

**Warren Hills Regional
Board of Education
Regular Meeting
May 7, 2013**

The Warren Hills Regional Board of Education met in Regular Meeting on May 7, 2013 at 7:00 p.m. in the Board Meeting Room.

Call to
Order

The meeting was called to order by Donna Golda, President.

President's Announcement: Adequate notice of this meeting in accordance with the Open Public Meeting Act has been given by posting one copy of a Notice of Meeting in the Warren Hills Regional Board of Education Office, by mailing copies to "The Express-Times", "The Star Gazette," "The Star Ledger," and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield and Washington.

Pledge of Allegiance

Our Mission Statement

The Warren Hills Regional School District challenges and empowers a dynamic, diverse student body in a supportive learning environment providing academic and co-curricular opportunities to become successful, productive members of the global community.

Roll Call

Roll call was taken by Maureen Joyce. Members present were John Bell, Daniel Brundage, Linda Feller, Donna Golda, Kathleen Halpin, Richard Havrisko, Theresa Iacobucci, Lisa Marshall and Donna Sbriscia. Also present were Thomas Altonjy and Maureen Joyce.

Minutes

Moved by John Bell and seconded by Donna Sbriscia to approve the Minutes of the Regular and Executive Session meetings of April 16, 2013.

Ayes 9 Nays 0

Comm.

Communications: None.

Citizens
Part

Citizens Participation: None.

Supt's
Report

Superintendent's Report:

Dr. Altonjy reported on the following:

1. Congratulations to Mrs. Debra Rokosny, high school social studies teacher, who has been selected the 2013 recipient of the Axelrod Family Award. The New Jersey Commission on Holocaust Education and The Anti-Defamation League of New Jersey cooperatively give this annual award “to honor and support educators or community individuals who have demonstrated exemplary work in the field of Holocaust/Genocide education and prejudice reduction.” Mrs. Rokosny will be presented this award by Mrs. Susan Axelrod at an assembly to be held at the high school at a future date.

2. Congratulations to Mr. Platt and the Warren Hills Regional Drama Club for three outstanding performances of the musical, *Godspell*, on 25 – 27 April to near capacity crowds on each of the three evenings. The group is also commended for raising over \$1650, which was donated to Hope in the Hills of Warren in conjunction with Habitat for Humanity. We are very proud of our students for their continued effort in supporting our community outreach programs. We anxiously await to see if the production receives any recognition at the Freddy Awards later this month.

3. On 15 April, students and faculty at the high school began implementation of the ID/lanyard program. The purpose of this program is twofold; first, to enhance safety and security in the building and second, to operate the point of sales system in the cafeteria more efficiently. For the last three weeks of implementation, the administration has worked with students and have provided no cost replacements of their IDs or lanyards, along with reminders to adhere to the practice. Starting this week, students will be subject to progressive discipline and responsibility for minimal replacement cost for lost IDs or lanyards. A *Honeywell* alert was also sent out to parents by Mr. Clymer, principal, to keep them informed. Almost a month later, Mr. Clymer reports that the students and faculty have been very cooperative, with over a 95% compliance rate. The administration will continue to work collaboratively with all stakeholders to improve the process for full implementation next year, including the middle school.

4. Our high school April Students of the Month are:
Katherine Hussey
Pravallika Tadikonda
Matthew Wilson
June Antley.

5. Congratulations to Jess Newlander for being named Bio-Science student of the month.

6. Fifty-five Warren Hills Regional Future Farmers of America (FFA) members, alumni and parents participated in Food for America Program on 25 April. The FFA members educated 188 nursery school-

aged children on where their food comes from and basic animal care. The hour and a half program included displays of farm animals such as chickens, rabbits, dairy and beef cows, horses and goats. The FFA also displayed and talked about tractor use on the farm, did line dancing, butter and ice-cream making, and seed planting. All participants received two coloring books and two workbooks to take home that focused on Agriculture in New Jersey. Congratulations to all those involved, particularly Mrs. Patterson, advisor.

7. On Monday, 29 April, Mrs. Eilenberger arranged for a Health Educator/Project Coordinator from Project Self –Sufficiency located in Newton, New Jersey to come to Warren Hills Regional High School and present to the female health & physical education high school students about “Breast Health Awareness.” This library showcase which ran all six class periods was very informative and educated females about clinical breast exams, mammograms and risk factors of breast cancer. We want to thank Miss Ward from Project Self-Sufficiency for helping us educate our female students about Breast Health Awareness at Warren Hill Regional High School.

8. Cluster articulation meetings continued this past month. Mr. Kavcak conducted a Science Articulation meeting regarding the Next Generation Science Standards, and Mr. Lapotasky conducted a Social Studies Articulation meeting regarding alignment of curricula. Attendees represented many of the cluster schools, along with middle school content area representatives.

9. Six of our administrators received formal training on Student Growth Objectives (SGOs), which are a component of the *AchieveNJ* requirements for teacher evaluation commencing in 2013-2014. The information has also been discussed at our Administrative Council and there are three voluntary sessions scheduled for the week of 27 May after school for interested staff.

10. Congratulations to Mr. Kavcak for sponsoring our first Science – Technology – Engineering – Mathematics (STEM) Night at the middle school! Science and Math teachers, Mr. Detrick’s Computer Programming students, Mr. Eisner’s Robotics students, along with Picatinny Arsenal grabbed the crowd’s attention with demonstrations, booths, games, and interactive family activities. Thank you to the many staff, students, and parents who made STEM Night an enjoyable, fun, and learning event for all!

11. In honor of Earth Day, Students Against Vandalizing the Earth (S.A.V.E.) sponsored Earth Week from 20 – 26 April. A wide variety of activities were held to focus on food and how we grow it. This included planting, watching and discussing a student-produced video, hosting an informational table at lunch, holding a library showcase, and exploring the

Native Plant Arboretum.

12. Congratulations to Madey Smith who is the athlete of the week. Madey pitched a perfect game in the first round of the Hunterdon/Warren/Sussex Softball Tournament.

13. Congratulations to award winners from our FFA: Holly Whitmore who earned her State FFA Degree and is a State Officer Candidate, Jen Anema who earned the American Degree (highest degree), Stacey Giordano who placed first in State (overall for an individual) for the Environmental and Natural Resources Career Development Event, and Peter Mount who won the HO Sampson Award for State Environmental and Natural Resources Career Development Event (hands-on portion).

14. Congratulations to the middle school's Builders Club, which raised over \$900 in Pennies for Patients to make a donation for the Leukemia and Lymphoma Society.

15. The middle school Drama Club will be presenting *Peter Pan and Wendy* this Thursday, 9 May, beginning at 7:00PM in the middle school cafeteria. All are welcome to attend!

16. The middle school International Club volunteered at Taylor Street Elementary School to expose the students from the after care program to cultural experiences by engaging them in international games and crafts during the month of April. Fun was had by all!

17. Congratulations to the high school Jazz Ensemble, which received a Gold rating at the North Warren Jazz Festival. Ezra Tarlowe was recognized as the best Rhythm Section soloist in the competitive division.

18. On 19 & 20 April, the Debate Team participated in the Princeton University Moot Court Tournament. Moot Court is a simulation of an appeals court or Supreme Court hearing. Teams of two "attorneys" prepare and present arguments on a legal case to a judge or judge panel. Students learned real case law, legal precedent, and how to argue like a Constitutional lawyer. This year's case centered around the Voting Rights Act of 1965 and the 14th Amendment. The Debate Team had several exceptional performances including James Duffy for Top Attorney, Lucy Finnegan for Top Attorney (Honorable Mention), James Duffy and Alex Holzman for advancing to the Top 8, and Kricia Felu and Prav Tadikonda for advancing to the Top 32.

19. The National PTA office has informed us that John General has won the 2012-2013 National PTA Reflections Program's highest award in the film category for his film, *Painted Love*. He is the recipient of the Outstanding Interpretation Award, which is presented to one student in each arts category and the Special Artist Division for best theme

interpretation. Recipients receive \$800, a gold medal, and a \$200 award for their local PTA. Awardees are recognized at the National PTA Annual Convention and Exhibition and their artwork is displayed at an exhibit in the U.S. Department of Education in Washington, DC. John's film placed above all film entries from every state and district in the nation. He will be recognized at the PTA national convention being held in Cincinnati, Ohio in June. In addition, early in 2014, John will be invited to attend a US Department of Education Ceremony in Washington, DC.

20. Twenty-nine students were named as the middle school's March/April Character Recognition recipients in the area of "Fairness."

21. Ms. Shannon McDowell, high school special education teacher, participated in the 3rd Annual All Together for Autism Walk held on 20 April at Meadow Breeze Park in Washington. A dress down day was held at the Middle School and High School on 19 April to raise money for this event, with over \$200 raised. The event raised approximately \$3,000, which will be donated to POAC - Parents of Autistic Children.

22. Sixteen parents attended my Superintendent Forums held on 22 & 23 April. We had great conversation about our district and education in general. The minutes are posted on the district website. I plan again to continue these parent sessions in the 2013-2014 school year.

23. A staff appreciation luncheon was held last Wednesday, 1 May, prior to our Marzano training during the afternoon of the early dismissal day. All staff from the district were invited and enjoyed good food and company. Special thanks to Mrs. Nelson and the WHREA, the Climate Committee (in particular, Mrs. Anderson), and the parents through the PTSA for providing and sponsoring this event!

24. The county recognition festivities for Teacher of the Year were held this past Friday at Hawk Pointe. It was a great experience to hear about the fine professionals in the county. We honored Theresa Anecchiarico and Toni Manfra, as our middle school and high school recipients, respectively. We also honored Jessica Rader as the Warren County Teacher of the Year.

25. There are lots of concerts coming up at this time of the year and I encourage everyone to attend one or more to experience the talent we have in our district! Tomorrow evening is our high school choral concert, next Wednesday, 15 May, is the instrumental high school concert, and the following Wednesday, 22 May is the middle school concert. All concerts are held in the high school auditorium and begin at 7:00PM.

26. The following is an update regarding the number of incidences of Harassment, Intimidation, and Bullying. Each month I will provide a comparison from the previous month and a cumulative summary for the year in progress. The following is the information for March:

Cases	March 2013		April 2013		Total District Cases 2012-2013
	MS	HS	MS	HS	
Total Cases Investigated	2	1	2	1	37
Cases resulting in: NO HIB	0	1	0	0	15 (40%)
Cases resulting in: HIB	2	0	2	1	22 (60%)

**Comm.
Reports**

Committee Reports:

Mrs. Iacobucci reported on the Personnel Committee meeting.

Mrs. Feller reported on the Ed and Policy Committee meeting.

Mr. Havrisko reported on the Wall of Fame Committee and requested that the Buildings and Grounds Committee, Mrs. Joyce and Mr. Murphy meet on Thursday, May 16th at 4:30.

Mrs. Joyce requested a Buildings and Grounds Committee meeting preceding the May 28th Board meeting regarding the boiler project bid award.

Mrs. Golda discussed the Superintendent's evaluation and Board self-evaluation.

Mrs. Golda also reported on various School Board functions attended.

Dr. Altonjy recommended all personnel items.

I. PERSONNEL

Employ B. DeBoer Moved by Theresa Iacobucci and seconded by John Bell to approve employment, pending certification, of Mr. Brian DeBoer, as the Supervisor of Technology, Business and Industrial Technology for the 2013/2014 school year with an annual salary of \$80,000, effective July 1, 2013.

ROLL CALL VOTE: Ayes 8 Nayes 0
 Abstain 1 (Marshall)

Tenured Personnel Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "A" of tenured, certificated teaching staff for the 2013/2014 school year. (Attachment A)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-tenured Eligible Personnel Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "B" non-, tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2013/2014 school year. (Attachment B)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-tenured Personnel Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "C" non-tenured, certificated teaching staff for the 2013/2014 school year. (Attachment C)

ROLL CALL VOTE: Ayes 9 Nayes 0

Tenured Administrative Staff Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "D" of the following tenured certificated administrative staff for the 2013/2014 school year. (Attachment D)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-Tenured Administrative Staff Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "E" of the following non-tenured certificated administrative staff with eligibility for tenure on the appropriate date for the 2013/2014 school year. (Attachment E)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-Tenured Administrative Staff Moved by Theresa Iacobucci and seconded by John Bell to approve employment and salaries of the attached personnel list "F" of the following non-tenured certificated administrative staff for the 2013/2014 school year. (Attachment F)

ROLL CALL VOTE: Ayes 9 Nayes 0

Superintendent Goals Moved by Theresa Iacobucci and seconded by John Bell to recognize the completion of the Superintendent of Schools, Dr. Thomas J. Altonjy's 2012/2013 merit goals and approve submission to the Warren County Executive County Superintendent for final approval.

ROLL CALL VOTE: Ayes 9 Nayes 0

Chaperones Moved by Theresa Iacobucci and seconded by John Bell to approve the following parent chaperones for the upcoming field trips at the middle school, pending final receipt of criminal background check letters:

Dorothy Buel	Marlen Fontana	Catherine Kohyansby
Shannon Burchill	Jennifer Teets	Vaneice Sweet
Leon Sweet		

ROLL CALL VOTE: Ayes 9 Nays 0

II. EDUCATION AND POLICY

Policies Moved by Linda Feller and seconded by Donna Sbriscia to approve the second and final reading of the following new and revised selected policies for inclusion in the district's policy manual, as endorsed by the superintendent and Education and Policy Committee:

3432.2	Donated Leave Bank [Teaching Staff]
3433	Vacations
4432.2	Donated Leave Bank [Support Staff]
9100	Public Relations
9120	Public Relations Program + Regulations
9130	Public Complaints and Grievances + Regulations
9161	Crowd Control
9280	Parent Conferences
9560	Administration of School Surveys
9700	Special Interest Groups
9713	Recruitment by Special Interest Groups

ROLL CALL VOTE: Ayes 9 Nays 0

Policy Moved by Linda Feller and seconded by Donna Sbriscia to approve the first reading of new policy #6113, *E-Rate*, as endorsed by the superintendent and Education and Policy Committee.

ROLL CALL VOTE: Ayes 9 Nays 0

HIB Case Moved by Linda Feller and seconded by Donna Sbriscia to affirm the administrative decisions regarding the following HIB case:

HS – 12/13 - 017

ROLL CALL VOTE: Ayes 9 Nays 0

Travel & Conference Moved by Linda Feller and seconded by Donna Sbriscia to approve the attached list of Travel and Conference Requests. [attached]

ROLL CALL VOTE: Ayes 9 Nayes 0

Field Trip Moved by Linda Feller and seconded by Donna Sbriscia to
Requests approve the attached list of Field Trip Requests. [attached]

ROLL CALL VOTE: Ayes 9 Nayes 0

Evacuation Moved by Linda Feller and seconded by Donna Sbriscia to
Drill accept the School Bus Emergency Evacuation Drill Report conducted on
April 16, 2013, as per N.J.A.C. 6A:27-11.2.

ROLL CALL VOTE: Ayes 9 Nayes 0

Resolution Moved by Linda Feller and seconded by Donna Sbriscia to adopt a
Resolution Opposing the Proposed FY2014 SDA Assessments [attached].

ROLL CALL VOTE: Ayes 9 Nayes 0

III. BUDGET AND FINANCE

Financial Moved by Theresa Iacobucci and seconded by John Bell to
Reports approve the March, 2013 Board Secretary and Treasurer's Reports as
follows:

BE IT RESOLVED that the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) 3, does hereby certify that as of the date of these reports, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(a);

BE IT FURTHER RESOLVED that the Warren Hills Regional Board of Education accepts the monthly financial reports of the Secretary and the Treasurer for the month of March, 2013; in compliance with N.J.A.C. 6A:23A-16.10(c) 4, that the Board of Education certifies that no major account has been overexpended in violation of N.J.A.C. 6A:23A-16-10(b), and that as of this report sufficient funds are available to meet the District's financial obligation for the remainder of the year.

ROLL CALL VOTE: Ayes 9 Nayes 0

Bills Moved by Theresa Iacobucci and seconded by John Bell to
approve the regular list of bills.

ROLL CALL VOTE: Ayes 9 Nayes 0

Transfers Moved by Theresa Iacobucci and seconded by John Bell to
approve transfers.

ROLL CALL VOTE: Ayes 9 Nayes 0

Special Education Attorney Moved by Theresa Iacobucci and seconded by John Bell to approve Nathanya G. Simon, Esq. of Schwartz, Simon, Edelstein and Celso, LLC, to conduct a legal review and analysis of Special Education for the 2012/2013 and 2013/2014 school years at an hourly rate of \$185.00, not to exceed fifty (50) hours or a total cost of \$9,250.00.

ROLL CALL VOTE: Ayes 9 Nayes 0

Tuition Contract Moved by Theresa Iacobucci and seconded by John Bell to approve a Special Education Tuition Contract for Student 01-14 to attend DCCF, LLC for the summer program commencing July 9, 2013 and ending on August 9, 2013 in the amount of \$4,500.00, together with a personal aide in the amount of \$2,200.00.

ROLL CALL VOTE: Ayes 9 Nayes 0

Tuition Contract Moved by Theresa Iacobucci and seconded by John Bell to approve a Special Education Tuition Contract for Student 02-14 to attend DCCF, LLC for the summer program commencing July 9, 2013 and ending on August 9, 2013 in the amount of \$4,500.00, together with a personal aide in the amount of \$2,200.00.

ROLL CALL VOTE: Ayes 9 Nayes 0

Tuition Contract Moved by Theresa Iacobucci and seconded by John Bell to approve a Special Education Tuition Contract for Student 03-14 to attend Developmental Learning Center-New Providence for the summer program commencing June 26, 2013 and ending August 7, 2013 in the amount of \$13,704.00, and for the 2013/2014 school year commencing September 4, 2013, in the amount of \$83,610.00.

ROLL CALL VOTE: Ayes 9 Nayes 0

Tuition Rates Moved by Theresa Iacobucci and seconded by John Bell to approve the following per pupil tuition rates for non-resident students attending Warren Hills Regional programs for the 2013/2014 school year:

High School (including Oxford)	\$14,500
Middle School	\$14,500
Behavioral Disabilities (BD)	\$20,614
Multiple Disabilities (MD)	\$22,957
Learning Disabilities (LD)	\$14,686
Autistic	\$46,683

ROLL CALL VOTE: Ayes 9 Nayes 0

Therapy Services

Moved by Theresa Iacobucci and seconded by John Bell to approve an Agreement for Therapy Services with J & B Therapy, LLC for the 2013/2014 school year at the rate of \$81.00 per hour.

ROLL CALL VOTE: Ayes 9 Nays 0

Therapy Services

Moved by Theresa Iacobucci and seconded by John Bell to approve an Independent Contractor Agreement with Marlana Hamfeldt Loden, S.L.P. to provide speech and language therapy services for the period July 1, 2013 through August 30, 2013 and September 1, 2013 through June 30, 2014, at a rate of \$80.00 per hour.

ROLL CALL VOTE: Ayes 9 Nays 0

Behavioral Specialist

Moved by Theresa Iacobucci and seconded by John Bell to approve a Memorandum of Agreement with Warren County Special Services School District to provide a Part-Time Behavioral Specialist for 6 hours per month at the rate of \$90.00 per hour [\$5,400.00 per year] for the period September, 2013 through June, 2014.

ROLL CALL VOTE: Ayes 9 Nays 0

Consulting Engineers

Moved by Theresa Iacobucci and seconded by John Bell to approve Suburban Consulting Engineers of Mount Artlington, New Jersey for the concept plan for the relocation of the middle school fields.

ROLL CALL VOTE: Ayes 9 Nays 0

Purchasing Resolution

Moved by Theresa Iacobucci and seconded by John Bell to approve the attached resolution to join Morris County Cooperative Pricing Council for the purpose of products and services.

ROLL CALL VOTE: Ayes 9 Nays 0

Donations

Moved by Theresa Iacobucci and seconded by John Bell to approve and accept the following donations:

Donor	Amount	Purpose
Various in memory of former student, Billy Carey	Currently \$590. + any additional donations received	Best Buddies Club
ExxonMobil Foundation on behalf of volunteer, Raymond Halpin	\$1,000	Curriculum – Grants Special Education – Jessica Rader HS Swim Team Best Buddies – Karen Menke
	\$ 500	
	\$ 300	
	\$ 200	

ROLL CALL VOTE: Ayes 9 Nayes 0

Citizens
Part.
Executive
Session

Citizens Participation: None.

Moved by John Bell and seconded by Lisa Marshall to go into Executive Session as indicated by item **a.** and **i.** below:

The Board of Education of the Warren Hills Regional School District in the County of Warren will adjourn into a closed meeting to discuss the item (s) which falls within an exception of our open meetings policy and permits the Board to have a private discussion, since it deals with specific exceptions contained in N.J.S.A. 10:4-12 b.

a. Matters rendered confidential by Federal Law, State Law or Court Rule

- b. Individual privacy
- c. Collective bargaining agreements
- d. Purchase or lease of real property if public interest could be adversely affected
- e. Investment of public funds if public interest could be adversely affected
- f. Tactics or techniques utilized in protecting public safety and property
- g. Pending or anticipated litigation
- h. Attorney-client privilege
- i. Personnel – employment matters affecting a specific prospective or current employee**

Any discussion held by the Board, which need not remain confidential, will be made public as soon as practical. Minutes of the private session will not be disclosed until the need for confidentiality no longer exists. All appropriate persons, who may be discussed in private session, have been adequately notified. Action is anticipated.

Ayes 9 Nayes 0

The Board entered into Executive Session at 7:45 p.m.

Reconvene

Moved by Kathleen Halpin and seconded by John Bell to reconvene into open session at 8:16 p.m.

Ayes 9 Nayes 0

Employ
D. Laws

Moved by John Bell and seconded by Lisa Marshall to approve employment of Mr. Daniel Laws, high school Industrial Technology teacher, for the 2013/2014 school year on Step F-7, BA, with a salary of \$53,293, reflecting a \$2,000 annual increment withholding.

ROLL CALL VOTE: Ayes 8 Nayes 0
 Abstain 1 (Kathleen Halpin)

Mr. Brundage asked about the discipline regarding refusal to wear a student ID and a lanyard. There were additional suggestions regarding the ID's and lanyards.

Adjournment Moved by John Bell and seconded by Daniel Brundage to adjourn at 8:45 p.m.

Ayes 9 Nays 0

Maureen Joyce
Business Administrator/Bd. Sec'y.

dmg

Attachment: Personnel List "A"

Name	Salary	Name	Salary
	2013/14		2013/14
Sheila Alway	88,623	David Garcia	55,318
Lois Amato	88,623	Lourdes Garcia	88,623
Sherry Anderson	60,293	Ingrid Garofalo	61,843
Gina Andreoli	63,393	Penny Giamoni	84,573
Theresa Anecchiarico	78,843	Jill Greco	75,343
Lori Apostol	78,498	Craig Green	84,573
Deborah Archer Cole	86,598	Barbara Grimm	57,793
Jeffrey Balas	69,043	John Hajdu	61,368
Noelle Baldwin	57,343	Ronald Hammer	76,473
Cynthia Bamford	82,548	Heather Heslin	84,573
Mary Kaye Bartek	58,038	Cedric Hickerson	57,793
Joseph Besser	88,623	Courtney Hoffman	77,368
Amanda Best	65,893	Christine Hogan	88,623
Laura Blackwell	69,043	Mackenzie Holguin	61,368
Meredith Borrelli	74,068	Hope Hollenbeck	59,563
Brigitte Burstein	55,293	Kevin Horn	82,548
Robert Cacchio	86,598	Jarrett Hosbach	72,768
Rosemary Carnali	84,573	Joanne Huffman	88,623
Lawrence Cascio	84,573	Toni Ioffredo	75,343
Jennifer Cavo	69,043	Paul Irzinski	88,623
Lawrence Cioppi	60,293	Stephanie Karabinus	72,043
Christopher Corey	61,393	Kimberly Kavcak	62,968
Alda Cornec	82,548	Laurie Kerr	88,623
Patricia Corvino	74,793	Shannon Klinder	82,548
Thomas Curran	82,548	LeeAnn Kubbishun	88,623
Daryl Detrick	86,598	Stanley Kubbishun	76,473
Margaret Devine	88,623	Kenneth Kurpat	59,343
Diane DeVivo	88,623	Dana Kwiecinski	69,043
Susan DeYoung	60,293	Rebecca Ladiana-Flanery	78,843
Ilona DiCosmo	72,768	Jacqueline LaFrance	57,318
Heather Dilts	53,488	Mckenzie Laubach	72,768
Daniel Diveny	76,473	Cynthia Laws	76,473
Terrence Dolan	86,598	Jeremy Lutz	78,843
Timothy Downs	88,623	Toni Manfra	68,393
Lawrence Dubiel	84,573	Shannon McDowell	59,818
Bonita Duryea	76,473	Meghan McGeehan	66,368
Jodi Edmonds	76,473	Teresa McGuinness	78,498
Kim Eilenberger	73,093	Geri McKelvey	88,623
Ari Eisner	82,548	Elizabeth McKeown	88,623
Deborah Farrell	88,623	Mary Ann McKinney	84,573
Frank Fenimore	78,498	Cesar Mendes	53,293
Luanne Ferenci	88,623	Karen Menke	76,473
Courtney Flowers	51,963	Danielle Miksch	72,043
Robin Fohr-Quimby	82,548	Jessica Morgan	65,893
Maria Forsythe	55,318	Tammy Muffley	72,043

Laura Muroski	86,598
Joanne Muzzey	78,498
Nancy Nelson	88,623
Elizabeth Nicolosi	51,963
Joshua Nordmark	67,993
Rebecca Nugent	63,868
Patrick O'Brien	67,018
Jesse O'Neill	72,043
Marilyn Patterson	82,548
Michael Perruso	86,598
Michael Piancone	78,843
Patricia Pierce	80,523
Clifford Platt	75,343
Deborah Post	78,498
Josephine Potter	64,343
Rebecca Pursell	51,463
Lisa Pysher	84,573
Michael Quinto	78,498
David Rader	57,793
Jessica Rader	74,068
James Reynolds	86,598
Gina Ricardo-Regan	88,623
Debra Rokosny	67,993
Kimberly Roost	60,293
Ellen Russak	78,118
Sharyn Setzer	88,623
Nicole Silvis	75,343
James Smith	80,523
Renee Smola	84,573
Kerry Spanner	70,018
David Strout	82,548
Nancy Terhune	78,498
Lolitta Trifiletti	80,523
Nancy Beth Viglianco	76,818
Lauren Voight	82,548
Lisa Weisenstein	72,043
Heather Wight	76,093
Jeremy Willis	69,268
Theresa Wilson	67,918
Sandra Young	78,498
Michelle Zellner	84,573

ATTACHMENT: PERSONNEL LIST "B"

Non-Tenured, certificated teaching staff with eligibility for tenure on the appropriate date:

Jason Graf	\$51,963	Andrew Oakley	\$57,538
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ATTACHMENT: PERSONNEL LIST "C"

Non-Tenured, certificated teaching staff for the 2013/2014 school year:

Kelly Archibald	\$53,293	Julia Henning	\$53,488
Michael Arminio	\$56,793	Patrick Kablis	\$51,963
Salvatore Barillari	\$50,468	Alexandra Kuebler	\$50,968
Kimberly Beers	\$50,718	Lorraine Morris	\$75,343
Vittoria Busardo	\$53,293	Trisha Nunnencamp	\$62,318
Jeffrey Case	\$50,968	Catherine O'Neal	\$73,093
Brittany Catalano	\$56,793	Franna Patrucker	\$51,963
Kristen Chiara	\$53,488	Tara Paulus	\$50,968
Teresa Fahy	\$60,293	Christal Rosenka	\$61,368
Jennifer Feldman	\$50,718	Barbara Russo (p/t)	\$27,659 (1/2 time)
Laura Filan	\$50,968	Nicholas Sarlo	\$50,718
Sharon Fretz	\$61,368	Donivyn Schmidt	\$52,743
Alison Frey	\$50,718	Raquel Wright	\$50,968
Gabrielle Godek	\$50,968	Louise Zamora	\$57,043
John Heine	\$73,093		

ATTACHMENT: PERSONNEL LIST "D"

Tenured administrative staff for the 2013/2014 school year:

Dawn Moore, Director of Curriculum of Instruction	\$108,233
David Smith, Middle School Assistant Principal	\$113,147

ATTACHMENT: PERSONNEL LIST "E"

Non-Tenured, certificated administrative staff with for the 2013/2014 school year, with eligibility for tenure on the appropriate date:

Earl Clymer, High School Principal	\$131,539
Patricia Hetrick, Middle School Principal	\$119,646
Robert Lockhart, Director of Athletics and Extra-Curricular Activities	\$104,040

ATTACHMENT: PERSONNEL LIST "F"

Non-Tenured, certificated administrative staff for the 2013/2014 school year:

Greg Cottrell, High School Assistant Principal/ Technology Administrator	\$ 89,250
Jaclyn Russo, Director of Guidance	\$ 91,800
Susan Rader, High School Assistant Principal	\$101,959
Kimberly Unangst, Director of Special Education	\$128,444
Christopher Kavcak, Supervisor of Mathematics and Science	\$ 81,600
Michael Lapotasky, Supervisor of Language Arts and Social Studies	\$ 81,600