

DISTRICT OF ROXBURY TOWNSHIP  
BOARD OF EDUCATION

March 25, 2024  
REGULAR MEETING AGENDA

LINCOLN ROOSEVELT SCHOOL  
34 North Hillside Avenue, Succasunna, NJ 07876

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

**SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS**

*Anyone wishing to speak about agenda or non-agenda items at a meeting of the Roxbury Township Board of Education must follow these procedures. Located on the front table will be forms entitled, **Speaker Request Form**. Please fill one out indicating your name and address and the agenda item or topic you wish to discuss. After completing the form, return it to the Assistant Business Administrator. Thank you for your cooperation.*

ACCESS AGENDA & EXHIBITS  
ONLINE:



I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in a Regular Session for discussion on business before the Board tonight.

The New Jersey Open Public Meetings Law was enacted to ensure the public's right to have advance notice of and to attend meetings of public bodies at which business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Board has caused written notice of this meeting and copies of its agenda to be transmitted to:

Roxbury Register - Newspaper

Daily Record - Newspaper

Star Ledger - Newspaper

Roxbury Website – <https://www.roxbury.org/domain/83>

Municipal Clerk

Roxbury Public Library

The notice of tonight's meeting has been posted in the Board's Business office.

II. ROLL CALL

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on March 25, 2024, regarding personnel matters, student matters, negotiations and attorney client privilege.

IV. ROLL CALL

V. PUBLIC SESSION

VI. PLEDGE OF ALLEGIANCE

VII. PRESENTATIONS

- Highlights of the PEAK program by Nixon's Kindergarten Team~  
Mrs. Danielle Lynch; Ms. Juliana DeAngelis with Students Dayanara Petgrave, Owen Rosenfeld, Iris Sanchez, Christopher Schwartz, Emma Sobanko, Liam Talty; Ms. Kelsey Bolling & Ms. Courtney Meaney with Students Deniz Basoglu, Zaiden Caban, April Larkin, Mackenzie Sorbino, Lilyana Tresca, Cody Zito; and Mrs. Jennifer Batsch, Mrs. Teri Haucke, & Mrs. Deana Riggs
- Highlights of the Read Across America/SEL Week celebration by Franklin Elementary School~  
Ms. Alyssa Bellardino; Mrs. Sarah DiLorenzo; Mr. Brian Hamer; Mrs. Gail LaCosta; Mrs. Cathy McInnes; Mrs. Marybeth Urban; with Students: James Carreto Vasquez, Riley Gillen, Vardaan Lakkad, Christopher Szabo, Godfrey Uba, Benjamin Ward

VIII. CORRESPONDENCE

IX. STUDENT REPRESENTATIVE'S COMMENTS

X. BOARD PRESIDENT'S COMMENTS

XI. SUPERINTENDENT'S REPORT

XII. BUSINESS ADMINISTRATOR'S REPORT

XIII. MINUTES

1. Minutes of the Regular Meeting of March 4, 2024.
2. Minutes of the Executive Session of March 4, 2024.
3. Minutes of the Board Training Session of March 7, 2024.

XIV. PUBLIC COMMENTS - Action Items - There is a three-minute time limit, per Board Policy

XV. ACTION ITEMS

*The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business, and will be voted on by one motion.*

**A. Finances (Resolutions 1-19)**

BILLS LIST

- \*1. RESOLVED, that the Roxbury Township Board of Education approve the February 2024 bills list totaling \$5,209,613.11 as presented.

TRANSFERS

- \*2. RESOLVED, that the Roxbury Township Board of Education approve the February 2024 list of transfers between accounts as presented. Approval by the County Office is not required except as noted on the list.

SECRETARY'S REPORT

- \*3. RESOLVED, that the Roxbury Township Board of Education approve the Board Secretary's Report for February 2024.

TREASURER'S REPORT

- \*4. RESOLVED, that the Roxbury Township Board of Education approve the Treasurer's Report for February 2024.

MONTHLY FINANCIAL CERTIFICATION OF THE BOARD SECRETARY AND BOARD OF EDUCATION

- \*5. RESOLVED, that the Roxbury Township Board of Education, pursuant to N.J.S.A. 18A:19-4, does certify that no line item account has encumbrances and expenditures which in total exceed the line item appropriation, and

BE IT FURTHER RESOLVED, that pursuant to N.J.S.A. 18A:17-9 and N.J.S.A. 18A:17-36, after review of the Board Secretary's and Treasurer's monthly financial reports for the month of February 2024 that no major accounts and fund balances in the 2023/2024 budget have been over expended and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

TRAVEL REQUESTS

- \*6. RESOLVED, that the Roxbury Township Board of Education approve unavoidable travel costs as presented which are educationally necessary and fiscally prudent and are related to and within the scope of the employee's current responsibilities, and promotes the delivery of instruction or further the efficient operation of the school district. The reimbursements are in compliance with the state travel reimbursement guidelines as established by the Department of Treasury and Board of Education policy in accordance with N.J.A.C. 6A-23B-1.1 et seq.

	<i>Name</i>	<i>Workshop Title</i>		<i>Place*</i>	<i>Date of Workshop</i>	<i>Registration Fee</i>	<i>Total Estimated Expenses</i>
1.	Katz, Robert	Directors Roundtable Discussion	4	Hopatcong, NJ	4/1/24	\$0	\$0
2.	Santora, Frank	2024 April National Superintendents Forum	4	Oak Brook, IL	4/7/24-4/9/24	\$0	\$710.44
3.	LaMonica, Christina	Sony Hall Hamilton Choral Workshop	4	New York, NY	4/17/24	\$40.60	\$71.36
4.	Taylor, Mark	FIRST Robotics World Championship	4	Houston, TX	4/17/24-4/21/24	\$0	\$798.50
5.	Arcieri, Brianna	NJSCA School Counselor Conference	4	Union, NJ	4/19/24	\$35.00	\$71.19
6.	Buckler, Jennifer	NJSCA School Counselor Conference	4	Union, NJ	4/19/24	\$35.00	\$64.99
7.	LaCosta, Gail	NJSCA School Counselor Conference	4	Union, NJ	4/19/24	\$35.00	\$64.33
8.	Wing, Kathleen	NJSCA School Counselor Conference	4	Union, NJ	4/19/24	\$35.00	\$65.74

9.	Gangemi, Kayla	NJ Applied Behavior Analysis Conference	4 S-1	Somerset, NJ	4/26/24	\$150.00	\$177.22
10.	Maher, Chelsea	NJACAC Conference	4	Atlantic City, NJ	5/20/24-5/21/24	\$300.00	\$432.82
11.	Seipp, Charles	Annual School Law & Policy Seminar	4	Lincroft, NJ	5/31/24	\$0	\$56.02
12.	Ng, Ellen	NJSMA Annual Conference	4 S-1	Mountain Lakes, NJ	6/4/24	\$25.00	\$37.22
13.	Kolbusch, Kathy	NJASBO 62nd Annual Conference	4	Atlantic City, NJ	6/5/24-6/7/24	\$500.00	\$1093.88
14.	Mondanaro, Joseph	NJASBO 62nd Annual Conference	4	Atlantic City, NJ	6/5/24-6/7/24	\$500.00	\$1093.88
15.	LaPara, Angela	Teaching Italian to American students	4 S-1	Online	3/26/24	\$0	\$0
16.	McGinley, Birsen	Quality Career Development: CBI for Career Exploration	4	Online	4/25/24	\$0	\$0
17.	Tufaro, Catherine	Fundamentals of Coaching	4	Online	Online	\$75.00	\$75.00

1-State/Federal policy requirements, 2-State curricular requirements, 3-State Initiatives, 4-Individual job requirements, T2-paid for by Title II funding, T3 paid for by Title III funding. Substitute coverage is indicated by "S" followed by the number of days for which a substitute is needed.

**ROXBURY TOWNSHIP BOARD OF EDUCATION ADOPTION OF THE TENTATIVE BUDGET FOR THE SCHOOL YEAR 2024-2025**

- \*7 RESOLVED, that the tentative budget be approved for the 2024-2025 school year using the 2024-2025 state aid figures and the secretary to the Board of Education be authorized to submit to the Executive County Superintendent for approval in accordance with N.J.S.A. 18A:7F-5 and 18A:7F-6:

	<i>General Fund</i>	<i>Special Revenues</i>	<i>Debt Service</i>	<i>Total</i>
2024-2025 Total Expenditures	\$82,165,323	\$1,261,059		\$83,426,382
Less: Anticipated Revenues	\$19,798,999	\$1,261,059		\$21,060,058
Taxes to be Raised	\$62,366,324			\$62,366,324

BE IT FURTHER RESOLVED that the Roxbury Township Board of Education authorizes as included in budget line 630, Budgeted Withdrawal from Maintenance Reserve, a withdrawal in the amount of \$600,000 for Maintenance projects throughout the district.

AND, a public hearing on the budget for the 2024-2025 school year will be held at Lincoln-Roosevelt School on April 29, 2024 during a Regular Roxbury Township Board of Education Meeting.

**MAXIMUM TRAVEL RESOLUTION FOR SCHOOL YEAR 2024-2025**

- \*8 Pursuant to N.J.A.C. 6A:23A-7.3, a board of education must establish a maximum dollar limit for travel expenditure, as defined in N.J.A.C. 6A:23A-7.1 et seq.,

BE IT RESOLVED, that the Roxbury Township Board of Education includes in the tentative budget a maximum travel expenditure in the amount of \$95,576 for the 2024-2025 school year. The maximum travel expenditure amount for the 2023-2024 school year is \$90,595 of which, \$49,316 has been spent and \$7,749 is encumbered to date.

MEAL PRICES FOR 2024/2025

- \*9. RESOLVED, that the Roxbury Township Board of Education approve the following prices for student meals for the 2024/2025 school year as allowed by the National School Lunch Program.

Lunch Programs			
	Paid	Reduced Price	Adult
High School	\$4.50	\$0	\$5.25
Middle School	\$4.00	\$0	\$5.00
Elementary School	\$3.75	\$0	\$4.50

Breakfast Programs			
	Paid	Reduced Price	Adult
Nixon School	\$2.50	\$0	\$3.50
Franklin School	\$2.50	\$0	\$3.50

CONTRACTS

- \*10. RESOLVED, that the Roxbury Township Board of Education approve a contract with AFC Urgent Care, 278 Rt. 10 West, Succasunna, NJ to provide Urgent Care, Routine Care, Digital X-Ray, Labs & Testing, Vaccinations, Occupational Medicine and Seasonal Allergies needs for students and staff members on an as-needed and as-requested basis for the 2023/2024 school year.

BE IT FURTHER RESOLVED, that this resolution supersedes and amends Finance Resolution XVI.B.9 approved on February 12, 2024.

APPROVAL OF PURCHASES

- \*11. RESOLVED, that the Roxbury Township Board of Education approve the purchase of two 54-passenger Thomas Built School busses from H.A. DeHart Son, Inc., 311 Crown Point Road, Thorofare, NJ, in the amount of \$298,993.46 as quoted through ESCC bid #HCECSC-VEH-22-10 and funded through Capital Outlay Account.
- \*12. RESOLVED, that the Roxbury Township Board of Education approve the purchase of a restaurant range and heated cart from ATRA, 220 West Parkway, Pompton Plains, NJ in the amount of \$17,890.70 for Franklin Elementary School and funded through a Food Service Enterprise Account.

APPROVAL OF SUBMISSION OF GRANTS

13. WHEREAS, the Roxbury Township Public Schools has been afforded the opportunity to apply for the NJDOE Teacher Climate and Culture Innovation Grant in the amount of \$200,000.00.

NOW THEREFORE, BE IT RESOLVED, that the Roxbury Township Board of Education approve the submission of the grant application as authorized by the Business Administrator.

ACCEPTANCE OF GRANT

- \*14. RESOLVED, that the Roxbury Township Board of Education approve the acceptance of the NJEA “Seeds of Sustainability” grant through Sustainable Jersey for Schools for Eisenhower Middle School in the amount of \$2,000.00 for Aeroponic Garden.
- \*15. RESOLVED, that the Roxbury Township Board of Education approve the acceptance of the NJEA “Outdoor Classroom” grant through Sustainable Jersey for Schools for Jefferson Elementary School in the amount of \$2,000.00 for Monarch Docking Station.
- \*16. RESOLVED, that the Roxbury Township Board of Education approve the acceptance of the NJEA “Piloting Sustainability with Drones” grant through Sustainable Jersey for Schools for Roxbury High School in the amount of \$2,000.00 for Drones.

APPROVAL OF DISPOSAL OF PROPERTY

17. RESOLVED, that the Roxbury Township Board of Education approve the discontinued use of various items listed in Exhibit F1 at Kennedy Elementary School. These items have been identified as obsolete, broken, and/or no longer functioning, if unsellable, items will be discarded.

ACCEPTANCE OF DONATION

- \*18. RESOLVED, that the Roxbury Township Board of Education approve the donation from New York Jets of \$10,000 in order to offer a Unified Flag Football program during the spring sports season at Roxbury High School.

USE OF VEHICLES FOR PROJECT GRADUATION

- \*19. RESOLVED, that the Roxbury Township Board of Education approve the use of eight (8) buses from 9:30 PM on Thursday, June 13, 2024 until 5:00 AM on Friday, June 14, 2024 at no charge to Project Graduation. The buses will be used to transport approximately 311 Roxbury High School graduates in the Class of 2024 to Project Graduation, a chaperoned, half overnight party held at the Branchburg Sports Complex, 47 Readington Road, Branchburg, NJ.

**B. Education** (*Resolutions 1-8*)

*The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.*

HIB REPORT

- \*1. RESOLVED, that the Roxbury Township Board of Education affirms the Superintendent’s decisions provided in the Harassment, Intimidation, and Bullying Report for the 2023/2024 school year for Incident Nos. 50 through 59.
- \*2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2023/2024 school year for Incident Nos. 60 through 70.

FIELD TRIPS / COMPETITIONS

- 3. RESOLVED, that the Roxbury Township Board of Education approve staff and students for participation in **community-based instructional trip requests** as listed, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

	<i>School</i>	<i>Group</i>	<i>Estimated # of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Faculty Sponsor</i>
* 1	RHS	SUCCESS	24	Somerset Patriots Stadium	Bridgewater, NJ	B.McGinley
* 2	RHS	SUCCESS; VISTA	15-20	Division of Vocational Rehabilitation Services (DVRS)	Randolph, NJ	B.McGinley
* 3	RHS	VISTA	7	Liberty Science Center	Jersey City, NJ	K.Gangemi

- 4. RESOLVED, that the Roxbury Township Board of Education approve staff and students for participation in **same-day field trip requests** as listed, with the understanding that dates are subject to change due to inclement weather, scheduling conflicts, etc.

*Organized by "School":*

	<i>School</i>	<i>Group</i>	<i>Estimated # of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Faculty Sponsor</i>
1	LRS	Gr. 5 - 6 ESL	15	Roxbury Diner	Succasunna, NJ	M.Del Rosario
2	LRS	REACH	25	Circle Bowl & Entertainment	Ledgewood, NJ	C.Folkers; J.Hancock
3	LRS	Gr. 6	262	Funplex	East Hanover, NJ	C.Argenziano
4	NES	Gr. 4	47	Roxbury HS	Succasunna, NJ	V.Miller
* 5	RHS	FCS; Tomorrow's Teachers	25	Sussex County Charter School for Technology	Sparta Township, NJ	D.Burleigh; B.Kroog
* 6	RHS	Gr. 9 - 12 Art, Creative Writing, Literary Magazine	40	CCM	Randolph, NJ	M.Roman; K.Savitski

- \*5. RESOLVED, that the Roxbury Township Board of Education approve staff and students for participation in **overnight field trip requests** as listed.

	<i>School</i>	<i>Group</i>	<i>Estimated # of Students</i>	<i>Trip Destination</i>	<i>Location</i>	<i>Faculty Sponsor(S) &amp; Chaperones(C)</i>	<i>Total Estimated Expenses to District/School</i>	<i>Discussion</i>
1	RHS	Roxbotix Team	19 #	George R. Brown Convention Center	Houston, TX	M.Taylor(S)(C); J.Taylor(C) #	\$798.50 for Cost of Hotel & Meals (per GSA) for Head Coach M.Taylor #	# Amendments to XVI.B.4.2 aprvd 1/22/24.

OUT-OF-DISTRICT PLACEMENT/SERVICES - 2023/2024

- \*6. RESOLVED, that the Roxbury Township Board of Education approve the 2023/2024 School Year Out-Of-District Placements/Services listed below:

<i>File Number</i>	<i>School or Provider</i>	<i>Total Cost</i>	<i>Dates</i>
9395421575	Shepard Preparatory High School	\$18,893.28	3/22/24-6/30/24

EXTRACURRICULAR AGREEMENTS

- \*7. RESOLVED, that authorization to establish the 2023/2024 school year as Year One of the following sport on a three-year trial basis be approved by the Roxbury Township Board of Education. This trial sport's existence and continuation are contingent on funding from the New York Jets.

<b>New Sports   Three-year trial basis   Year 1 as of 2023/2024</b>			
	<i>School</i>	<i>Club Name</i>	<i>Discussion</i>
1	RHS	Unified Flag Football	Girls' Spring Sport

CURRICULUM WRITING

- \*8. RESOLVED, that the courses listed below be approved for curriculum writing for the 2023/2024 school year as indicated.

	<i>Course</i>	<i>School / Course Level</i>	<i>Grade Level</i>	<i>Course Duration (FY, Sem, Q)</i>	<i>New, Revision, or Rewrite</i>	<i>Proposed hours</i>	<i>Discussion</i>
1	AP Psychology	RHS	11 - 12	FY	Rewrite #	20 #	# Amendments to XVIII.D.9, Exhibit E2, Row No. 33 aprvd 3/4/24.
2	Pop Culture (Summit/Vista)	RHS	9 - 12	FY	Rewrite	20	

**C. Policies (Resolution 1)**

*The following motion requested by the Board Members will be voted on separately due to the potential controversial nature.*



- \*1. RESOLVED, that the Roxbury Township Board of Education approve the following for the first reading:

	<i>Policy/Regulation Number</i>	<i>Policy/Regulation Title</i>	<i>Exhibit Number</i>
a	Policy 5756 Abolish	Transgender Students	P1

**D. Personnel (Resolutions 1-19)**

*The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.*

*(NOTE: Approval of these resolutions authorizes the Superintendent to submit to the County Superintendent applications for emergent hiring and the candidate’s attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those candidates listed below. All appointments are pending verification of employment history pursuant to New Jersey P.L. 2018, c. 5 (N.J.S.A. 18A:6-7.6, et. seq.); contingent upon receipt of proper certification; and all salary placements are pending receipt of college transcripts verifying degree status.)*

RESIGNATIONS, RETIREMENTS, TERMINATIONS

- 1. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Action</i>	<i>Final day of employment</i>	<i>Discussion</i>
1	Murphy, Colleen	NES	Permanent Substitute Teacher	Resignation for personal reasons	3/18/24	

LEAVES OF ABSENCE

- 2. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Employee</i>	<i>Leave Start Date</i>	<i>Paid Leave</i>	<i>Unpaid FMLA/ NJFLA ^</i>	<i>Return Date</i>	<i>Discussion</i>
* 1	13182	3/21/24	Using 7 sick days	FMLA, if needed	upon release by physician	
2	17505	3/11/24	n/a	FMLA	upon release by physician	
3	20670	4/23/24 or sooner if nec	Using 15 sick days	FMLA/NJFLA	11/11/24	
* 4	22164	3/15/24	Using available sick days	FMLA, if needed	Upon release by physician	

<sup>^</sup>Leave becomes unpaid when sick/personal days are depleted or released by physician, whichever occurs first.

- 3. RESOLVED, that Employee Number 7687 is placed on administrative leave with pay effective March 6, 2024 until further notice in accordance with the provisions of NJSA 18A:6-8.3.

APPOINTMENTS

4. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary Guide / Step</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Gonzalez Douglas, Stephanie	NES	Special Education Teacher (RC)	24/25 BA Step 4	\$58,465	9/1/24 #	6/30/25	Tenure-track replacement in position TCH.SPE.RES.NA.01; and movement of position from FES to NES.
# 10-month employee shall start on the first day of the 2024-25 calendar for this bargaining unit / employee group ^ Employment start date is pending completion of documentation in accordance with the law or district policy. ^^ Employment start date is pending release from current employer.								

APPOINTMENTS - LEAVE REPLACEMENTS

5. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	LaChance, Lea	EMS	Leave-repl Music Teacher	\$300.00 per diem	4/8/24 or sooner if nec ^	6/14/24	Replacement in position TCH.EMS.MUS.VO.01.
* 2	Mastandrea, Deirdre	Dist	Interim Director of Special Services	\$500.00 per diem	5/6/24 ^	6/30/24	Replacement in position SPS.DS.DIR.NA.01. Not to exceed 4 days per week.
^ Employment start date is pending completion of documentation in accordance with the law or district policy.							

APPOINTMENTS - SUBSTITUTES

\*6. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions on an as needed basis:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1.	Abdallah, Samira	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
2.	Bazewicz, Dove	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
3.	Christian, David	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
4.	Kenyon, Jason	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
5.	Kleinman, Loren	District	Substitute Teacher, Paraprofessional,	23/24 Board approved Sub	3/26/24^	6/30/24	

			Secretary	Rate			
6.	McGowan, Kaitlyn	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
7.	Nightlinger, Danielle	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	
8.	Orleans, David	District	Substitute Teacher, Paraprofessional, Secretary	23/24 Board approved Sub Rate	3/26/24^	6/30/24	

^ Start date is pending completion of documentation in accordance with the law or district policy.

7. RESOLVED, that Ms. Victoria Hendershot, District Substitute Nurse, be approved to serve as the Registered Nurse on the 2023/2024 Eisenhower Middle School Music/Choir students' trip to Sony Hall in New York, NY at an hourly rate of \$40.71, and

BE IT FURTHER RESOLVED, this amends and supersedes in its entirety Resolution XVI.E.10 approved December 11, 2023.

8. RESOLVED, that Ms. Victoria Hendershot, District Substitute Nurse, be approved to serve as the Registered Nurse on the 2023/2024 Eisenhower Middle School Gr. 7 & 8 Band, Choral, & Orchestral ensembles' trip to the Music in the Parks Festival & Awards Ceremony in Allentown, PA at an hourly rate of \$40.71, and

BE IT FURTHER RESOLVED, this amends and supersedes in its entirety Resolution XVI.E.11 approved December 11, 2023.

**APPOINTMENTS - EXTRACURRICULAR**

9. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2023/2024 school year.

23/24 Club Appts							
	POS LOC	POS TYPE	POSITION	ASSIGN-MENT	NAME	23/24 TOTAL Stipend	Discussion
1	EMS	CLUB	Choral (Encores)	Co-Advisor (FTE 0.75)	Harrison Calderon, Jessica	\$2,665	Amends & supersedes appt aprvd 6/26/23, XV.D.8.3, Exhibit HR 1.3, Row No. 34 & 9/5/23, VI.B.2.2, Exhibit HR 2.2, Row No. 33.
2	EMS	CLUB	Choral (Harmonies)	Co-Advisor (FTE 0.75)	Harrison Calderon, Jessica	\$2,665	Amends & supersedes appt aprvd 6/26/23, XV.D.8.3, Exhibit HR 1.3, Row No. 35 & 9/5/23, VI.B.2.2, Exhibit HR 2.2, Row No. 34.
3	EMS	CLUB	Choral (Encores)	Co-Advisor (FTE 0.25)	Salyerds, Robert	\$888	
4	EMS	CLUB	Choral (Harmonies)	Co-Advisor (FTE 0.25)	Salyerds, Robert	\$888	

- \*10. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2023/2024 school year.

<b>23/24 Athletic Appts</b>									
	POS LOC	POSITION	ASSIGN- MENT	SEASON & Start Date	NAME	23/24 Base Stipend	# of Consec Yrs in the same Sport/Se ason thru 23/24 Season	23/24 Longevity Stipend	23/24 TOTAL Stipend
1	RHS	Outdoor Track	Assistant Coach	Spring, 3/26/24	Norgard, Kaitlyn	\$5,361	4	n/a	\$5,361
2	RHS	Outdoor Track	Assistant Coach	Spring, 3/26/24	Schneider Jr., PJ	\$5,361	1	n/a	\$5,361

- \*11. RESOLVED, that the Roxbury Township Board of Education approve the following for the 2023/2024 school year:

<b>23/24 Specialized Athletic Consultants</b>								
	Name	Position	Sport	Season	Loc. of Sport	Payment	Start Date	Discussion
1	Boyd, Joshua	Specialized Consultant	Baseball	Spring	RHS	\$1,000	3/26/24	Payment to be paid by RHS Baseball Parent Booster Club.
2	Dancsecs, Matthew	Specialized Consultant	Lacrosse - Boys'	Spring	RHS	Volunteer-basis	See ^	
3	Decena, Natalie	Specialized Consultant	Softball	Spring	RHS	Volunteer-basis	See ^	
4	McDonald, Michael	Specialized Consultant	Baseball	Spring	RHS	Volunteer-basis	3/26/24	
5	Williams, Ryan	Specialized Consultant	Lacrosse - Boys'	Spring	RHS	Volunteer-basis	3/26/24	
^ Start date is pending completion of documentation in accordance with the law or district policy.								

**APPOINTMENTS - TITLE I SUMMER SCHOOL PROGRAM**

12. RESOLVED, that the Roxbury Township Board of Education approve the following. At this time, employment and payment is contingent upon enrollment numbers:

	Name	Position	Salary Guide / Step	Salary	Start Date	End Date	Discussion
1	Maurer, Jennifer	Title I Summer School Coordinator, PK - 4	n/a	\$47/hr, not to exceed \$7,100	5/1/24	7/30/24	Salary to be paid from Title I funds.

CURRICULUM CONSULTANT

- \*13. RESOLVED, that Ms. Marybeth Kopacz be approved to serve as a curriculum consultant on the days that school is in session effective March 26, 2024 through April 30, 2024 at a salary of \$500 per diem (salary based on actual days worked).

SALARY ADJUSTMENT - EXTRA PAY

- \*14. RESOLVED, that the Roxbury Township Board of Education approve payment to the following individuals as indicated below for the 2023-2024 school year.

	<i>Name</i>	<i>Title</i>	<i>Hourly Rate based on individual's 23/24 Base salary</i>	<i>Hours conducted beyond contractual hours &amp; not to exceed:</i>	<i>Service</i>
1	Babus, Jennifer	OT	\$53.23	6	Occupational Therapy evaluations
2	Barbato, Shelby	SLS	\$51.38	12	Speech Language evaluations
3	Baxter, Jennifer	School Social Worker	\$71.51	30	Social History evaluations
4	Bohler, Allison	SLS	\$49.89	24	Speech Language evaluations
5	Dalupang, Sherlyne	School Psychologist	\$53.57	54	Psychological evaluations
6	Dressel, Michele	LDT-C	\$68.62	33	Educational evaluations
7	Estes, Stacey	School Social Worker	\$54.92	60	Social History evaluations
8	Evans, Danielle	SLS	\$57.58	24	Speech Language evaluations
9	Giordano, Tessa	OT	\$48.89	24	Occupational Therapy evaluations
10	Mosher, Katherine	LDT-C	\$76.28	27	Psychological evaluations
11	Mosher, Michael	School Psychologist	\$81.05	57	Educational evaluations
12	Redwood, Susan	LDT-C	\$77.64	33	Educational evaluations
13	Simone, Sandra	SLS	\$63.15	12	Speech Language evaluations
14	Thompson, Carie	LDT-C	\$65.49	33	Educational evaluations
15	Ventricelli, Kathryn	LDT-C	\$74.86	57	Educational evaluations
16	Vergara, Alexis	School Psychologist	\$65.01	51	Psychological evaluations
17	Wetreich, Deborah	School Psychologist	\$79.01	78	Psychological evaluations

**MENTORING**

15. RESOLVED, that the Roxbury Township Board of Education approve the mentoring assignments indicated below. The number of weeks shown encompasses weeks when school is in session; and when the novice teacher and mentor are present at school to collaborate:

<i>Novice Teacher</i>				<i>Mentoring Term in Roxbury</i>				
	<i>Name</i>	<i>Loc</i>	<i>No. of weeks of mentoring completed to date</i>	<i>Mentor</i>	<i>Start Date</i>	<i>End Date</i>	<i>No. of Wks</i>	<i>Fee</i>
1	LaChance, Lea	EMS	n/a	Jamieson, Melissa	4/8/24 ^	6/14/24	10	\$183
2	Perri, Ashley	EMS	15 (in Livingston 11/2021-2/2022)	Martino, Tiffany	3/25/24	6/14/24	11	\$202
3	Terracciano, Anthony	EMS	n/a	Blewitt, Jessica	3/11/24	6/14/24	13	\$238
* 4	Zeris, Lauren	RHS	n/a	Misurelli, Frank	1/24/24	3/1/24 #	5 #	\$167 #

^ Start date is pending completion of documentation in accordance with the law or district policy.  
# Amendments to XVI.D.15.1 aprvd 1/22/24.

**COMMUNITY SCHOOL**

16. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2023/2024 Roxbury Community School B.A.S.E.S. Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<b>Name</b>	<b>Loc</b>	<b>Title</b>	<b>Hourly Rate</b>	<b>Start Date</b>	<b>End Date</b>	<b>Discussion</b>
1	O'Brien, Heather	K-4	Non-Certified	\$22.00	3/26/24	6/30/24	
2	Puopolo, Tiffany	K-4	Non-Certified	\$22.00	3/26/24	6/30/24	Not to exceed 29.5 hrs/wk with various district positions

17. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2023/2024 Roxbury Community School Preschool Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<b>Name</b>	<b>Loc</b>	<b>Title</b>	<b>Hourly Rate</b>	<b>Start Date</b>	<b>End Date</b>	<b>Discussion</b>
1	Talty, Tania	KES	Sub Aide Sub Teacher	\$15.71 \$18.57	3/26/24	6/30/24	Not to exceed 29.5 hrs/wk with various district positions

18. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2023/2024 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Name	Loc	Title	Rate	Start Date	End Date	Discussion
1	Geary, Jason	RHS	RHS Boys Volleyball Clinic	\$50/Student	4/15/24	5/15/24	Min: 12   Max: 30

19. RESOLVED, that based on current and projected positive health conditions, the staff listed below be appointed for the 2024/2025 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	Name	Loc	Title	Rate	Start Date	End Date	Discussion (Min Max Students)
1	Rogers, Patricia	RHS	Broadway Bound/Behind the Curtain Costume Designer	\$1,000	6/1/24	7/31/24	Min: 38   Max: N/A

**E. Executive Session Regular Meeting**

- \*1. WHEREAS, Chapter 231, P.L. 1975, also known as the Sunshine Law, authorizes a public body to meet in Executive Session under certain limited circumstances; and

WHEREAS, said law requires the Board of Education to adopt a resolution at a public meeting before it can meet in such an Executive Session; and

WHEREAS, the Board of Education is anticipating to hold a Regular Meeting on April 15, 2024 at 6:30 p.m. and;

WHEREAS, the Board of Education intends to discuss matters in Executive Session at this meeting;

NOW THEREFORE, BE IT RESOLVED, that the Roxbury Township Board of Education expects to discuss personnel, student matters, negotiations and matters covered by attorney client privilege during the aforementioned Executive Session; and

BE IT FURTHER RESOLVED, that the public portion of the aforementioned Roxbury Township Board of Education Regular Meeting will commence at 7:30 p.m.

- XVI. PUBLIC COMMENTS – There is a three-minute time limit, per Board Policy.
- XVII. BOARD MEMBER COMMENTS
- XVIII. EXECUTIVE SESSION - (IF NECESSARY)
- XIX. PUBLIC SESSION – (IF NECESSARY)
- XX. ADJOURNMENT

**KENNEDY SCHOOL ITEMS For Removal / Disposal**

Qty	item	status	Model/ serial #	Roxbury ID
1	2-drawer file cabinet	Broken/unusable		
1	large metal cabinet with slots	Usable / no longer needed		
1	nurses bed	usable		
2	metal chairs with arms	Unusable / garbage		
2	wooden chairs	garbage		
1	white stool	broken/ garbage		
1	wooden stool	Old/unusable		
2	rolling chairs	Broken / garbage		
2	Bookshelves	broken		
1	cabinet with sliding doors	broken/ garbage		
1	computer desk	usable/one minor broken piece		
1	rolling cart	old/ garbage		
1	Blacktop science lab table	Good condition		
2	desks	Broken / garbage		
1	Panasonic TV	Removal / garbage	PV-M2046	None
1	Temperature Scanner		7091135919162 903417	10550
1	Sharp Monitor	garbage	507954157	
1	Sylvania flat screen tv	garbage	DS1A09442178 28	IT Dept 1539 Board of Ed 1319
1	Emerson flat screen tv	garbage	J51740603	
2	Panasonic VHS players	garbage	E5IA46547	



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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TRANSGENDER STUDENTS

### 5756 TRANSGENDER STUDENTS

The Board of Education is committed to providing a safe, supportive, and inclusive learning environment for all students. The New Jersey Law Against Discrimination (NJLAD), N.J.S.A. 10:5-12(11)(f), generally makes it unlawful for schools to subject individuals to differential treatment based on gender identity or expression. Title IX of the Education Amendments of 1972 (“Title IX”) specifically prohibits discrimination on the basis of sex in Federally funded education programs and activities [20 U.S.C. § 1681(a)].

N.J.S.A. 18A:36-41 directs the Commissioner of Education to establish guidelines outlined in this Policy to provide direction for schools in addressing common issues concerning the needs of transgender students, and to assist schools in establishing policies and procedures that ensure a supportive and nondiscriminatory environment for transgender students.

#### Definitions/Terms

A safe and supportive environment within a school begins with understanding and respect. The Board believes students, teachers, and administrators should be provided with common terminology associated with gender identity. The terms listed below are commonly used by advocacy and human rights groups, however students may prefer other terms to describe their gender identity, appearance, or behavior. It is recommended school personnel discuss with the student the terminology and pronouns each student has chosen.

“Gender identity” means a person’s internal, deeply held sense of gender. All people have a gender identity, not just transgender people. For transgender people, the individual’s internal gender identity is not the same as the gender assigned at birth.

“Gender expression” means external manifestations of gender, expressed through a person’s name, pronouns, clothing, haircut, behavior, voice, and/or body characteristics. Society identifies these cues as masculine and feminine, although what is considered masculine or feminine changes over time and varies by culture.

#### Transgender Students

“Assigned sex at birth (ASAB)” refers to the biological sex designation recorded on a person’s birth certificate upon the initial issuance of that certificate, should such a record be provided at birth.



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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~~“Gender assigned at birth” refers to the gender a child is assigned at birth or assumed to be, based on their biological sex assigned at birth.~~

~~“Sexual orientation” describes a person’s enduring physical, romantic, and/or emotional attraction to another person. Gender identity and sexual orientation are not the same. A transgender person may be straight, lesbian, gay, bisexual, or asexual. For example, a person who transitions from male to female and is attracted solely to men may identify as a straight woman.~~

~~“Transgender” is a term for an individual whose gender identity and/or gender expression differs from those typically associated with the sex and gender assigned at birth.~~

~~“Transition” is the process by which a transgender person recognizes that their authentic gender identity is not the same as the gender assigned at birth, and develops a more affirming gender expression that feels authentic. Some individuals socially transition, for example, through dress, use of names and/or pronouns. Some individuals may undergo physical transition, which might include hormone treatments and surgery. School district personnel should avoid the phrase “sex change,” as it is an inaccurate description of the transition process; the process is more accurately described as “gender confirming.”~~

~~“LGBTQ” is an acronym for “lesbian, gay, bisexual, transgender, and queer/questioning.”~~

~~“Gender nonconforming” describes a person whose gender expression does not conform to the gender expectations of their family or community. Gender nonconformity is not necessarily an indication that a youth is transgender; many non-transgender youth do not conform to stereotypical expectations.~~

~~“Gender expansive, Gender diverse, Gender fluid, Gender non-binary, A gender, Gender queer” are terms that convey a wider, more flexible range of gender identity and/or expression than typically associated with the binary gender system. For example, students who identify as gender queer or gender fluid might not identify as boys or girls; for these students, the non-binary gender identity functions as the student’s gender identity.~~

~~“Cisgender” refers to individuals whose gender identity, expression, or behavior conforms with those typically associated with their sex assigned at birth.~~

~~Student-Centered Approach~~



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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~~The school district shall accept a student's asserted gender identity; parental consent is not required. A student need not meet any threshold diagnosis or treatment requirements to have his or her gender identity recognized and respected by the school district, school, or school staff members. In addition, a legal or court-ordered name change is not required. There is no affirmative duty for any school district staff member to notify a student's parent of the student's gender identity or expression.~~

~~There may be instances where a parent of a minor student disagrees with the student regarding the name and pronoun to be used at school and in the student's education records. In the event a parent objects to the minor student's name change request, the Superintendent or designee should consult the Board Attorney regarding the minor student's civil rights and protections under the NJLAD. School staff members should continue to refer to the student in accordance with the student's chosen name and pronoun at school and may consider providing resource information regarding family counseling and support services outside of the school district.~~

~~School districts should be mindful of disputes between minor students and parents concerning the student's gender identity or expression. Many support resources are available through advocacy groups and resources from the New Jersey Department of Children and Families and New Jersey Department of Education's "Child Abuse, Neglect, and Missing Children" webpage.~~

~~The Principal or designee should have an open, but confidential discussion with the student to ascertain the student's preference on matters such as chosen name, chosen pronoun to use, and parental communications. A transgender student shall be addressed at school by the name and pronoun chosen by the student, regardless of whether a legal name change or change in official school records has occurred. The school shall issue school documentation for a transgender student, such as student identification cards, in the name chosen by the student. A transgender student shall be allowed to dress in accordance with the student's gender identity.~~

~~The Principal or designee should also discuss with the student, and any other individuals at the student's request, the risks associated with the student's transgender status being inadvertently disclosed. For example, the Principal or designee should inform the student the transgender status may be revealed due to other students' discussions at home. The Principal or designee should work with the transgender student to ensure awareness of activities and events that may inadvertently disclose the transgender student's status.~~



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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### Safe and Supportive Environment

The Board developed and adopted this Policy to ensure that its schools provide a safe and supportive learning environment that is free from discrimination and harassment for transgender students, including students going through a gender transition. Gender-based policies, rules, and practices can have the effect of marginalizing, stigmatizing, and excluding students, whether they are gender nonconforming or not.

The Superintendent or designee shall review and update existing policies and procedures, including those regarding classroom activities, school ceremonies, school photographs, and dress codes, to verify transgender students are not excluded. In addition, the school district shall take the following steps to establish and maintain a nondiscriminatory environment for all students, including transgender and transitioning students:

- The school district must comply with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7, which prohibit harassment, intimidation, and bullying. The Board is required to develop, adopt, and implement a Policy in accordance with N.J.S.A. 18A:37-15 and N.J.A.C. 6A:16-7.7 that prohibits harassment, intimidation, or bullying on school property, at a school-sponsored function, or on a school bus. If harassment, intimidation, or bullying based on gender identity creates a hostile environment, the school must take prompt and effective steps to end the harassment, intimidation, or bullying, prevent its recurrence, and, as appropriate, remedy its effects.
- The Superintendent or designee should ensure training is provided to school staff members on sensitivity and respect towards transgender students.
- Social and Emotional Learning (SEL) concepts should be incorporated into school culture and curricula.
- The school district may seek a variety of professionals, including counselors and school psychologists, to provide emotional supports for all students who demonstrate a need. The Superintendent or designee shall ensure school counselors are knowledgeable regarding issues and concerns relevant to transgender students, students facing other gender identity issues, or students who may be transitioning.
- Student dress codes should not be enforced more strictly for transgender and gender nonconforming students than for other students.



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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TRANSGENDER STUDENTS

- ~~The school district shall honor and recognize a student's asserted gender identity, and shall not require any documentation or evidence in any form, including diagnosis, treatment, or legal name change.~~
- ~~A school's obligation to ensure nondiscrimination on the basis of gender identity requires schools to provide transgender students equal access to educational programs and activities, even in circumstances in which other students, parents, or community members raise objections or concerns.~~

### Confidentiality and Privacy

~~School staff members may not disclose information that may reveal a student's transgender status except as required by law. The Principal or designee is advised to work with the student to create an appropriate confidentiality plan regarding the student's transgender or transitioning status.~~

~~The school district shall keep confidential a current, new, or prospective student's transgender status. Schools should address the student using a chosen name and the student's birth name should be kept confidential by school and school staff members.~~

~~Due to a specific and compelling need, such as the health and safety of a student or an incident of bias related crime, the school district may be obligated to disclose a student's status. In this event, the Principal or designee should inform the student the school or school district intends to disclose the student's transgender status for the student's protection and well-being. Prior to disclosure, the student should be given the opportunity to personally disclose that information. The school district should make every effort to ensure any disclosure is made in a way that reduces or eliminates the risk of re-disclosure and protects the transgender student from further harassment. Those measures may include the facilitation of counseling for the student and the student's family to facilitate the family's acceptance and support of the student's transgender status.~~

~~During a harassment, intimidation, or bullying investigation the school district is obligated to develop a procedure to report, verbally and in writing, an act of harassment, intimidation, and bullying committed by an adult or youth against a student, pursuant to N.J.A.C. 6A:16-7.7(a)2viii. In this instance, the Principal or designee should inform the student of the school's obligation to report the findings of the harassment, intimidation, and bullying investigation pursuant to N.J.S.A. 18A:37-15(d), which permits the parents of the students who are parties to the investigation to receive information about the investigation in accordance~~



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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~~with Federal and State law and regulation. Under harassment, intimidation, and bullying legal requirements, parents are entitled to know the nature of the investigation; whether the district found evidence of harassment, intimidation, or bullying; or whether disciplinary action was imposed or services provided to address the incident of harassment, intimidation, or bullying.~~

~~The Principal or designee shall take into account the circumstances of the incident when providing notification to parents of all students involved in the reported harassment, intimidation, or bullying incident and when conveying the nature of the incident, including the actual or perceived protected category motivating the alleged offense, pursuant to N.J.A.C. 6A:16-7.7(a)2viii(2).~~

~~Disclosure of personally identifiable information from a student's education record to other school officials within the school district, whom the school district has determined have a legitimate educational interest in the information, may be permissible under Family Educational Rights and Privacy Act (FERPA) (34 C.F.R. § 99.31(a)(1)). The school district shall make a concerted effort to ensure school officials obtain access to only those education records in which they have legitimate educational interests.~~

~~The school district shall comply with all laws and regulations regarding the confidentiality of student records and student privacy, including the requirements set forth at 20 U.S.C. § 1232g, Family Educational Rights and Privacy Act; 34 CFR Part 99, Family Educational Rights and Privacy; 20 U.S.C. § 1232h, Protection of Pupil Rights; 34 CFR Part 98, Student Rights in Research, Experimental Programs, and Testing; P.L. 104-191, Health Insurance Portability and Accountability Act; 45 CFR Part 160, General Administrative Requirements; 20 U.S.C. § 7917, Transfer of school disciplinary records; 42 CFR Part 2, Confidentiality of Alcohol and Drug Abuse Patient Records; N.J.S.A. 18A:40A-7.1, Confidentiality of certain information provided by pupils, exceptions; N.J.A.C. 6A:16-3.2, Confidentiality of student alcohol and other drug information; N.J.S.A. 18A:36-19, Pupil Records, creation, maintenance and retention, security and access, regulations, nonliability; N.J.S.A. 2A:4A-60, Disclosure of juvenile information, penalties for disclosure; N.J.A.C. 6A:32-7, Student Records; N.J.A.C. 6A:14-2.9, Student records; as well as all other existing Federal and State laws and rules pertaining to student records and confidentiality.~~

School Records



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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~~If a student has expressed a preference to be called by a name other than their birth name, permanent student records containing the student's birth name should be kept in a separate, confidential file. This file should only be shared with appropriate school staff members after consultation with a student. A separate file containing records bearing the student's chosen name may also be kept. If the student has previously been known at school or in school records by a birth name, the Principal or designee should direct school staff members to use the student's chosen name and not the student's birth name.~~

~~To ensure consistency among teachers, school administrators, substitute teachers, and other school staff members, every effort should be made to immediately update student education records (for example, attendance records, transcripts, Individualized Education Programs (IEP), etc.) with the student's chosen name and gender pronouns, consistent with the student's gender identity and expression, and not circulate records with the student's birth name, unless directed by the student.~~

- ~~• The school district shall report to the New Jersey Department of Education (NJDOE) through NJ SMART a student's name or gender based upon that student's chosen name and corresponding gender identity. Changing the name or gender identity from what was reported in previous years will not affect the reliability of the data reported.~~
- ~~• If the school district changes a student's name or gender identity, it must also maintain locally a separate record reflecting the student's legal name and sex assigned at birth until receipt of documentation of a legal change of name or gender.~~

### Activities

~~With respect to gender segregated classes or athletic activities, including intramural and interscholastic athletics, all students must be allowed to participate in a manner consistent with their gender identity.~~

The school district shall:

- ~~• Provide transgender students with the same opportunities to participate in physical education as other students in accordance with their gender identity;~~
- ~~• Permit a transgender student to participate in gender segregated school activities in accordance with the student's gender identity;~~



# POLICY

## ROXBURY TOWNSHIP BOARD OF EDUCATION

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- ~~Permit and support the formation of student clubs or programs regarding issues related to lesbian, gay, bisexual, transgender, and queer/questioning (LGBTQ) youth; and~~
- ~~Offer support in the creation of peer led educational groups.~~

### Use of Facilities

~~All students are entitled to have access to restrooms, locker rooms, and changing facilities in accordance with their gender identity to allow for involvement in various school programs and activities.~~

~~In all cases, the Principal or designee must work with the student and school staff members so all parties are aware of facility policies and understand the student may access the restroom, locker room, and changing facility that corresponds to the student's gender identity. While some transgender students will want this arrangement, others may be uncomfortable with it. Transgender students who are uncomfortable using a sex-segregated restroom should be provided with a safe and adequate alternative, such as a single "unisex" restroom or the nurse's restroom. Similarly, some transgender students may be uncomfortable using the changing facilities that correspond to the student's gender identity. Non-transgender students should also be afforded the option to use a private facility, such as a unisex facility or the nurse's restroom, should they feel uncomfortable.~~

- ~~The school district shall allow a transgender student to use a restroom or locker room based on the student's gender identity.~~
- ~~Reasonable alternative arrangements shall be made if needed to ensure a student's safety and comfort. This direction for accommodations should come from the student.~~

~~The Superintendent or designee will make available to school staff members a variety of resources regarding professional development opportunities as sourced by the NJDOE as well as developmentally appropriate information for students regarding LGBTQ issues.~~

~~The Board adopts this Policy to help school and district administrators take steps to create an inclusive environment in which transgender and gender nonconforming students feel safe and supported, and to ensure each school provides equal educational opportunities for all students, in compliance with N.J.A.C. 6A:7-1.1 et seq.~~





# POLICY

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~~N.J.S.A. 18A:36-41; 18A:37-15~~

~~N.J.A.C. 6A:7-1.1 et seq.; N.J.A.C. 6A:16-7.7~~

~~New Jersey Department of Education—October 2018~~

~~—Transgender Student Guidance for School Districts~~

~~Adopted: 5 October 2015~~

~~Revised: 15 April 2019~~

ABOLISHED

