	\$15,160,089.22	\$449,652.19
Total Undistributed Expenditures	\$77,719,430.35	\$32,190,448.34	\$42,794,029.77	\$2,734,952.24
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	143,731,674.57	\$60,130,313.59	\$80,133,350.82	\$3,468,010.16
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	143,731,674.57	\$60,130,313.59	\$80,133,350.82	\$3,468,010.16

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance	
*** CAPITAL OUTLAY ***					
--- EQUIPMENT ---					
Regular programs-instruction					
12-130-100-730	Grades 6-8	\$8,998.00	.00	\$8,996.40	\$1.60
12-140-100-730	Grades 9-12	\$42,357.00	\$42,355.72	.00	\$1.28
Special education - instruction					
12-216-100-730	Preschool Disabilities - Full Time	\$3,299.00	\$3,299.00	.00	.00
12-4XX-100-730	School-spons. & oth instr prog	\$12,750.00	\$9,615.00	\$0.00	\$3,135.00
12-000-220-730	Support services-instruc. staff	\$36,118.00	.00	\$11,494.00	\$24,624.00
12-000-252-730	Admin. Info. Tech.	\$108,225.00	\$108,174.88	.00	\$50.12
12-000-262-730	Undist. Exp.-Custodial Services	\$3,190.00	\$3,190.00	.00	.00
12-000-263-730	Undist. Exp.-Care and Upkeep of Grnds	\$63,167.00	\$58,150.98	\$4,950.00	\$66.02
12-000-266-730	Undist. Exp.-Security	\$17,130.00	\$17,130.00	.00	.00
Undist. Exp. - Non-instructional Services					
TOTAL		\$295,234.00	\$241,915.58	\$25,440.40	\$27,878.02
--- Facilities acquisition and construction services ---					
12-000-400-450	Construction Services	\$169,700.00	\$90,338.00	\$49,700.00	\$29,662.00
12-000-400-896	Assmt for Debt Service on SDA Funding	\$114,991.00	\$45,996.40	\$68,994.60	.00
Sub Total		\$284,691.00	\$136,334.40	\$118,694.60	\$29,662.00
TOTAL		\$284,691.00	\$136,334.40	\$118,694.60	\$29,662.00
TOTAL CAPITAL OUTLAY EXPENDITURES		\$579,925.00	\$378,249.98	\$144,135.00	\$57,540.02

West Orange Board of Education
GENERAL FUND - FUND 10
STATEMENT OF APPROPRIATIONS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
*** EDUCATION JOBS FUND **				
*** FEMA COMMUNITY DEVELOPMENT BLOCK GRANT ***				
10-000-100-56X Transfer of Funds to Charter Schls.	\$182,210.00	\$87,526.00	\$44,562.00	\$50,122.00
TOTAL GENERAL FUND EXPENDITURES	144,493,809.57	\$60,596,089.57	\$80,322,047.82	\$3,575,672.18



1/17 8:05am

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 Special Revenue Fund - Fund 20
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/2017

=====
 ASSETS AND RESOURCES
 =====

--- A S S E T S ---

101	Cash in bank		(\$307,660.76)
	Accounts receivable:		
141	Intergovernmental - State	\$219,736.17	
		\$219,736.17	\$219,736.17

--- R E S O U R C E S ---

301	Estimated Revenues	\$3,696,038.78	
302	Less Revenues	(\$1,272,073.78)	
		\$2,423,965.00	
	Total assets and resources		\$2,336,040.41

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 Special Revenue Fund - Fund 20
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/2017

=====

LIABILITIES AND FUND EQUITY

=====

--- LIABILITIES ---

412	Intergovernmental accounts payable - Federal	\$5,107.00
421	Accounts Payable	\$88,322.59
TOTAL LIABILITIES		\$93,429.59
		\$93,429.59

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year	\$1,548,620.12
601	Appropriations	\$3,696,038.78
602	Less: Expenditures	\$1,453,427.96
603	Encumbrances	\$1,548,620.12 (\$3,002,048.08)
		\$693,990.70
TOTAL FUND BALANCE		\$2,242,610.82
TOTAL LIABILITIES AND FUND EQUITY		\$2,336,040.41

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 Special Revenue Fund - Fund 20
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 6 Month Period Ending 12/31/2017

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	\$48,166.78	\$48,166.78		.00
3XXX	From State Sources	\$605,521.00	\$605,021.00		\$500.00
4XXX	From Federal Sources	\$3,042,351.00	\$618,886.00		\$2,423,465.00
TOTAL REVENUE/SOURCES OF FUNDS		\$3,696,038.78	\$1,272,073.78		\$2,423,965.00
*** EXPENDITURES ***					
		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LOCAL PROJECTS:		\$48,166.78	\$2,475.02	\$5,938.84	\$39,752.92
STATE PROJECTS:					
	Nonpublic textbooks	\$81,458.00	\$78,212.36	\$95.70	\$3,149.94
	Nonpublic auxiliary services	\$12,902.00	\$1,952.28	\$10,949.72	.00
	Nonpublic handicapped services	\$199,690.00	\$13,840.28	\$185,849.72	.00
	Nonpublic nursing services	\$144,627.00	.00	\$144,627.00	.00
	Nonpublic Technology Aid	\$55,019.00	\$7,072.99	\$44,100.14	\$3,845.87
	Nonpublic School Programs	\$111,825.00	.00	\$40,620.14	\$71,204.86
TOTAL STATE PROJECTS		\$605,521.00	\$101,077.91	\$426,242.42	\$78,200.67
FEDERAL PROJECTS:					
	NCLB Title I - Part A/D	\$1,007,578.00	\$318,411.10	\$417,976.92	\$271,189.98
	I.D.E.A. Part B (Handicapped)	\$1,712,701.00	\$922,259.92	\$632,728.98	\$157,712.10
	NCLB Title II - Part A/D	\$194,472.00	\$41,171.80	\$60,049.20	\$93,251.00
	NCLB Title III - English Language Enhancement	\$58,441.00	\$26,696.88	.00	\$31,744.12
	NCLB Title IV	\$11,440.00	\$196.00	.00	\$11,244.00
	Vocational Education	\$57,719.00	\$41,139.33	\$5,683.76	\$10,895.91
TOTAL FEDERAL PROJECTS		\$3,042,351.00	\$1,349,875.03	\$1,116,438.86	\$576,037.11
*** TOTAL EXPENDITURES ***		\$3,696,038.78	\$1,453,427.96	\$1,548,620.12	\$693,990.70

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 SPECIAL REVENUE - FUND 20
 SCHEDULE OF REVENUES
 ACTUAL COMPARED WITH ESTIMATED
 For 6 Month Period Ending 12/31/2017

		ESTIMATED	ACTUAL	UNREALIZED
		-----	-----	-----
--- LOCAL SOURCES ---				
1XXX	Other Revenue from Local Sources	\$48,166.78	\$48,166.78	\$0.00
	Total Revenues from Local Sources	\$48,166.78	\$48,166.78	\$0.00
		=====	=====	=====
--- STATE SOURCES ---				
32XX	Other Restricted Entitlements	\$605,521.00	\$605,021.00	\$500.00
	Total Revenue from State Sources	\$605,521.00	\$605,021.00	\$500.00
		=====	=====	=====
--- FEDERAL SOURCES ---				
4411-16	Title I	\$1,007,578.00	.00	\$1,007,578.00
4451-55	Title II	\$194,472.00	.00	\$194,472.00
4491-94	Title III	\$58,441.00	.00	\$58,441.00
4471-74	Title IV	\$11,440.00	.00	\$11,440.00
4420-29	I.D.E.A. Part B (Handicapped)	\$1,712,701.00	\$618,886.00	\$1,093,815.00
4430-39	Vocational Education	\$57,719.00	.00	\$57,719.00
	Total Revenues from Federal Sources	\$3,042,351.00	\$618,886.00	\$2,423,465.00
		=====	=====	=====
	TOTAL REVENUES/SOURCES OF FUNDS	\$3,696,038.78	\$1,272,073.78	\$2,423,965.00
		=====	=====	=====

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education
Special Revenue Fund - Fund 20
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS
COMPARED WITH EXPENDITURES AND ENCUMBRANCES
For 6 Month Period Ending 12/31/2017

	Appropriations	Expenditures	Encumbrances	Available Balance
State Projects:				
PRESCHOOL EDUCATION AID				
Other State Projects:				
PRESCHOOL EXPANSION GRANT				
20-XXX-XXX-XXX All Other State/Fed/Loc Projects	\$3,696,038.78	\$1,453,427.96	\$1,548,620.12	\$693,990.70
TOTAL EXPENDITURE	\$3,696,038.78	\$1,453,427.96	\$1,548,620.12	\$693,990.70



1/17 7:52am

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 Capital Projects Fund - Fund 30
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/17

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ASSETS AND RESOURCES

=====

--- A S S E T S ---

105	Cash with fiscal agents	\$13,489.44
-----	-------------------------	-------------

--- R E S O U R C E S ---

301	Estimated Revenues	\$545,531.35	
302	Less Revenues	(\$547,753.87)	
		(\$2,222.52)	

	Total assets and resources	\$11,266.92
		\$11,266.92

REPORT OF THE SECRETARY
TO THE BOARD OF EDUCATION
West Orange Board of Education

Capital Projects Fund - Fund 30
Interim Balance Sheet
For 6 Month Period Ending 12/31/17

=====

LIABILITIES AND FUND EQUITY

=====

--- LIABILITIES ---

402	Interfund accounts payable	\$2,312.07
	TOTAL LIABILITIES	\$2,312.07
		\$2,312.07

FUND BALANCE

--- Appropriated ---

601	Appropriations		\$1,297,590.99
602	Less : Expenditures	\$1,288,636.14	
		(\$1,288,636.14)	
		\$8,954.85	
	Total Appropriated		\$8,954.85

--- Unappropriated ---

770	Fund balance		\$42,052.58
303	Budgeted Fund Balance		(\$42,052.58)
			\$8,954.85

TOTAL FUND BALANCE \$8,954.85

TOTAL LIABILITIES AND FUND EQUITY \$11,266.92

\$11,266.92

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education

Capital Projects Fund - Fund 30
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 6 Month Period Ending 12/31/17

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
Other	\$545,531.35	\$547,753.87		(\$2,222.52)
TOTAL REVENUE/SOURCES OF FUNDS	\$545,531.35	\$547,753.87		(\$2,222.52)
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- Facilities acquisition and constr. serv. ---				
30-000-4XX-450 Construction services	\$752,059.64	\$743,104.79	.00	\$8,954.85
30-000-4XX-610 Supplies & Materials	\$545,531.35	\$545,531.35	.00	.00
Total fac.acq.and constr. serv.	\$1,297,590.99	\$1,288,636.14	\$0.00	\$8,954.85
TOTAL EXPENDITURES	\$1,297,590.99	\$1,288,636.14	\$0.00	\$8,954.85
*** TOTAL EXPENDITURES AND TRANSFERS	\$1,297,590.99	\$1,288,636.14	\$0.00	\$8,954.85

1/17 7:52am

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education
 Debt Service Fund - Fund 40
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/17

=====
 ASSETS AND RESOURCES
 =====

--- A S S E T S ---

101	Cash in bank		(\$1,887,161.53)
121	Tax levy receivable		\$2,859,735.52
	Accounts receivable:		
141	Intergovernmental - State	\$54,003.00	
		\$54,003.00	\$54,003.00

--- R E S O U R C E S ---

301	Estimated Revenues		\$6,039,675.00
302	Less Revenues	(\$6,039,675.00)	
	Total assets and resources		\$1,026,576.99

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education

Debt Service Fund - Fund 40
 Interim Balance Sheet
 For 6 Month Period Ending 12/31/17

=====

LIABILITIES AND FUND EQUITY

=====

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year			\$1,026,575.01
	Reserved fund balance:			
601	Appropriations		\$6,086,977.00	
602	Less : Expenditures	\$5,060,400.01		
603	Encumbrances	\$1,026,575.01	(\$6,086,975.02)	
				\$1.98

Total Appropriated \$1,026,576.99

--- Unappropriated ---

770	Fund Balance			\$47,302.00
303	Budgeted Fund Balance			(\$47,302.00)

TOTAL FUND BALANCE \$1,026,576.99

TOTAL LIABILITIES AND FUND EQUITY \$1,026,576.99

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$6,086,977.00	\$6,086,975.02	\$1.98
Revenues	(\$6,039,675.00)	(\$6,039,675.00)	\$0.00
	\$47,302.00	\$47,300.02	\$1.98
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$47,302.00	\$47,300.02	\$1.98
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
Budgeted Fund Balance	\$47,302.00	\$47,300.02	\$1.98

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education

Debt Service Fund - Fund 40
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 6 Month Period Ending 12/31/17

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
	_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***				
--- Local Sources ---				
1210	Local tax levy	\$5,719,471.00	\$5,719,471.00	.00
	Total Local Sources	\$5,719,471.00	\$5,719,471.00	\$0.00
--- State Sources ---				
3160	Debt service aid Type II	\$320,204.00	\$320,204.00	.00
	Total State Sources	\$320,204.00	\$320,204.00	\$0.00
	TOTAL REVENUE/SOURCES OF FUNDS	\$6,039,675.00	\$6,039,675.00	\$0.00

REPORT OF THE SECRETARY
 TO THE BOARD OF EDUCATION
 West Orange Board of Education

Debt Service Fund - Fund 40
 INTERIM STATEMENTS COMPARING
 BUDGET REVENUE WITH ACTUAL TO DATE AND
 APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE
 For 6 Month Period Ending 12/31/17

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
	-----	-----	-----
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$1,865,000.00	\$1,865,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$1,025,895.00	\$1,025,893.76	\$1.24
40-701-510-834 Interest on Bonds	\$1,091,082.00	\$1,091,081.26	\$0.74
40-701-510-910 Redemption of Principal	\$2,105,000.00	\$2,105,000.00	.00
	-----	-----	-----
TOTAL	\$6,086,977.00	\$6,086,975.02	\$1.98
	=====	=====	=====
	-----	-----	-----
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$6,086,977.00	\$6,086,975.02	\$1.98
	=====	=====	=====
*** TOTAL USES OF FUNDS ***	\$6,086,977.00	\$6,086,975.02	\$1.98
	=====	=====	=====

REPORT OF THE TREASURER
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING DECEMBER 31, 2017

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
GOVERNMENTAL FUNDS				
General Fund - Fund 10	12,285,476.12	13,026,990.88	14,205,921.69	11,106,545.31
Capital Reserve -Fund 10	4,210.72	0.50		4,211.22
Workers Comp Claims Fund-Fund 10	339,677.91		41,541.96	298,135.95
Special Revenue Fund - Fund 20	(624,185.07)	666,057.70	349,533.39	(307,660.76)
Capital Projects Fund - Fund 30	547,963.74	333.60	534,807.90	13,489.44
Debt Service Fund - Fund 40	(2,363,784.11)	476,622.58		(1,887,161.53)
Total Governmental Funds	10,189,359.31	14,170,005.26	15,131,804.94	9,227,559.63
ENTERPRISE FUNDS				
Food Service Fund - Fund 60	825,562.27	995,872.32	1,074,474.66	746,959.93
Enrichment Fund - Fund 61	70,779.46		603.07	70,176.39
Total Enterprise Funds	896,341.73	995,872.32	1,075,077.73	817,136.32
AGENCY FUNDS				
Payroll	28,557.87	4,649,566.98	4,651,195.89	26,928.96
Payroll Agency	1,742,422.26	4,738,131.24	4,339,097.59	2,141,455.91
Total Agency Funds	1,770,980.13	9,387,698.22	8,990,293.48	2,168,384.87
TRUSTS				
Unemployment Trust	275,190.52	37.36	142,707.81	132,520.07
Total Trusts	275,190.52	37.36	142,707.81	132,520.07
TOTAL ALL FUNDS	13,131,871.69	24,553,613.16	25,339,883.96	12,345,600.89


Treasurer of School Monies

1-17-18
Date

Retirement Plan Compliance and Administration Services Agreement

PREAMBLE: The following constitutes a binding "Agreement," effective as of February 1, 2018 between TSA Consulting Group, Inc., a Florida Corporation, (hereinafter referred to as "TSA") whose principal place of business is 15 Yacht Club Drive NE, Ft. Walton Beach, Florida 32548 and the **West Orange School District, 179 Eagle Rock Avenue, West Orange, NJ 07052**, hereinafter referred to as "Plan Sponsor."

PURPOSE: Plan Sponsor wishes to retain the services of TSA to provide retirement plan consulting, compliance and administration services to the Plan Sponsor for the Plan Sponsor's voluntary retirement programs under Sections 403(b) and/or 457(b) of the Internal Revenue Code ("403(b)/457(b)") and TSA is willing to provide such services.

1. TSA agrees that, commencing with the effective date of this Agreement, it will, consistent with its other obligations, render to the Plan Sponsor such consulting, compliance and administration services set forth in the "Compliance Edge Services,"; "Plan Administration Agreement"; "Plan Administration Fee Schedule"; "EPARS Subscription Agreement"; and "EPARS Subscription Adoption Agreement," all of which are attached and incorporated herein referred to as the "Agreements."
2. Plan Sponsor agrees that it will render to TSA all reasonable assistance and information necessary to accomplish services set forth in the Agreements. The Plan Sponsor shall provide all information including, yet not limited to, items set forth in Exhibit B, attached and incorporated herein. Transmission of all information from the Plan Sponsor to TSA shall be performed on a timely basis relative to services provided and service dates set forth in this Agreement.
3. Plan Sponsor agrees that TSA shall be remunerated for such consulting, compliance and administration services by the authorized Investment Providers participating in the Plan(s), also known as Compliance Edge®, at the stated rate and methods shown in the Plan Administration Agreement Fee Schedule attached and herein incorporated by reference.
4. TSA shall act as an independent consultant and/or administrator and not as an agent or employee of the Plan Sponsor and TSA shall make no representation as an agent or employee of the Plan Sponsor. TSA shall furnish evidence of business liability and errors and omissions insurance in such limits of liability and written by an insurance company licensed in the state of Florida and acceptable to the Plan Sponsor. TSA shall be responsible for all taxes as an independent consultant and/or administrator. TSA shall have no authority to bind the Plan Sponsor or incur other obligations on behalf of the Plan Sponsor.
5. TSA agrees to hold in confidence all employee information received from the Plan Sponsor in connection with this Agreement and necessary to complete the scope of services outlined in the Agreements. TSA shall protect all information received from the Plan Sponsor from misuse, espionage, loss or theft and in accordance with federal laws. This information will not be transmitted or used for the purpose of solicitation in any form, and upon request all information held by TSA will be returned to the Plan Sponsor.
6. TSA warrants that it is under no obligation to any other entity that in any way conflicts with this Agreement and that it is free to enter into this Agreement.
7. This Agreement and all extensions and modifications hereof and all questions relating to its validity and interpretation, performance and enforcement shall be governed by and construed in conformance with the laws of the State of New Jersey, unless preempted by federal law.

8. All parties agree that proper venue for any lawsuit arising out of this Agreement shall be in Essex County, New Jersey.
9. TSA agrees that it will indemnify and hold harmless the Plan Sponsor, individual members of the Plan Sponsor, its representatives and employees, from any claim, demand or suit which may arise from, be connected with, or be made due to the negligence or failure to satisfy the requirements of this Agreement. This indemnification shall include all related costs, including but not limited to, attorneys' fees, consultant fees, fees for other professional service providers, as well as court costs, fines, penalties or other similar charges against the Plan Sponsor, provided that the Plan Sponsor notifies TSA, in writing, no later than 30 calendar days after receipt of such claim or demand. Notwithstanding the preceding, this indemnification shall not cover any claim or demand based on erroneous information provided by the Plan Sponsor, its employees or other representatives.
10. This Agreement may be modified, amended or terminated by either party upon 60 days written notice to the other party, provided that no such modification, amendment or termination shall affect the liability of either party incurred prior to such event.
11. This Agreement may be executed in any number of counterparts, each of which, including any reliable copies or facsimiles thereof, will be deemed to be an original and all of which together shall be deemed to be one and the same instrument.
12. If any provision of this agreement shall be held or declared to be illegal, invalid or unenforceable, such illegal, invalid or unenforceable provisions shall not affect any other provision of this Agreement, and the remainder of this Agreement shall continue in full force and effect as though such provisions had not been contained in this Agreement. If the scope of any provision in this agreement is found to be too broad to permit enforcement of such provision to its fullest extent, the parties consent to judicial modification of such provision and enforcement to the maximum extent permitted by law.

We, the undersigned as duly authorized representatives, agree to all the terms and conditions stated above, and by our signatures, place this Agreement into full force and effect as of the date first above-written.

WEST ORANGE SCHOOL DISTRICT

TSA CONSULTING GROUP, INC.

By: _____

By: _____

Name: _____

Name: Janet Williamson

Title _____

Title: Senior VP, Chief Financial Officer

Federal Tax Identification Number:

Federal Tax Identification Number:

59-3451677

EXHIBIT A**Compliance Edge® Services**

In accordance with the Agreement between the Plan Sponsor and TSA, the following services will be provided by TSA;

1. Maximum Allowable Contribution (MAC) calculations will be maintained for all employees eligible to participate in the employer's authorized 403(b) and/or 457(b) plans. These calculations shall include limits applicable to 403(b) and/or 457(b) plans under applicable Sections of the Internal Revenue Code. Such calculations shall be performed in accordance with accepted standards and subject to the prevailing Internal Revenue Codes and Regulations at that time. MAC's will be based on information obtained from the Plan Sponsor and/or the employee and any statement or guarantee of accuracy by TSA will be contingent on the accuracy of the information delivered by the Plan Sponsor and/or the employee.
2. TSA shall provide an annual review and audit of the previous year's contributions for all employees. TSA shall notify the Plan Sponsor of all non-compliant contributions and provide the necessary data to facilitate notification to employees affected and completion of correction procedures as required by current Revenue Procedures.
3. A master file of MAC calculations will be maintained by TSA during the term of this Agreement.
4. TSA will administer the plan with respect to processing participant requests for loans, distributions, transfers, qualified domestic relations orders, and rollovers, including interactions with other investment providers necessary to administer the plan subject to the terms and conditions included in the Plan Administration Agreement.
5. Electronic remittance services will be available to the Plan Sponsor through the Electronic Process for Automated Remittance Services of EPARS program maintained by TSA. These services are subject to the terms and conditions included in the EPARS Subscription and Adoption Agreement included as EPARS Subscription and Adoption Agreement.
6. Employee communications components (handbooks) will be delivered to the Plan Sponsor once annually in sufficient quantities for all eligible employees. The employee awareness and educational materials shall be generic in content regarding 403(b) and/or 457(b) requirements, and will also address the specific policies and procedures of the Plan Sponsor relative to all retirement programs maintained by the Plan Sponsor. Components will be revised annually to facilitate changes in IRS rules or changes in the Plan Sponsor's policies and procedures.
7. Video presentations will be produced, distributed and available via online stream by TSA once annually. Video presentations shall be generic and topical in nature concerning the 403(b) and/or 457(b) programs.
8. Web pages specific to the Plan Sponsor will be made available and will be maintained by TSA for information on their retirement plans.
9. TSA shall provide ongoing administrative support to the Plan Sponsor, including, but not limited to, the development of appropriate policies and/or procedures regarding all employee retirement programs. Such administrative support includes research and development of any new programs and/or Investment Providers or Investment Products that may be regarded as beneficial to the Plan Sponsor and its employees.
10. TSA expressly agrees to cooperate with and offer assistance to the Plan Sponsor in the event of any audit of the 403(b) and/or 457(b) plans by the IRS.

EXHIBIT B

In accordance with the Agreement between TSA and the West Orange School District, the following information and services will be provided by the Plan Sponsor to TSA;

1. All available data necessary to complete the services provided by TSA as outlined in the Agreements. Such data shall include, yet not be limited to, Plan Sponsor policies and procedures regarding all qualified plans offered by the Plan Sponsor, participating vendor information, employee data pertinent to MAC calculations to the extent possible for current and prior years' service, and all additional information deemed necessary to complete the scope of work as defined by the Agreement. Data required for MAC calculations shall be supplied electronically by the Plan Sponsor in a format mutually agreed upon by both parties to the Agreement.
2. Distribution of all employee and worksite materials on a timely basis
3. All other appropriate, commonly accepted, efforts necessary to develop and maintain compliance with existing or amended Internal Revenue Codes regarding the retirement plans offered by the Plan Sponsor.
4. The Plan Sponsor shall require all providers of investment products and services to the retirement plans to cooperate with TSA by providing any information needed to complete the terms of this Agreement.
5. The Plan Sponsor shall instruct staff to cooperate fully with TSA regarding the compliance review and in obtaining all necessary information for TSA to complete the duties described in this Agreement. The Plan Sponsor realizes that any delay in providing data and information to TSA may impede completion of services as described in this Agreement.

Plan Administration Agreement

This Administrative Agreement (hereinafter "Agreement") is executed this 1st day of February 2018 by TSA Consulting Group, Inc. ("TSA") and West Orange School District (Plan Sponsor").

WHEREAS, Plan Sponsor has established a 403(b) Plan and/or a 457(b) Plan and is authorized to appoint service providers; and

WHEREAS, Plan Sponsor desires to appoint TSA as the administrator of the Plan(s) established and indicated herein; and

WHEREAS, TSA is authorized to accept the appointment as administrator and desires to provide such services subject to the terms and conditions set forth herein;

NOW THEREFORE, the parties agree as follows:

1.0 Designation of TSA as Administrator.

Plan Sponsor hereby appoints TSA as Administrator of the plan(s) established and indicated herein.

2.0 Responsibilities of TSA.

TSA will provide the recordkeeping and related plan administrative services, which services shall include the following:

- 2.1 Plan Documents: TSA will provide appropriate Plan Documents to the Plan Sponsor, for review and approval. These documents shall govern the plan(s).
- 2.2 Meaningful Notice: TSA will assist the Plan Sponsor in developing and distributing employee communications material including specific information on eligibility and enrollment procedures. These communications shall be developed and distributed at least once each calendar year.
- 2.3 Forms and Procedures: TSA will develop standardized administrative forms for use by the Plan Sponsor and participants for the purposes of enrollment and asset transactions under the Plan(s).
- 2.4 Participant Records: TSA will establish and maintain a record for each participant reflecting the date, amount and type of each transaction in the participant's account based on information provided to TSA from the Plan Sponsor, employees and product providers. Records maintained by TSA shall include all information necessary to comply with applicable regulations, rulings and procedures established by the Internal Revenue Service for the plan types indicated herein. The Plan Sponsor will determine eligibility requirements for employees and TSA shall be entitled to rely on the Plan Sponsor's eligibility determinations.
- 2.5 Participant Inquiries: TSA will provide adequate access to participants regarding their records and transactions recorded by TSA. Access shall include, at a minimum, customer service representatives during normal business hours to assist participants with information and transactions under the Plan(s).
- 2.6 Aggregation of Data: TSA will assist the Plan Sponsor with the development and execution of agreements between the Plan Sponsor and each investment product provider under the Plan(s) regarding the sharing and aggregation of participant data necessary to facilitate recordkeeping and administration duties for the Plan(s). TSA will exercise its best efforts to cooperate with each provider that maintains participant accounts under the Plan(s) that are subject to the recordkeeping requirements of applicable Internal Revenue Service regulations, rulings and procedures.
- 2.7 Plan Sponsor Reports: TSA will prepare Plan reports as necessary for the Plan Sponsor including, yet not limited to, contribution auditing and excess contribution corrections.
- 2.8 Technical Assistance: TSA will provide technical and consulting assistance to the Plan Sponsor upon request and under terms mutually agreeable between TSA and the Plan Sponsor.
- 2.9 Other Assistance: TSA will provide other assistance to the Plan Sponsor upon mutual agreement between both parties.

3.0 **Responsibilities of the Plan Sponsor.** Plan Sponsor acknowledges that it is responsible for the following:

- 3.1 Plan and Participant Data: Plan Sponsor will provide all necessary plan and participant data required by TSA to accomplish proper plan administration duties including, yet not limited to, plan documents, policies and procedures, contribution history and all other data as may be reasonably requested by TSA.
- 3.2 Fee Billing and Payment: Plan Sponsor agrees that TSA will charge fees for its services to the authorized Investment Providers participating in the Plan(s) in accordance with the Plan Administration Fee Schedule. Any changes to the fee schedule will be subject to mutual agreement between TSA and the Plan Sponsor and require notice of at least sixty (60) days prior to the change effective date.

4.0 **Miscellaneous.**

- 4.1 Termination: Plan Sponsor or TSA may terminate this agreement at any time upon sixty (60) days prior written notice to the other party. TSA agrees to deliver to the Plan Sponsor or its designee, all records reasonably necessary for the continuing recordkeeping of the Plan.
- 4.2 Notices: Notices or other communications given pursuant to this agreement shall be hand delivered, mailed by first class mail service, addressed as follows, or as changed by notice:
 - a) To TSA: TSA Consulting Group, Inc.
15 Yacht Club Drive NE
Fort Walton Beach, FL 32548
 - b) To Plan Sponsor: West Orange School District
179 Eagle Rock Avenue
West Orange, NJ 07052
- 4.3 Entire Agreement: Supplements and Amendments. This agreement generally constitutes the entire agreement between the parties, merging all prior presentations, discussions and negotiations. It may be modified by additional letter or other written agreements executed by each party contemporaneously with this agreement, which may modify its provisions or meanings. It may be further supplemented, but not modified, by TSA from time to time with written procedures that provide a description of the ordinary processes for the parties to fulfill their obligations hereunder, which shall not exclude extraordinary processing in appropriate situations that produces comparable results. Finally, this agreement may be amended at any time, but only by written agreement signed by all parties hereto.
- 4.4 Assignment: Some or all of the rights and duties of TSA hereunder may be assigned to an affiliate, or to any successor through merger, reorganization, or sale of assets. Some duties of TSA may be performed by others under subcontract, without the release of TSA for responsibility for such services. Otherwise, no party may assign this agreement nor any rights or duties hereunder without the prior written consent of the other party.
- 4.5 Governing Law: Except to the extent governed by federal law, this agreement shall be governed by and constructed according to the laws of the state where Plan Sponsor's principal office resides.

PLAN ADMINISTRATION FEE SCHEDULE

Plan Sponsor hereby agrees that TSA, in remuneration for administrative and recordkeeping services for the Plan(s) indicated in the Administrative Services Agreement and dated February 1, 2018 shall be entitled to collect the following fees from each authorized investment product provider under the plan:

INVESTMENT PRODUCT PROVIDER FEES:

Recordkeeping – (Per Participant * Account) \$24.00 per year billed monthly

Billing Effective Date**: April 1, 2018

**Participant” is defined as any individual that maintains one or more accounts with assets under the Plan

**The “Billing Effective Date” will be the billing cycle that is at least 30 days following the execution date of the Plan Administration Fee Schedule (i.e., a January 15 execution date would trigger a March 1 billing date).

Required Provider Fees: Plan Sponsor further agrees and stipulates that each authorized investment product provider is required to pay the fees described herein directly to TSA unless otherwise modified by the Plan Sponsor upon notice to the investment product provider. Each authorized provider must agree to the fee schedule set forth herein as a condition of participation under the Plan(s).

Method of Payment: Investment Product Providers shall remit the fees described herein in a timely manner and according to a reasonable method of remittance as determined by TSA.

Basis for Invoicing – Provider Fees: TSA shall bill each Investment Product Provider monthly according to the number of participants that maintain one or more accounts under the Plan. The actual number of participant accounts will be determined according to the participant data files generated by the Provider as required under the Investment Provider Service Agreement between the Plan Sponsor and the Provider.

Provider Discretion – Investment Product Pricing: The Plan Sponsor intends to maintain a high quality array of investment products and providers under the Plan for the benefit of participants. Plan Sponsor recognizes and agrees that Providers have sole discretion regarding the pricing of their investment products and the generation of revenue models sufficient to offset expenses related to participation in the Plan Sponsor Plan.

Plan Sponsor Reports: TSA shall be responsible for submitting reports to the Plan Sponsor regarding fees assessed to and collected from Investment Product Providers. TSA shall not attempt to collect any fees from Investment Product Providers other than those expressed in this fee schedule.

IN WITNESS WHEREOF, the parties have caused this agreement to be executed by their authorized representatives.

PLAN SPONSOR:
WEST ORANGE SCHOOL DISTRICT

ADMINISTRATOR:
TSA CONSULTING GROUP, INC.

By: _____

By: _____

Title: _____

Title: Senior VP, Chief Financial Officer

Execution Date: _____

EPARS Subscription Agreement - Section I

TSA Consulting Group Inc. is owner of a software product known as Electronic Process for Automated Remittance Services or "EPARS," which, among other things as of the date set forth on the Adoption Form, is designed to support and facilitate: (i) the input and transmittal of Employer and/or Participant Data, and (ii) the transfer of Employer and/or Participant Contribution Remittances through banking institutions as regulated by the Federal Reserve System, as licensed pursuant to this Schedule.

1. **Definitions** The following definitions are used in this Schedule as defined below:

"Subscription Adoption Agreement" shall mean Section II outlining the specific administrative guidelines selected by the Licensee with regard to the transmission of Employer and Participant Data and Contribution Remittances to Authorized Provider Companies, error correction and transaction fees applicable to the Authorized Provider Companies and/or the Licensee.

"Authorized Provider Companies" shall mean any organization authorized by the Employer to provide products and/or services pursuant to an established Employer benefit program.

"Bank Transfer Agent" shall mean the bank listed in section 8 below, "Bank Transfer Agent" and subsequently responsible for the transfer of data and funds received from the Licensee to Authorized Provider Companies.

"Contribution Remittances" shall mean monetary employer contributions and/or employee contributions to Authorized Provider Companies or payments to Designated Entities.

"Designated Entities" shall mean any person, organization or governmental agency to whom the Licensee or Employee is bound by authorization or legal order to remit payments.

"Employer Data" shall mean information specific to the Licensee and pertinent to the accurate remittance of Employer or Participant remittances.

"Licensee" shall mean the Employer/User of the EPARS software product.

"Participant" shall mean the Employee for whom payroll deduction or reduction remittances are processed or for whom Employer Contribution Remittances are made.

"Participant Data" shall mean information specific to the Participant and pertinent to the accurate remittance of Employer or Participant remittances.

"Transaction" shall mean any transmission initiated by the Employer via EPARS in which a Contribution Remittance and Employer and Participant Data is delivered to an Authorized Provider Company.

2. **Restrictions on Use** Licensee shall only use the Licensed Materials for its own internal business purposes. Without derogating the generality of the foregoing, (i) Licensee shall not use or allow others to use the Licensed Materials in a multiple-use arrangement or as a part of a service bureau without the prior written consent of TSA Consulting Group, Inc.

3. **Licensee's Obligations**

- a) Licensee is obligated to abide by the EPARS Adoption Agreement provisions selected by the Licensee during the term of the Subscription Agreement.
- b) The Licensee acknowledges that the provisions of the Adoption Agreement must be congruent with the policies and guidelines established for the employee benefit programs supported by EPARS.
- c) The Licensee acknowledges the role and responsibilities of TSA Consulting Group to install and maintain the EPARS software for the Licensee and the need for the Licensee to communicate changes regarding Authorized Provider Companies or bank relationships to TSA Consulting Group on a timely basis.
- d) The Licensee acknowledges the need to communicate with both TSA Consulting Group and Authorized Provider Companies regarding the resolution of errors or omissions that may occur during the Licensee's preparation and submission of Employer and Participant Data or the application of the Employer and Participant Data by the Authorized Provider Company.

4. **Licensed Software Limitations** Neither TSA Consulting Group nor the Bank Transfer Agent guarantees that remittances will be credited to participant accounts within any specified period of time after transfer of the data and funds to Authorized Provider Companies. Licensee acknowledges the role and responsibilities of the Licensee with respect to the use of EPARS and the preparation of Employer and Participant Data and the role and responsibilities of the Authorized Provider Companies regarding the proper application of data and funds transferred using EPARS.

5. **Use of Licensed Software** Licensee will use the Licensed Software to submit Employer and Participant Data to the Bank Transfer Agent and Authorized Provider Companies. Licensed Software is intended to allow the Licensee to transfer bundled Employer and Employee Data via a secure Internet site to Authorized Provider Companies. The Licensed Software will separate Employer and Participant Data and transfer said Data specific to each Authorized Provider Company. The Licensed Software will also allow the Licensee to provide instructions to the Bank Transfer Agent regarding funds transfer to each specific Authorized Provider Company.

6. **Compliance with Law** Licensee understands that it is responsible for complying with any applicable federal, state or local statutes, regulations or ordinances governing or regulating the remittance of Employer and Participant Data and Contributions.

7. **Recordkeeping** Licensee acknowledges and agrees that it may be required to maintain records of certain data pursuant to federal or state laws and regulations. Licensee understands and agrees that: (i) it bears sole responsibility for such obligation; (ii) it may need to download data into its own systems storage facilities or print out hard copies of such data from the Licensed Software in order to generate or obtain information necessary to meet such recordkeeping requirements; and (iii) in no event will TSA Consulting Group be responsible for maintaining any such data for Licensee. TSA Consulting Group will make every reasonable attempt to assist the Licensee in the maintenance and retrieval of records pertaining to Employer and Participant Data and Contribution Remittances.

8. **Bank Transfer Agent** TSA Consulting Group, Inc. assumes sole responsibility for the maintenance of EPARS. Therefore, the Bank Transfer Agent may be changed at any time as deemed necessary by TSA Consulting Group, Inc to ensure the proper function and viability of EPARS. Notice of any changes shall be forwarded to the Employer and Authorized Provider Company at least 30 days prior to the effective date of any changes.

Designated Bank Transfer Agent

Wells Fargo, N. A.
Treasury Services Department
225 Water Street, 2nd Floor FL0120
Jacksonville, FL 32202

9. **Restrictions** Licensee shall not directly, or permit others to: (i) disassemble, decompile or otherwise derive source code from the Licensed Software; (ii) reverse engineer the Licensed Software or the services; (iii) copy the Licensed Software; (iv) use the Licensed Software or services in any manner that infringes the intellectual property or other rights of another party; or (v) transfer the Licensed Software or any copy thereof or access to the Services to another party without the express prior written consent of TSA Consulting Group.
10. **Term and Termination** This Agreement is effective upon the Licensee's assent to its terms and conditions and shall continue for the period agreed upon by the Licensee and TSA Consulting Group. This Agreement may be modified, amended only by a written amendment signed by both parties hereto. This Agreement may be terminated, without cause, by either party upon 60 days written notice to the other party. No modification, amendment, or termination of this Agreement shall affect the liability of either party incurred prior to such event.
11. **Assignment** Some or all of the rights and duties of TSA hereunder may be assigned to an affiliate, or to any successor through merger, reorganization, or sale of assets. Some duties of TSA may be performed by others under subcontract, without the release of TSA for responsibility for such services. Otherwise, no party may assign this agreement nor any rights or duties hereunder without the prior written consent of the other party.
12. **Confidentiality** All data processed through EPARS is considered confidential, including, without limitation, the information pertaining to the Licensed Software. The Licensee and TSA Consulting Group agree to hold all data and information in confidence both during the term of this Agreement and thereafter. The parties further agree, unless required by law, not to make data or information available in any form to any third party for any purpose other than the implementation of this Agreement.
13. **Survival** If any provision of this agreement shall be held or declared to be illegal, invalid or unenforceable, such illegal, invalid or unenforceable provisions shall not affect any other provision of this agreement, and the remainder of this agreement shall continue in full force and effect as though such provisions had not been contained in this agreement. If the scope of any provision in this agreement is found to be too broad to permit enforcement of such provision to its fullest extent, the parties consent to judicial modification of such provision and enforcement to the maximum extent permitted by law. Any provisions of this Agreement that contemplate their continuing effectiveness, including, without limitation, Sections 4, 6, 7, 8, 9 and 11 shall survive any termination of this Agreement.

EPARS Subscription Adoption Agreement – Section II

The Agreement (Agreement) sets forth the administrative guidelines selected by the Licensee with regard to the transmission of Employer and Participant Data and Contribution Remittances to Authorized Provider Companies (APC), error correction and transaction fees applicable to the Authorized Provider Companies and/or the Licensee.

- I. Licensee:** Name: West Orange School District
Address: 179 Eagle Rock Avenue, West Orange, NJ 07052

EPARS Guidelines:

A. Transmission of Employer and Participant Data

The Licensee requires Authorized Provider Companies to accept data in the following manner(s):

- EPARS transmission to APC secure File Transfer Protocol (FTP) site.
- APC retrieval of Data from EPARS secure FTP site.
- Encrypted e-mail or attachment to data transmitted to APC.

Contribution Remittance/ Funds Transmittal Requirements

The Licensee requires Authorized Provider Companies to accept Contribution Remittance Funds in one of the following methods:

- ACH transfers of funds to APC bank. (Direct Deposit) and/or
- Paper check mailed to APC via regular mail (Digital Signature Required)

- Plan Sponsor elects to implement EPARS**
- Plan Sponsor elects to postpone implementation of EPARS at this time.**

WEST ORANGE SCHOOL DISTRICT

By: _____

Name: _____

Title _____

Date: _____