

**Lakewood Board of Education
Lakewood, New Jersey**

ADDITIONS TO THE BODY OF THE AGENDA

June 24, 2019

X. REPORTS AND RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/ BOARD SECRETARY:

D1. Approve Supplemental Bills List for June 24, 2019 for the Warrant Account in the amount of \$846,700.654

GG. Move to approve the following Title IV Nonpublic Purchase:

School	Vendor	Description	Amount	Grant	Account
Bais Tova	Park and Play Structures	Playground Equipment	\$50,594.69	Title IV	20-280-200-600-16-072I

HH. WHEREAS, N.J.A.C. 6A:23A-14.3 permits a Board of Education to supplement a Capital Reserve or Maintenance Reserve Account at year end, and

WHEREAS, the aforementioned administrative code citation authorizes procedures, under the authority of the Commissioner of Education, which permit a board of education to transfer unanticipated excess current revenue and/or unexpended appropriations into reserve accounts during the month of June by board resolution, and

WHEREAS, the Lakewood Board of Education wishes to transfer unanticipated excess current year revenue and/or unexpended appropriations from the General Fund into a reserve account at year end, and

WHEREAS, the Lakewood Board of Education has determined that an amount not to exceed \$1,121,185 is available for such purpose to transfer,

NOW THEREFORE BE IT RESOLVED, by the Lakewood Board of Education that it hereby authorizes the School Business Administrator to make this transfer to the Capital Reserve consistent with all applicable laws and regulations.

II. RESOLUTION OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF LAKEWOOD IN THE COUNTY OF OCEAN, NEW JERSEY PROVIDING FOR THE SUBMISSION OF A PROPOSAL FOR EXPENDITURES REALTED TO CERTAIN PUBLIC SCHOOL CLUBS AND CERTAIN NON PUBLIC SPECIAL EDUCATION SERVICES TO THE SCHOOL DISTRICT VOTERS AT THE ANNUAL SCHOOL DISTRICT ELECTION TO BE HELD ON TUESDAY, NOVEMBER 5, 2019

WHEREAS, The Board of Education of the Township of Lakewood in the County of Ocean, New Jersey is seeking to submit a proposal to the voters of the School District at the annual School District election to be held on Tuesday, November 5, 2019 and to authorize certain actions required to be taken in connection with the conduct of the Election and the presentation of the Proposal.

NOW THEREFORE, BE IT RESOLVED by The Board of Education of the Township of Lakewood in the County of Ocean, New Jersey (not less than a majority of the full membership of the Board concurring) as follows:

1. The following Proposal and Explanation shall be submitted to the legal voters of the School District at the annual School District election to be held on Tuesday, November 5, 2019.

PROPOSAL

There shall be raised an additional \$2,545,057 for General Funds in the 2019-2020 School Year. These taxes will be used to fund various after-school Public School clubs in the amount of \$1,487,501 and certain Nonpublic Special Education services in the amount of \$1,057,556. Approval of these taxes will result in a permanent increase in the District's tax levy. The additional taxes authorized herein will be used exclusively for purposes described herein and to finance expenditures that are in addition to those necessary to achieve the New Jersey Student Learning Standards.

EXPLANATION

If approved by the voters, this would allow the School District to offer various after-school public school clubs and certain nonpublic Special Education services which were previously funded by the Township of Lakewood. Starting with the 2019-2020 School year, the Township will no longer be funding those programs.

2. The Board hereby approves and adopts the Proposal and, subject to the approval of the legal voters of the School District, hereby determines to carry out the same.

3. The Business Administrator/Board Secretary is hereby authorized and directed, in conjunction with Bond Counsel, to deliver a certified copy of this resolution and such other information as shall be necessary to comply with applicable provisions of the law, to the Executive Ocean County Superintendent of Schools, Ocean County Clerk, Ocean County Board of Elections, and to the Municipal Clerk of the Township of Lakewood, and to request such persons to undertake their respective functions under the Election Law, as applicable, in connection with the Election. The Business Administrator/Board Secretary is hereby authorized to amend the Proposal to conform same to statutory requirements.

4. This resolution shall take effect immediately.

JJ. BE IT RESOLVED, that the Lakewood Board of Education adopts the school district's **2019-2020** Budget after a Public Hearing held on June 24, 2019 and authorizes this budget be submitted to the Executive Ocean County Superintendent of Schools as follows:

	<u>Budget</u>	<u>Tax Levy</u>
Total General Fund	\$171,278,368	\$102,844,033
Total Special Revenue Fund	\$ 61,410,646	N/A
Total Debt Service Fund	<u>\$ 2,289,638</u>	<u>\$ 1,622,951</u>
Total	\$234,978,652	\$104,466,984

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves the School Based Budgets (Fund 15) in the amount of \$35,128,974 and;

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves the maximum General Fund budgeted travel and related expense reimbursements in the amount of \$15,000, that the maximum amount approved in the pre-budget year was \$12,927 and that as of January 31, 2019 the total amount expended and encumbered on travel is \$7,635 and;

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves the maximum amounts for contracted professional services as follows:

Legal Services	\$750,000
Audit Services	\$ 85,000

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves this budget with the stipulation that if the amount of additional state aid in the amount of \$30,050,890 previously awarded to the district in the 2019-20 State Aid Notice is not included in the 2019-20 NJ State Budget, that the NJ Department of Education will provide additional state funds as Emergency Aid in the amount of \$30,050,890 and;

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves this budget with the stipulation that the NJ Department of the Treasury will defer the amounts due for Audit Recoveries and prior year DOE Loans Against State Aid for the 2019-20 school year and;

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves this budget with the stipulation that if the NJ Department of the Treasury does not defer the amounts due for Audit Recoveries and prior year DOE Loans Against State Aid for the 2019-20 school year that the NJ Department of Education will provide additional state funds as Emergency Aid to cover those payments and;

BE IT FURTHER RESOLVED, that the Lakewood Board of Education approves this budget with the stipulation that if the School for Children with Hidden Intelligence is successful in their tuition appeal that the NJ Department of Education will provide additional state funds as Emergency Aid to cover those payments and;

BE IT FURTHER RESOLVED, that this budget has proposed programs and services in addition to the New Jersey Student Learning Standards adopted by the State Board of Education.

KK. Be it Resolved the Board of Education renew **CC01-1718** for Nonpublic School IDEA In-Class Resource Program for the 2019-2020 school year to **Tender Touch Educational Services**. This is the second of two (2) one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase Professional Services 20-250-200-300-15-xxxx. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **\$2,607,528** and will be amended when 2019-2020 allocations are received. The actual number of classes TBD. Cost per class is \$49,280.00 per RFP. Following language is added to the 2019/2020 contract: (amended from May 13, 2019 certified agenda)

- a) The Provider shall fully indemnify the Board for any and all costs and/or charges incurred with regard to the services provided herein should same be due to the wrongdoing, misconduct, want of care, skill and/or difficulty by the Provider herein, its agents, employees, or assigns.
- b) Moreover, the Provider will immediately indemnify the District should any adverse Audit and/or other findings that would impact on State and/or Federal aid and/or any monies of the District. Moreover, the Provider will either post a bond with the Board's business Office for 50% (fifty percent) of the amount of this Contract or provide documentation to the complete satisfaction of the Board's Business Office that their Errors and Omissions Policy will fully indemnify the school district. This shall be provided prior to the commencement of the services herein. Should same not be provided by September 1, 2019 the Board has the absolute right to cancel this Agreement with no further obligations to the Provider.
- c) The Provider will fully indemnify the Board and pay for any and all legal and expert fees shall the need arise with regard to any and all audits and/or legal action (filed or threatened) of the program herein. This payment will be made within 30 days of request.
- d) The Board has the right to utilize an independent third-party agency/company to conduct on-going monitoring with regard to contract compliance and the effectiveness of the program described herein. The provider will fully cooperate with said monitoring and provide any and all documentation/data requested and shall be responsible for a proportionate cost of same with any and all costs being

paid within thirty (30) days of request by the Board. Should the Provider not make payments as requested by the Board this Agreement will be cancelled.

- LL. Be it Resolved the Board of Education renew **CC01-1718** for Nonpublic School IDEA In-Class Resource Program for the 2019-2020 school year to **Tree of Knowledge**. This is the second of two (2) **one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase Professional Services 20-250-200-300-15-xxxx**. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **\$163,200** and will be amended when 2019-2020 allocations are received. The actual number of classes TBD. Cost per class is \$48,000.00 per RFP. Following language is added to the 2019/2020 contract: (amended from May 13, 2019 certified agenda)
- a) The Provider shall fully indemnify the Board for any and all costs and/or charges incurred with regard to the services provided herein should same be due to the wrongdoing, misconduct, want of care, skill and/or difficulty by the Provider herein, its agents, employees, or assigns.
 - b) Moreover, the Provider will immediately indemnify the District should any adverse Audit and/or other findings that would impact on State and/or Federal aid and/or any monies of the District. Moreover, the Provider will either post a bond with the Board's business Office for 50% (fifty percent) of the amount of this Contract or provide documentation to the complete satisfaction of the Board's Business Office that their Errors and Omissions Policy will fully indemnify the school district. This shall be provided prior to the commencement of the services herein. Should same not be provided by September 1, 2019 the Board has the absolute right to cancel this Agreement with no further obligations to the Provider.
 - c) The Provider will fully indemnify the Board and pay for any and all legal and expert fees shall the need arise with regard to any and all audits and/or legal action (filed or threatened) of the program herein. This payment will be made within 30 days of request.
 - d) The Board has the right to utilize an independent third-party agency/company to conduct on-going monitoring with regard to contract compliance and the effectiveness of the program described herein. The provider will fully cooperate with said monitoring and provide any and all documentation/data requested and shall be responsible for a proportionate cost of same with any and all costs being paid within thirty (30) days of request by the Board. Should the Provider not make payments as requested by the Board this Agreement will be cancelled.

MM. Be it Resolved, the Board of Education renew the contract for **BID 02-1819** for IDEA Nonpublic School Paraprofessionals for the 2019-2020 school to Tree of Knowledge to supply IDEA Nonpublic Paraprofessional Services for the 2019-2020 school year at a cost of \$25 per hour and amend the Tree of Knowledge (TOK) Contract to provide NJDOE Special Education Certified Teachers as Instructional Assistants for \$38.00 an hour. Instructional Assistants must be based on available funding source. Total contract not to exceed a total amount of \$340,000 and paid thru IDEA Basic Funds (20-251-100-500-xx-xxxx) and will be amended when 2019-2020 allocations are received. This is the first of two (2) one (1) year renewals. : (amended from May 13, 2019 and February 12, 2019 certified agenda)

NN. Be it Resolved, the Board of Education renew **CC02-1718** for IDEA Nonpublic Supplemental Service Program (NPSSP) for the 2019-2020 school year to **Tender Touch Educational Services**. This is the second of two (2) one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase Professional Services 20-250-200-300-xx-xxxx. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **\$2,150,211** and will be amended when 2019-2020 allocations are received. Based on need and survey, two additional preschool classes at the STARS Program will be added at a cost of \$177,966.00 per class increasing the number of classes from 10 to 12. Also, based on need and survey, one more addition Kochvei Ohr Autistic program will be added at a cost of \$170,550.00 per class increasing the number of classes from 3 to 4. These additional options greatly assist in Least Restrictive Environment Mandates and assist in offering options other than out of district placements. Following language is added to the 2019/2020 contract: (amended from May 13, 2019 certified agenda)

- a) The Provider shall fully indemnify the Board for any and all costs and/or charges incurred with regard to the services provided herein should same be due to the wrongdoing, misconduct, want of care, skill and/or difficulty by the Provider herein, its agents, employees, or assigns.
- b) Moreover, the Provider will immediately indemnify the District should any adverse Audit and/or other findings that would impact on State and/or Federal aid and/or any monies of the District. Moreover, the Provider will either post a bond with the Board's business Office for 50% (fifty percent) of the amount of this Contract or provide documentation to the complete satisfaction of the Board's Business Office that their Errors and Omissions Policy will fully indemnify the school district. This shall be provided prior to the commencement of the services herein. Should same not be provided by September 1, 2019 the Board

has the absolute right to cancel this Agreement with no further obligations to the Provider.

- c) The Provider will fully indemnify the Board and pay for any and all legal and expert fees shall the need arise with regard to any and all audits and/or legal action (filed or threatened) of the program herein. This payment will be made within 30 days of request.
- d) The Board has the right to utilize an independent third-party agency/company to conduct on-going monitoring with regard to contract compliance and the effectiveness of the program described herein. The provider will fully cooperate with said monitoring and provide any and all documentation/data requested and shall be responsible for a proportionate cost of same with any and all costs being paid within thirty (30) days of request by the Board. Should the Provider not make payments as requested by the Board this Agreement will be cancelled.

OO. Be it Resolved, the Board of Education approve Tender Touch to provide additional supports for Yesod 3,4 and 5th grade ICRP and 6,7and 8th grade ICRP to include 3 hours of behavioral support by a certified BCBA per week per class, Psychological/ behavioral support per week per class of counseling/behavioral support by a certified psychologist not to exceed 75 hours per year for both classes, 12 hours per week per class of paraprofessional services to carryover behavioral plans and an additional 10 hours per week per class of supervision by a certified special education teacher with a minimum of 5 years of experience, not to exceed \$100,000 for the 2019/2020 school year, pending the availability of funds and the addition of the following language: This program was previously funded by a Lakewood Township Grant.

- a) The Provider shall fully indemnify the Board for any and all costs and/or charges incurred with regard to the services provided herein should same be due to the wrongdoing, misconduct, want of care, skill and/or difficulty by the Provider herein, its agents, employees, or assigns.
- b) Moreover, the Provider will immediately indemnify the District should any adverse Audit and/or other findings that would impact on State and/or Federal aid and/or any monies of the District. Moreover, the Provider will either post a bond with the Board's business Office for 50% (fifty percent) of the amount of this Contract or provide documentation to the complete satisfaction of the Board's Business Office that their Errors and Omissions Policy will fully indemnify the school district. This shall be provided prior to the commencement of the services herein. Should same not be provided by September 1, 2019 the Board has the absolute right to cancel this Agreement with no further obligations to the Provider.
- c) The Provider will fully indemnify the Board and pay for any and all legal and expert fees shall the need arise with regard to any and all audits and/or legal action (filed or threatened) of the program herein. This payment will be made within 30 days of request.
- d) The Board has the right to utilize an independent third-party agency/company to conduct on-going monitoring with regard to contract compliance and the

effectiveness of the program described herein. The provider will fully cooperate with said monitoring and provide any and all documentation/data requested and shall be responsible for a proportionate cost of same with any and all costs being paid within thirty (30) days of request by the Board. Should the Provider not make payments as requested by the Board this Agreement will be cancelled.

- PP. Be it Resolved, the Board of Education approve for the 2019-2020 school year Nonpublic Related Services (OT/PT/Speech Therapy) to be provided at various nonpublic sites, not to exceed \$405,000.00, pending availability of funds. This program was previously funded thru a Lakewood Township Grant.
- QQ. Be it Resolved, the Board of Education approve OT/PT Therapy Supplies for Kochvei Ohr, not to exceed \$6,000.00, pending availability of funds. This program was previously funded thru a Lakewood Township Grant.
- RR. Pursuant to P.L. 2015, c. 47, the Lakewood Board of Education intends to renew, award or permit to expire the attached list of contracts previously awarded by the Board of Education. These contracts are, have been and will continue to be in full compliance with all state and federal statutes and regulations; in particular, N.J.S.A. 18A:18A et seq., N.J.A.C. Chapter 23 and Federal Procurement Regulations 2CFR Part 200.317 et seq. Purchases in excess of \$40,000 are subject to bids or competitive contracting, purchases in excess of \$6,000 but less than \$40,000 require quotes. Contracts for the transportation of students require bids if in excess of \$19,000.

XI. REPORTS AND RECOMMENDATIONS OF SUPERINTENDENT:

A. Superintendent Items

1. Approve to pay Tender Touch **\$61,500.00** for the essential costs of the NPSSP extension program, **as per the recommendation of the program Supervisor.** Pending Review by General Counsel and agreed upon contractual terms.
2. Approve Dr. Sam Mandelman, Educational/Neuropsychologist, to provide services throughout the **2019-2020** school year; at \$325.00 an hour, not to exceed \$10,000.00, **as per the recommendation of the program Supervisor.**
3. Approve to transport Student **909189** on June 27th and 28th from LHS to: Monroe Township Athletic Complex and back to LHS and any all costs not to exceed \$1,000.00
To attend Football Camp
Start Time: 8:45 a.m. to 1:00 p.m.
Abe Krawiec will schedule the Transportation.

4. Approve to pay the following Transportation Courses provided by Rutgers University for **Avraham Kraweicz, Sonia Segui and Amy Bearden**:
 - i. Fleet Management - \$401.00
 - ii. Routing & Scheduling - \$574.00
 - iii. Financial Operations - \$586.00
 - iv. Management & Supervisory Skills – \$857.00
 - v. Codes, Statutes & Regulations - \$490.00

5. **Be it Hereby Resolved**, that the Board of Education approve the settlement of the student number, **927342** (C.S). Settlement in accord ,in part, with Program and Record Review as delineated in the independent of Report of Susan k. Caplan. Student has TBI (due, in part , to cancer) and learning issues (Multiply Disabled . The following services will be provided and/or reimbursed (parents’ choice) from September 5, 2018 - August 15, 2020 (Including 6 week ESY). Occupational Therapy (2 x 1 / week plus 1 x monthly consult at district rate of \$70 /hour. Speech (2 x 1/ week for 30 minutes at district rate of \$70 / hour); Feeding Therapy (2x 30 minutes per week at district rate of \$ 70 / hour); and Physical Therapy (2 x 1 week for 30 minutes plus 1 x month consult for 30 minutes at district rate of \$80 / hour); and 2 hours per day of special education instruction (5 days per week at \$40/hour and a portable FM System) . This Agreement is for the **2018-19** and **2019-20** (4th and 5th Grades); and a personal; aide for 6 hours per day at a rate of ot to exceed \$3000 per month. NO Tuition. NO specialized transportation nor parent contract. NO attorney fees and expenses. All providers must be NJDOE certified and provide documentation in accord with the request of the Office of Special Services and Business office. NO IEP. NO stay put.

6. **Be it Hereby Resolved**, that the Board of Education approve the settlement of the student number, **920669** (S.J.). Student is Eligible for Special Education and Related services as OHI (due to in part with diagnosis of Duchenne’s Muscular Dystrophy that adversely effected his education). Settlement for the school years September 2019 thru August 2020 (Include 6 week ESY 2020) (1st grade). The parent can be reimbursed and /or provided the following services at the District rates (parent’s choice) : PT (1 x 1 hour @ \$80 /hour); Speech 1 x 4 hours / week (@ the District rate of \$70/hour ; OT (1 x hour / week @ District rate of \$70/hour); Counselling by Psychologist (1 x 4 hours per week at rate of \$100/hour) . Should the Aide not be covered by insurance for the 2019-20 school year the District will reimburse the parents on a monthly basis at a cost not to exceed \$3000/ month for a no less than 5 hour per day. (There will be no reimbursement for Aide for

the 2018-19 school year) .Also, there will be no reimbursement for 2019-2020 as to nurse. NO IEP. NO Stay Put. NO specialized transportation. NO parent contract. NO reimbursement for attorney fees or any costs. DISTRICT continues to recommend out of district placement. All providers must be NJDOE certified and must provide documentation in accord with the request of the District's Business Office and the Office of Special Services. There will be no payments nor reimbursements for the 2018/2019 school year

7. **Be it Hereby Resolved**, that the Board of Education approve the settlement of the student number **915088** (E.G). Settlement for **September 2019 thru August 2020** (incl 6 week ESY 2020) (3rd Grade) in accord ,in part, with the Program and Record Review as delineated in the independent Report of Susan Caplan, M. Ed. Student is Eligible for Special Education and Related Services pursuant to the federal Eligibility category of OHI (Celiac Disease , Failure to Thrive) and SLD , thus , the correct classification category is Multiply Disabled . The following services will be provided and /or reimbursed for at the District rates as follows : OT (2 x 45/ week at District rate of \$70 /hour) ; Reading Therapy/ Special education by Special Education Teacher @ the rate of \$40 /hour , not to exceed 10 (ten) hours per week ; Nurse is paid for by Insurance . For the 2019-20 school year, should the nurse not be paid for by insurance and all appeal processes are exhausted through the satisfaction of the district, then the District will contribute no more than \$49 / hour for 35 hours per week upon receipt of proof that all reasonable attempts were made to have insurance continue to pay . NO tuition. NO parent contract. NO specialized transport. NO attorney fees nor expenses. NO Stay put. All providers must be NJDOE certified and provide documentation in accord with the requests of the Business office and the Office of Special Services. There will be no payments nor reimbursements for the 2018/2019 school year.
8. Please approve Stockton University to provide training for the Administrators on Evaluating Teachers using the Teacher Observation Rubric. The training will take place on August 29, 2019. The cost will not exceed \$658.00 and will be paid through account number 11-000-221-390-00-000.
9. Please approve Meredith Alvaro, from Staff Development Workshops to provide two days of PD for the K-2 ELA Department on Enhancing K-2 Grammar Instruction. Training will take place on July 18, 2019, and July

23, 2019. The total cost will not exceed \$3,200.00 and will be paid for through Title 2A account number 20-270-100-300-15-0015.

10. Approve the 2019-2020 tuition costs including ESY for the following out-of-district placements based on the export report of Karen Noble, to be paid through budget account #11-000-100-566-00-0000. **Subject to review by General Counsel; Moreover, no payments will be made more than 30 days in advance unless and until the Administration provides a written rationale as to the basis for same and the Board specifically approves same at a Board meeting. In addition, as to the New Jersey Department of Education Mandated Tuition Contract, Page 10, Paragraph “A.” (and/or anywhere delineated in the Contract) “any and all monies owed, if any, by the district to the approved private school(s) shall be paid throughout the 2021-2022 school year provided there are no applicable Audit findings, in applicable with State law , provided there are available funds, and shall be aid throughout the 2021-2022 school year.”**

Number	Placement	Per Diem Rate/Monthly Rate	Aide/Nurse Per Diem/Monthly	Billable Days/Months	Start Date
924565	Center for Education	\$328.21/day		210 days	7/1/2019-6/30/2020

B. Personnel

j. Miscellaneous

1. Weisz, Adina

From: Supervisor of Related Services & IDEA

To: Supervisor of Related Services

Effective: July 1, 2019

Terminating: June 30, 2020

(Title Correction from May 13, 2019 agenda)

1. NON-CERTIFICATED

f. Appointments

1. Security Specialist – Non-Affiliates

ESY PROGRAM 2019/2020

Effective: July 1, 2019

Terminating: June 30, 2020

Salary: \$24.38 per hour

11-000-266-100-00-0000

Last Name	First Name
BURRESH	Tom
DEVANEY	Jim
DOCKRAY	Eric
DOHERTY	John
DOLAN	James
GALLO	Gerard
GUSK	David
KELCOURSE-BAKER	Cheri
KIASCHKO	Andreas
LABOY	Ralph
LYNCH	Edward
MAJOROSSY	Steven
MCCALLUM	David
MELON	Michael
MITCHELL	Donald
PARISE	Michael
PERO	James
PINHEIRO	Leoni
REILLY	Kevin
RICHMOND	Gary
STERLING	Alfred
TAYLOR	Robert
TIMMERMAN	Kathy
YEAGER	Russel

2. Substitute Paraprofessionals – Non Affiliates
2019/2020 school year
Effective: July 1, 2019
Terminating: June 30, 2020
Salary: \$12.00 per hour

Last Name	First Name
BAUBLES	Peter Evan-BA
JACOBS	Yehudis-Highly Qualified (pending fingerprint results)
SALLEY	Sharon-Highly Qualified

3. Substitute Paraprofessionals – Non Affiliates
2019/2020 ESY Program
Effective: July 1, 2019
Terminating: June 30, 2020
Salary: \$20.00 per hour

BROOKS	Benjamin
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