

0162 NOTICE OF BOARD MEETINGS

The Board of Education will give notice of all meetings in accordance with law.

Public Notice

The Board Secretary shall notify, in writing and no later than forty-eight hours in advance of the meeting, each Board member and each person who has duly requested such notification of the time, date, location, and, to the extent it is known, the agenda of any regular, special, or rescheduled meeting. Forty-eight hour notice shall also be posted in the Board office, delivered to two newspapers designated by the Board, and filed with the clerk of the Township of Randolph, except that forty-eight hour notice is not required where the time, date, and location of the meeting has been published in the annual list of meetings approved by the Board in accordance with law.

Upon the affirmative vote of three-quarters of the members present, the Board may meet in the absence of adequate notice, provided that discussion and action is limited to specific and unforeseen or unforeseeable matters of such urgency and importance that delay for the provision of notice would be likely to result in substantial harm to the public interest and that notice is given as soon as possible after the call of the meeting in accordance with the provisions of law and this bylaw.

Personal Notice of Meeting

The Board shall provide personal notice in writing to an adult pupil, the parent(s) or legal guardian(s) of a minor pupil, an employee or officer of this district, or a prospective employee whose privacy may be invaded or whose employment may be affected by the Board's deliberations in private session. Such personal notice will include the date and time of the private meeting, the subject or subjects scheduled for discussion at the private meeting, and the right of the individual given notice to request that the discussions be conducted at a public meeting. Personal notice will be given no less than forty-eight hours in advance of the private meeting.

A written request for public discussion must be signed by the person making the request and must be submitted to the Board Secretary prior to the commencement of the meeting. Any such properly submitted request will be granted. In the event that one or more, but fewer than all, of a group of persons whose employment will be discussed request a public meeting, the discussion regarding the person or persons who have submitted the request will be severed from the rest and will be conducted publicly.



BYLAWS

RANDOLPH BOARD OF EDUCATION

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A discussion held in public by reason of the written request of an individual will be conducted at a regularly scheduled meeting for which annual notice has been given or at a meeting for which adequate public notice has been given in accordance with law.

Nothing in this bylaw will permit an employee to request or the Board to grant the public discussion of tenure charges or permit the public disclosure of information regarding a disabled pupil.

N.J.S.A 10:4-6 et seq.; 10:4-8d; 10:4-9b
N.J.S.A. 18A:6-11; 18A:10-6
N.J.A.C. 6:3-1.2

Adopted: 17 July 2012
Revised:



3144.12 CERTIFICATION OF TENURE CHARGES – INEFFICIENCY

In accordance with the provisions of N.J.S.A. 18A:6-17.3 and notwithstanding the provisions of N.J.S.A. 18A:6-11 or any other section of law to the contrary, in the case of a teacher, Principal, Assistant Principal, and Vice Principal, the Superintendent shall promptly file with the Secretary of the Board of Education a charge of inefficiency whenever the employee is rated ineffective or partially effective in an annual summative evaluation and the following year is rated ineffective in the annual summative evaluation.

If the Teacher, Principal, Assistant Principal, or Vice Principal is rated partially effective in two consecutive annual summative evaluations or is rated ineffective in an annual summative evaluation and the following year is rated partially effective in the annual summative evaluation, the Superintendent shall promptly file with the Secretary of the Board of Education a charge of inefficiency, except that the Superintendent upon a written finding of exceptional circumstances may defer the filing of tenure charges until after the next annual summative evaluation. If the employee is not rated effective or highly effective on this next annual summative evaluation, the Superintendent shall promptly file a charge or charges of inefficiency.

Within thirty days of the filing, the Board of Education shall forward the charge(s) to the Commissioner of Education, unless the Board of Education determines the evaluation process has not been followed. If the charge(s) are certified by the Board, they shall be processed in accordance with law.

N.J.S.A. 18A:6-11; 18A:6-17.3

Adopted:



5351 PUPIL VIOLENCE PREVENTION AND RESPONSE

The Randolph Township Board of Education recognizes that school district personnel must take seriously all suggestions, demonstrations, or communications of life-threatening violence. When confronted with an actual situation in which violent and life-threatening behavior or ideation is present, commitment to pupil confidentiality is superseded by the imperative for initiating effective intervention.

It shall be the responsibility of the Superintendent to insure implementation of an awareness and prevention program and a violence response plan. District programs on the recognition, prevention and management of life-threatening violent behavior and ideation will be conducted as appropriate for staff, pupils and parent(s) or legal guardian(s).

In order to prevent violence, the district has developed a Violence Response Plan to manage the referral process, evaluation of the pupil(s) involved and crisis follow-up. The Violence Response Plan involves support for pupils, parent(s) or legal guardian(s) and staff provided by district and community resources. Failure of a parent(s) or legal guardian(s) or adult pupil to cooperate fully with the guidelines set forth in this policy and the Violence Response Plan may result in a hearing before the Board of Education and the pupil's expulsion from school.

All suggestions, demonstrations, or communications of life-threatening violence are subject to the following response:

1. Life-threatening violent behavior or ideation must be reported to the Building Principal immediately.
2. The Building Principal shall determine if it is necessary to implement the referral process and evaluation/action procedures within the established Violence Response Plan.
3. The Building Principal shall notify the Superintendent of the situation and the level of evaluation/action deemed necessary as soon as possible. Under no circumstances is the notification to exceed twenty four hours.

In no case should any staff member take it upon him/herself to counsel a pupil outside of this policy and the established Violence Response Plan.

Within twenty school days of the adoption of this policy, and annually at the beginning of the school year, the Building Principal shall hold an in-service meeting with all staff to review this Violence Prevention Policy and Response Plan.



Situations in which violent and life-threatening behavior or ideation is present require the immediate implementation of established procedures for referral, evaluation and follow-up as outlined below. Procedures within this Plan are subject to appropriate State and federal laws including the Individuals with Disabilities in Educations Act.

A. Referral Process

1. Any staff member, pupil or parent(s) or legal guardian(s) who has reason to believe that a pupil has violent or life-threatening intentions shall notify the Principal immediately.
2. The Principal or designee with the school psychologist or school social worker in attendance shall conduct an interview of the pupil to determine if further evaluation/action is needed.

B. Evaluation/Action

1. If, following the interview of the pupil and consultation with the school psychologist or social worker, the Principal determines that further evaluation is not warranted, the Principal shall:
 - a. Reserve the right to discipline the pupil as appropriate.
 - b. Take any other reasonable actions warranted under the circumstances.
2. If, following the interview of the pupil and consultation with the school psychologist or social worker, the Principal determines that further evaluation and intervention is warranted, the Principal shall:
 - a. Notify pupil's guidance counselor or Vice Principal.
 - b. Notify the local police immediately of the incident and cooperate with their investigation.
 - c. Contact the parent(s) or legal guardian(s) to pick up the pupil immediately and seek an assessment for level of risk prior to returning to school.
 - d. Notify the potential victim and his/her parent(s) or legal guardian(s) if the potential victim is a minor.
 - e. Notify the Director of Special Services, Assistant Superintendent, and the



school – level Crisis Response Team.

- f. Have the parent(s) or legal guardian(s), (or in the case of an adult pupil) have the **adult** pupil; sign a two way release of information to allow district staff to speak to the pupil's treating mental health care provider.
- g. Have the pupil seen by a Board approved psychiatrist at Board expense within ten school days.
- h. Take any other reasonable actions warranted under the circumstances.
- i. Provide an option for home instruction if appropriate.

C. Follow-up

1. At the conclusion of the evaluation process, the appropriate school personnel and the district's designated mental health professional will hold a reentry meeting concerning the appropriateness of the pupil's return to school. They shall make a recommendation in that regard to the Superintendent. The Superintendent shall then determine whether the pupil may return to school and shall report the outcome to the Board of Education. If the Superintendent determines not to allow the pupil to return to school, the pupil or the pupil's parent(s) or legal guardian(s) may appeal that decision to the Board. In the event of an appeal, the Board of Education will make the final determination regarding the pupil's return to school following a hearing before the Board.
2. When the pupil returns to school, the pupil's guidance counselor shall monitor the pupil's adjustment to school through meetings with the pupil and consultations with the classroom teachers. The guidance counselor shall report as needed to the Principal.
3. District and State documentation shall be done by appropriate administration. Copies of district reports shall be kept in the school nurse's secured medical file, as well as in the pupil's file. When a pupil moves from elementary to middle school and from middle school to high school, his/her report(s) shall be hand delivered to the nurse of the receiving school.

D. Post - Incident



In actual situations of violence or life-threatening behavior, the district's Crisis Response Team will be notified by the Director of Special Services and Superintendent will determine appropriate venues for communication.

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Adopted: 17 July 2012

Revised:

