

# WARREN HILLS REGIONAL BOARD OF EDUCATION

April 9, 2019

6:30 p.m. – Executive Session

7:00 p.m. Regular Meeting

A. Call to Order - Mr. Christopher Hamler, President

B. Roll Call - Mrs. Donnamarie Palmiere, Business Administrator

Roll call was taken by Mrs. Donnamarie Palmiere. Members present were Joseph Bodenschatz, Sam Knutson, Christine Pi, Christopher Cannavo, Lisa Marshall, Corey Piasecki, Paula Merrill and Christopher Hamler. Also present were Earl Clymer, Donnamarie Palmiere, Dennis Mack and Dawn Moore (left the meeting at 8:27 pm).

C. Executive Session- 6:30 p.m.

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*
- 4) *Student Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Motion by Mr. Cannavo and seconded Mr. Piasecki by to enter into Executive Session at 6:30 pm with full board consent.

D. Reconvene: 7:00 p.m.

Motion by Mr. Piasecki and seconded by Mrs. Bodenschatz to go into open session at 7:04 pm with full board consent.

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*, *Warren-Reporter*, *Newark Star-Ledger* and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield and Washington.

Our Mission Statement

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

Pledge of Allegiance

E. Motion by Mr. Piasecki and seconded by Mr. Cannavo to approve the Minutes of the March 19, 2019, Regular and Executive Session meetings.

MOTION: Corey Piasecki		SECOND: Christopher Cannavo		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Sam Knutson	X			
Lisa Marshall	X			
Paula Merrill	X			
Christine Pi	X			
Eric Walls				X
Corey Piasecki	X			
Christopher Hamler	X			

F. Communications – Mrs. Donnamarie Palmiere, Business Administrator

G. Superintendent’s Report – Earl C. Clymer, III

Mr. Clymer hared the following Middle School happenings:

- Former Warren Hills Graduate, Anthony Boelli, offered an inspirational presentation to the 7<sup>th</sup> grade in a Library Showcase. The message shared was that despite challenges, never giving up on your dreams.
- Mrs. Donaldson, of Donaldson Farms visited Mrs. DeYoung’s ELA Class on April 2, 2019. She shared authentic writing experiences for small business owners including persuasive and argumentative writing in newsletters, promotional materials and websites.
- Middle School Builders Club sponsored a Pennies for Patients fundraiser during the month of March to benefit the Leukemia and Lymphoma Foundation. Incentives included a bagel breakfast for the leading 7<sup>th</sup> and 8<sup>th</sup> grade classes. Mrs. Solecitto’s 7<sup>th</sup> grade homeroom and Mr. Piancone’s 8<sup>th</sup> grade class were the winners raising \$68.46 and \$65.68 respectively.
- Merit Card winners Dante Ragazzo and Emilie McGrory were recognized for their hard work.
- Samuel Wetenhall represented Warren Hills at the regional Spelling Bee placing 18<sup>th</sup> out of 53 participants.

Mr. Clymer then shared the following High School happenings:

- A video of the top ten students was played
- The Addams Family play was very successful with over 500 people who attended the shows.
- Congratulations to the Peer Leaders for the Penny Wars and Teachers in Tiara's.

Discipline and Suspension Report for 3/1/19 – 3/31/19:

- MS - ISD - 7 OSS - 2
- HS - ISD - 14 OSS – 6

Mr. Clymer then shared the following:

He attended a workshop at NJASA today that was very informative which included the following topics:

- Non-Renewal of school staff: Rights of Certificated and Non-Certificated Staff
- “Pass The Trash” - Jennifer Osborne - Sciarrillo & Cornell
- Janus & Workplace Democracy Enforcement Act - Anthony Sciarrillo - Sciarrillo & Cornell

The March 28<sup>th</sup> Math Articulation meeting included the following topics:

- A shared Google folder set-up so those without Gmail accounts have access.
- A presentation of trends for grades 5 through 8.
- A spreadsheet organizing PARCC-related items.
- A presentation of the placement test information for incoming 7<sup>th</sup> graders.
- Rubrics for task questions from the 5<sup>th</sup> Grade Common Assessment Tasks from the PLC.
- A textbook review.

Presentation of Awards:

- Girls Coding with Girls National Award Recognition
- Warren County Counselor of the Year Recognition – Mrs. Catherine O’Neal. Mr. s Hamler read the resolution and noted that she oversees the AP program and is the “Go To” person in the Guidance Department.
- Mrs. Moore began the Governor’s Educator of the Year Recognition Presentation
  - Lolitta Trifiletti – HS Educator of the Year. Mr. Hamler read the resolution for the World Language & Spanish Teacher who has 34 years of service, inspires all around her and is a mentor and a volunteer.
  - Susan DeYoung – MS Educator of the Year. Mr. Hamler read the resolution for the English Language Arts teacher with 15 years of service in district who cares about her students.

- Bela Shah – HS Educational Services Professional. Mr. Hamler read the resolution for the HS Library Assistant who volunteers her time at night for computer clubs.
- NCWIT Award Nominees

## H. Goals:

### **Warren Hills Regional School District Goals for 2018-2019 School Year**

1. Implement and support strategies to improve student achievement for ALL students, including but not limited to, Advanced Placement, Vocational Education, Gifted & Talented, General Education and Special Education through course offerings, 1:1 technology initiative and enhanced PLCs.

Math and ELA  
New Articulation

2. Improve communication and involvement with the community at-large regarding district initiatives and events.

Tonight's Board Meeting – Educators of the Year and Girls Coding with Girls

3. Ensure effective fiscal efficiency for the district through the budget development process.

### **Warren Hills Regional Board of Education Goals for 2018-2019 School Year**

1. Support fiscal sustainability for the district budget through the budget development process.
2. Become a Certified Board – improve understanding of financial operations for all members.
3. Increase student presentations at Board of Education meetings.

## I. Committee Reports

Finance, Facilities & Transportation – Mrs. Merrill

- Met on March 25, 2019. They are still waiting for Princeton for an additional quote regarding the Dam.

Education and Policy – Mr. Piasecki

- Met to discuss a change to the bell schedules for both HS and MS for the 2019/2020 school year. The potential changes would allow opportunities for intervention periods in the middle school and teacher office hours in the high school. There would be no busing issues however, there would be a slight extension of the school day. The potential change is still in the concept stage with

issues to work out. Prior to any changes, a presentation by Mr. Kavcak and Mr. Remondelli is anticipated and will field questions.

Wall of Fame - Mr. Knutson

- Twelve individuals and four teams need to get another shelf or cabinet. They are looking at other alternatives such as an electronic message board. They are also looking into creating a binder for research in the future.

Mrs. Marshall met with the 23<sup>rd</sup> and 24th Districts on April 1<sup>st</sup> and April 2<sup>nd</sup>. The NJEA seems to under represent its members in rural and suburban areas.

She spoke of the funding formula. It doesn't seem like there will be any changes to the funding formula, but there may be relief in the Special Education area. She also noted a change in definition of AT RISK Students and how pilot programs are affecting the ratable.

J. Old Business - None

K. New Business - None

L. Public Comment – concerning action items.

Public comment shall be governed by the Board of Education Bylaw 0167. There are two public comment opportunities. The first public comment is reserved for Action Items only, those items on the agenda the Board is voting on this evening. The second public comment is set aside for public comment on any school or school district issue that the public feels may be of concern to the residents of the school district. The first public comment is limited to three (3) minutes per person. The second public comment length is determined by the board as per policy. Before making a public comment, participants are to state their name, place of residence, and group affiliation if appropriate.

The Board uses the public comment period as an opportunity to listen to citizen concerns, but please be aware that not all issues brought to a board meeting will be resolved this evening; rather, the Board will, in appropriate cases, delegate the authority to investigate the matter to the Superintendent or his designee.

Please let the record reflect that the Board of Education does not endorse your comments nor will the Board of Education be held liable for comments you make about a staff member or other person which the staff member or other person may consider defamatory and/or libelous, as that individual retains all rights to pursue any legal remedies against you.

None

## M. ACTION ITEMS

### Public Hearing on Assistant Superintendent Contract

No comments

## I. PERSONNEL

Motion by Mr. Piasecki and seconded by Mr. Bodenschatz to accept the recommendation of the Superintendent to approve and adopt motions **I.1** through **I.12** as described below:

The Superintendent of Schools recommends action on the following:

\*1. Motion to approve/accept the following appointments / resignations / retirements:

1	Crystal Gonzalez	Accept	Paraprofessional	\$23.94/hour	Middle School	4/26/19	4/26/19	Resignation
2	Jennifer Cavo	Approve	Art Teacher	\$88,525	High School	9/1/18	6/30/19	Movement on Guide to M+15 level, Step 16 - N
3	Jennifer Feldman	Approve	English Teacher	\$64,150	Middle School	9/1/18	6/30/19	Movement on Guide to Masters level, Step 7 - G
4	Jason Graf	Approve	Music Teacher	\$67,395	High School	9/1/18	6/30/19	Movement on Guide to B+15 level, Step 10 - J
5	Gabriela Harris	Approve	Mathematics Teacher	\$62,475	High School	9/1/18	6/30/19	Movement on Guide to B+15, Step 8 - H
6	Jill Okladek	Approve	Biology Teacher	\$92,575	High School	9/1/18	6/30/19	Movement on Guide to M+45 level, Step 19 - N
7	Michael Piancone	Approve	Social Studies Teacher	\$90,550	Middle School	9/1/18	6/30/19	Movement on Guide to M+30 level, Step 19 - N
8	Lindsey Rasczyk	Approve	Mathematics Teacher	\$60,820	High School	9/1/18	6/30/19	Movement on Guide to Masters level, Step 5 - E
9	Adam Slack	Approve	Educational Technology Teacher	\$73,905 \$75,930	High School	9/1/18 2/1/19	1/31/19 2/1/19	Masters Level - K Movement on Guide to M+15 level, Step 11 - K
10	Daryl Detrick	Approve	Mathematics Teacher	\$90,550 \$92,575	High School	9/1/18 2/1/19	1/31/19 2/1/19	M+30 - N Movement on Guide to M+45 level, Step 23 - N
11	Mary Kaye Bartek	Approve	Mathematics Teacher	\$73,470 \$75,495	Middle School	9/1/18 2/1/19	1/31/19 2/1/19	MA+15 - J Movement on Guide to M+30 level, Step 10 - J
12	Amanda Best	Approve	Special Education Teacher	\$82,875 \$84,900	Middle School	9/1/18 2/1/19	1/31/19 2/1/19	MA+30 - L Movement on Guide to M+45 level, Step 13 - L
13	Linda Brigode-Katstra	Approve	School Nurse	\$53,975 \$56,000	District	9/1/18 2/1/19	1/31/19 2/1/19	BA - C Movement on Guide to B+15 level, Step 3 - C
14	Brigitte Burstein	Approve	Science Teacher	\$78,390 \$80,415	Middle School	9/1/18 2/1/19	1/31/19 2/1/19	M+15 - K1 Movement on Guide to M+30 level, Step 12 - K1

15	Patrick Kablis	Approve	Health/PE Teacher	\$67,345 \$71,445	High School	9/1/18 2/1/19	1/31/19 2/1/19	BA+15 – J Movement on Guide to Masters level, Step 10 - J
16	Elizabeth Nicolosi	Approve	Home Instructor	\$45.00/hour	District	4/10/19	6/30/19	Biology
17	Penny Shaul	Approve	Substitute Custodian	\$14.25/hour	District	4/10/19	6/30/19	Pending receipt of all required paperwork

\*2. Motion to amend the 2018-2019 contract for Dawn Moore, Assistant Superintendent of Curriculum and Instruction, with an annual salary of \$138,125, retroactive to July 1, 2018, as approved by the Executive County Superintendent of Schools.

\*3. Motion to approve the following observations/internships/volunteers:

Code No.	Name	Position	Degree/Step No. of Hrs.	Salary/ Stipend	Location	Date Effective	Date Terminated	Discussion
1	Erin McCormick	Counseling Internship	N/A	N/A	High School	Fall of 2019	Upon completion	Centenary University student under the direction of Mr. Kavcak

\*4. Motion to approve salaries for the attached personnel list “A” of tenured, certificated teaching staff for the 2018-2019 school year. (Attachment A)

\*5. Motion to approve salaries for the attached personnel list “B” non-tenured, certificated teaching staff for the 2018-2019 school year. (Attachment B)

\*6. Motion to approve salaries for the attached personnel list “C” of tenured, certificated administrative staff for the 2018-2019 school year. (Attachment C)

\*7. Motion to approve salaries for the attached personnel list “D” of non-tenured, certificated administrative staff for the 2018-2019 school year. (Attachment D)

\*8. Motion to approve salaries for the attached personnel list “E” tenured secretaries for the 2018-2019 school year. (Attachment E)

\*9. Motion to approve salaries for the attached personnel list “F” non-tenured secretaries for the 2018-2019 school year. (Attachment F)

\*10. Motion to approve salaries for the attached personnel list “G” of School Security Personnel for the 2018-2019 school year. (Attachment G)

\*11. Motion to approve salaries for the attached personnel list “H” technology personnel for the 2018-2019 school year. (Attachment H)

\*12. Motion to approve salaries for the attached personnel list “I” Paraprofessionals for the 2018-2019 school year. (Attachment I)

MOTION: Corey Piasecki		SECOND: Joseph Bodenschatz		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz	X			
Christine Pi	X			
Christopher Cannavo	X			
Eric Walls				X
Sam Knutson	X			
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki	X			
Christopher Hamler	X			

## II. Education and Policy

Motion by Mr. Bodenschatz and seconded by Mr. Piasecki to accept the recommendation of the Superintendent to approve and adopt motions **II.1** through **II.5**, as described below:

### First Read Policies posted on WHR Website

\*1. Motion to approve the **first reading** of the following policy & regulations for inclusion in the district's policy manual, as recommended by the Education and Policy Committee and the Superintendent:

**1642 P&R** Earned Sick Leave Law

\*2. Motion to approve the **second and final reading** of the following policies for inclusion in the district's policy manual, as recommended by the Education and Policy Committee and the Superintendent:

**0110** Identification  
**0120** Authority and Powers  
**0131** Bylaws and Policies  
**0132** Executive Authority  
**0133** Adjudication of Disputes  
**0142.1** Nepotism  
**0143** Board Member Election and Appointment  
**0146** Board Member Authority  
**0162** Notice of Board Meetings  
**0164** Conduct of Board Meeting  
**0171** Duties of Board President and Vice President

\*3. Motion to affirm the administrative decision regarding the following HIB cases:

MS – 18-19 – None  
HS - 18-19 – 006, 007 & 008



\*4. Motion to approve the following field trip requests in accordance with Policy 2340:

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	Nicole Bayer, Cheryl Yanoff, Michele McGann & Cynthia Bamford	MD & AU Classes to Riding With Heart	Transportation + Substitutes	Two separate trips - Curriculum
2	Jacqueline Solecitto, Paul Irzinski & Laura Muroski	Gifted & Talented classes & Cognetics Club to Clean Air Action Summitt	Transportation + Substitutes	Curriculum
3	Nicole Bayer, Cheryl Yanoff, Michele McGann & Cynthia Bamford	MD & AU Classes for Community Based Instruction	Transportation + Substitutes	Curriculum
4	Daryl Detrick & Trisha Nunnenkamp	Computer Science students to Computer Science Fair	Transportation + Substitutes	Curriculum
5	Patricia Smith	FFA to Spring Career Development Event Competition	Transportation + Substitute	Competition
6	L. Jeannie Zamora & Jessica Cahill	Spanish I Classes to experience authentic Mexican food	Substitutes	\$13.00/student, no charge for transportation – 2 trips - Curriculum
7	Adam Slack & Mark Smith	WHR Archery Team to National Competition	Registration fee + Substitutes	Students cover transportation, lodging & meals - Competition
8	Jacqueline Solecitto & Lawrence Cascio	Gifted & Talented – enrichment experience	Transportation + Substitutes	\$10.00/student cost - Curriculum
9	Alison Frey	National DECA Competition	Transportation, Substitute, Lodging & Incidentals	DECA pays registration - Competition

\*5. Motion to approve the following travel and conference request:

Code No.	Name	Title	Location	Cost/Mileage	Date and Discussion
1	Patricia Smith	CASE Curriculum Institute for Animal Science	Lexington, KY	\$3,000.00 Registration, flight & incidentals	July 7-17, 2019 – CASE Grant funds
2	Patricia Smith	CASE Curriculum Institute for Plant Science	Carroll County, MD	\$2,245.00 Registration, mileage & incidentals	July 21-26, 2019 – CASE Grant partial funds
3	Earl C. Clymer, III	NJASA Spring Conference	Atlantic City, NJ	\$550.00 Registration, lodging, mileage & incidentals	May 15, 16 & 17, 2019
4	Kimberly Eilenberger, Laurie Kerr & Renee Smola	R.A.D. International Training & Certification Conference	Norfolk, VA	\$1525.00 Registration total, lodging, mileage & incidentals	July 14-18, 2019 – Title II Grant funds

Code No.	Name	Title	Location	Cost/Mileage	Date and Discussion
5	David Guth	National School Safety Conference	Las Vegas, NV	\$545.00 Registration, lodging, mileage & incidentals	July 22-26, 2019
6	Laura Slane	AP World History Summer Institute	Drew University	\$895.00 Registration + Mileage	August 5 – 8, 2019 – Title II Grant funds

MOTION: Joseph Bodenschatz		SECOND: Corey Piasecki		
Name	Ayes	Naves	Abstain	Absent
Corey Piasecki	X			
Lisa Marshall	X			
Christopher Cannavo	X			
Joseph Bodenschatz	X			
Sam Knutson	X			
Paula Merrill	X			
Christine Pi	X			
Eric Walls				X
Christopher Hamler	X			

### III. BUDGET AND FINANCE

Motion by Mrs. Merrill and seconded by Mr. Piasecki to accept the recommendation of the Superintendent to approve and adopt motions **III.1** through **III.13** as described below:

\*1. Motion to approve the bill list for the period March 20, 2019 through April 9, 2019, in the amount of \$2,467,615.40.

\*2. Motion to approve a Professional Support/Non-Public Services Agreement with Non-Public Chapters 192-193 Addendum-Supporting Documents with Educational Services Commission of Morris County for the 2019-2020 school year.

\*3. Motion to approve Home/Bedside Instruction Agreement with Saint Clare’s Hospital for Student #9565939686, commencing March 14, 2019, and continuing until further notice, in the amount of \$55.00 per hour for a total of 5 hours per week.

\*4. Motion to approve Professional Education Services, Inc. to provide educational instruction services for Student #3644034865 currently at High Focus Centers of Branchburg, commencing March 29, 2019, and continuing until further notice, at the rate of \$41.00 per hour, not to exceed a total of 2 hours per day.

\*5. Motion to approve the Police Services Agreement with the Township of Washington for the year 2019.

\*6. Motion to approve Related Services contracts for the 2019-2020 extended and regular school year with Warren County Special Services School District.

\*7. Motion to approve an Agreement for Continuing Disclosure Agent Services and appointment as Independent Registered Municipal Advisor with Phoenix Advisors, LLC, for the 2019-2020 school year, in the amount of \$1,000.00.

\*8. Motion to approve opening a WHRMS Summer Recreation Account with Investors Bank.

\*9. Motion to approve Donnamarie Palmiere and Mary Kaye Bartek as authorized signers on the WHRMS Summer Recreation Account.

\*10. Motion to accept a donation from the Friends of Blue Streaks Athletics in the amount of \$450.00, for the fan bus used at the November 3, 2019 football playoff game, pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

\*11. Motion to accept a Grant from The National Kitchen & Bath Association in the amount of \$5,000.00, to be used to further increase the technology in the middle school, pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

\*12. Motion to accept a Grant from The National Housing Endowment in the amount of \$25,000.00, to be used to purchase a CNC Router/Plasma Table for use in the Career Pathways Program, pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

\*13. Motion to approve the disposition of the district's obsolete Mackie Onyx 24-4 Premium Analog Mixer, serial number SB12351 for \$200.00, pursuant to Policy 7300, DISPOSITION OF PROPERTY.

MOTION: Paula Merrill		SECOND: Corey Piasecki		
Name	Ayes	Nayes	Abstain	Absent
Paula Merrill	X		Ck 050510 & 050502	
Sam Knutson	X		Ck 050510	
Corey Piasecki	X			
Joseph Bodenschatz	X			
Christopher Cannavo	X			
Lisa Marshall	X		#3 and ck 050504	
Christine Pi	X			
Eric Walls				X
Christopher Hamler	X			

**N. Public Comment**

None

**O. Second Executive Session**

**EXECUTIVE SESSION** 8:26 pm

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*
- 4) *Student Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and

BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Motion by Mrs. Merrill and seconded Mr. Cannavo by to enter into Executive Session at 8:26 pm with full board consent.

**P. Reconvene:**

Motion by Mr. Piasecki and seconded by Mrs. Bodenschatz to go into open session at 11:38 pm with full board consent.

**Q. Adjourn:**

Motion by Mr. Piasecki and seconded by Mr. Bodenschatz to adjourn at 11:38 p.m. with full board consent.

Respectfully submitted,

Donnamarie Palmiere  
Business Admin./Bd. Secretary

cz

Attachment:		"A"					
Tenured, certificated teaching staff:							
Name	18-19 Salary	Guide	Step		Moves 2/1/19	Guide	
Anderson, S	\$ 75,210	BA	M				
Andreoli, N	\$ 73,905	M	K				
Annechiarico, T	\$ 86,500	M	N				
Apostol, L	\$ 82,450	B + 15	N				
Arminio, M	\$ 64,150	M	G				
Balas, J	\$ 90,550	M + 30	N				
Bamford, C	\$ 86,500	M	N				
Barillari, S	\$ 53,357	BA	E	*			
Barr, C	\$ 78,390	M + 15	K1				
Bartek, M	\$ 73,470	M + 15	J		\$ 75,495	MA + 30	
Becker, R	\$ 62,910	BA	I				
Beers, K	\$ 58,075	BA	G				
Besser, J	\$ 92,575	M+ 45	N				
Best, A	\$ 82,875	M + 30	L		\$ 84,900	MA + 45	
Blackwell, L(Slane)	\$ 86,500	M	N				
Borrelli, M	\$ 88,525	M + 15	N				
Burstein, B	\$ 78,390	M + 15	K1		\$ 80,415	MA + 30	
Busardo, V	\$ 67,830	BA	K				
Cascio, L	\$ 92,575	M+ 45	N				
Catalano, B	\$ 64,150	M	G				
Cavo, J	\$ 88,525	M + 15	N		moved 9/1/18		
Chiara, C	\$ 56,070	BA	F				
Chiara, K	\$ 64,935	B + 15	I				
Cole, D (Archer-Cole)	\$ 90,550	M + 30	N				
Cornec, A	\$ 86,500	M	N				
Corvino, P	\$ 82,450	B + 15	N				
Curran, T	\$ 86,500	M	N				
Damiano, J	\$ 68,985	M	I				
Detrick, D	\$ 90,550	MA + 30	N		\$ 92,575	M+ 45	
Devine, M	\$ 92,575	M+ 45	N				
DeVivo, D	\$ 92,575	M+ 45	N				
DeYoung, S	\$ 75,210	BA	M				
Di Cosmo, I	\$ 86,500	M	N				
Diveny, D	\$ 80,425	BA	N				
Downs, T	\$ 92,575	M+ 45	N				
Duryea, B	\$ 80,425	BA	N				
Edmonds, J	\$ 80,425	BA	N				
Eilenberger, K	\$ 92,575	M+ 45	N				
Eisner, A	\$ 86,500	M	N				
Fahy, T	\$ 81,285	M	M				
Feldman, J	\$ 64,150	M	G		moved 9/1/18		
Flowers, C	\$ 65,370	BA	J				
Forsythe, M	\$ 69,855	B + 15	K				
Fretz, S	\$ 76,365	M	K1				
Frey, A	\$ 64,150	M	G				
Gaffney, M	\$ 90,550	M +30	N				
Garcia, D	\$ 73,905	M	K				
Garcia, H	\$ 68,985	M	I				
Garcia, L	\$ 92,575	M+ 45	N				
Garofalo, I	\$ 73,905	M	K				
Giamoni, J	\$ 88,525	M + 15	N				
Gibbs, J (Solecitto)	\$ 62,910	BA	I				
Graf, J	\$ 67,395	B + 15	J		moved 9/1/18		
Green, C	\$ 88,525	M + 15	N				
Harris, G	\$ 62,475	B + 15	H		moved 9/1/18		
Heine, J	\$ 90,550	M + 30	N				
Helle, A	\$ 66,525	M	H				
Henning, J	\$ 68,985	M	I				
Heslin, H	\$ 92,575	M+ 45	N				
Hickerson, C	\$ 74,775	B + 15	L				

Attachment:	"A"						
Tenured, certificated teaching staff:							
Name	18-19 Salary	Guide	Step	Moves 2/1/19	Guide		
Hoffman, C	\$ 88,525	M + 15	N				
Horn, K	\$ 88,525	M + 15	N				
Hosbach, J	\$ 86,500	M	N				
Ioffredo, T	\$ 86,500	M	N				
Irzinski, P	\$ 92,575	M+ 45	N				
Kablis, E	\$ 58,075	BA	G				
Kablis, P	\$ 67,395	B + 15	J	\$ 71,445	M		
Karabinus, S	\$ 86,500	M	N				
Kavcak, K	\$ 80,425	BA	N				
Kerr, L	\$ 92,575	M+ 45	N				
Klinder, S	\$ 86,500	M	N				
Kubbishun, L	\$ 92,575	M+ 45	N				
Kubbishun, S	\$ 80,425	BA	N				
Kurpat, K	\$ 82,440	M+ 45	K1				
Ladiana-Flanery, R	\$ 86,500	M	N				
LaFrance, J	\$ 72,315	B + 15	K1				
Laubach, M	\$ 80,425	BA	N				
Laws, C	\$ 80,425	BA	N				
Legora, G	\$ 78,390	M + 15	K1				
Loro, A	\$ 73,905	M	K				
Lutz, J	\$ 86,500	M	N				
Manfra, T	\$ 85,335	M + 30	M				
McCormick, E (Tuxhorn)	\$ 54,745	BA	E				
McGeehan, M	\$ 81,285	M	M				
McKelvey, G	\$ 92,575	M + 45	N				
McKeown, E	\$ 92,575	M+ 45	N				
Mendes, C	\$ 67,830	BA	K				
Miksch, D	\$ 86,500	M	N				
Morgan, J	\$ 80,850	M + 15	L				
Morris, L	\$ 86,500	M	N				
Muffley, T	\$ 86,500	M	N				
Muroski, L	\$ 92,575	M+ 45	N				
Nicolosi, E	\$ 71,445	M	J				
Nordmark, J	\$ 82,450	B + 15	N				
Nunnenkamp, T	\$ 77,235	B + 15	M				
Oakley, A	\$ 68,985	M	I				
O'Brien, P	\$ 90,550	M + 30	N				
Okladek, J	\$ 92,575	M+ 45	N	moved 9/1/18			
O'Neal, C	\$ 92,575	M+ 45	N				
O'Neill, J	\$ 90,550	M + 30	N				
Patricia,R	\$ 86,500	M	N				
Paulus, T	\$ 60,450	BA	H				
Piancone, M	\$ 90,550	M + 30	N	moved 9/1/18			
Potter, J	\$ 79,260	B + 30	M				
Pysker, L	\$ 88,525	M + 15	N				
Quinto, M	\$ 82,450	B + 15	N				
Rader, D	\$ 72,750	BA	L				
Rader, J	\$ 88,525	M + 15	N				
Ranalli, H	\$ 75,060	M+ 45	I				
Rasczyk, L	\$ 60,820	M	E	moved 9/1/18			
Ricardo-Regan, G	\$ 92,575	M+ 45	N				
Rokosny, D	\$ 82,450	B + 15	N				
Russak, E	\$ 92,575	M+ 45	N				
Russo, B	\$ 34,928	B + 15	K				
Sarlo, N	\$ 68,200	MA + 30	G				
Sbriscia, D	\$ 66,525	M	H				
Setzer, S	\$ 92,575	M+ 45	N				
Silvis, N	\$ 86,500	M	N				
Slack,A	\$ 73,905	M	K	\$ 75,930	M + 15		
Smith, J	\$ 84,475	B + 30	N				

<b>Attachment:</b>	<b>"A"</b>				
<b>Tenured, certificated teaching staff:</b>					
<b>Name</b>	<b>18-19 Salary</b>	<b>Guide</b>	<b>Step</b>	<b>Moves 2/1/19</b>	<b>Guide</b>
Smith, M	\$ 76,365	M	K1		
Smola, R	\$ 90,550	M + 30	N		
Solecitto, T	\$ 54,745	BA	E		
Spanner, K	\$ 84,475	B + 30	N		
Strohl-McKinney, M	\$ 88,525	M + 15	N		
Throckmorton, K	\$ 58,075	BA	G		
Togno, L	\$ 58,075	BA	G		
Trifiletti, L	\$ 84,475	B + 30	N		
Turner, D	\$ 54,745	BA	E		
Viglianco, N	\$ 84,475	B + 30	N		
Voight, L	\$ 86,500	M	N		
Weisenstein, L	\$ 86,500	M	N		
Wight, H	\$ 92,575	M+ 45	N		
Willis, J	\$ 80,425	BA	N		
Wilson, T	\$ 84,900	M+ 45	L		
Young, S	\$ 82,450	B + 15	N		
Zamora, L	\$ 66,525	M	H		
Zavacki, T	\$ 88,525	M + 15	N		

Attachment:	"B"				
Non Tenured, certificated teaching staff:					
Name	18 - 19 Salary	Guide	Step	Moves 2/1/19	Guide
Angebrandt, C	\$ 56,000	B + 15	C		
Bakken, K	\$ 53,725	BA	B		
Bayer, N	\$ 59,550	M	A		
Bloom, R	\$ 59,550	M	A		
Brigode-Katstra, L	\$ 53,975	BA	C	\$ 56,000	BA + 15
Bublitz, M	\$ 53,975	BA	C		
Cahill, J	\$ 65,370	BA	J		
Chapman, T	\$ 82,875	M + 30	L		
Clark, J	\$ 71,445	M	J		
Clark, N	\$ 54,225	BA	D		
Creegan, A	\$ 64,100	M + 30	C		
Cuomo, M	\$ 53,975	BA	C		
deBoer, G	\$ 29,775	M	A		
DeStefano, R	\$ 75,930	M + 15	K		
Guikema, S	\$ 76,365	M	K1		
Jacobson, A	\$ 53,975	BA	C		
Jessen, J	\$ 69,855	B + 15	K		
Kaufman, S	\$ 60,820	M	E		
Labrit-Petrewski, N	\$ 66,525	M	H		
Latino, N	\$ 54,745	BA	E		
Longo, J	\$ 68,985	M	I		
Makoski, A	\$ 88,525	M + 15	N		
McGann, M	\$ 83,745	M	M1		
Miraglia, T	\$ 53,475	BA	A		
Nunez, M	\$ 77,235	B + 15	M		
Polachak, K	\$ 59,550	M	A		
Ramirez, M	\$ 58,095	B + 15	F		
Ross, L	\$ 62,845	M + 15	E		
Sbriscia, K	\$ 58,095	B + 15	F		
Smith, L	\$ 53,975	BA	C		
Smith, P	\$ 53,475	BA	A		
Tomasino, K	\$ 68,200	M + 30	G		
Tooker, E	\$ 60,050	M	C		
Tyburczy, C	\$ 82,450	B + 15	N		
White, A	\$ 83,745	M	M1		
Yanoff, C	\$ 64,150	M	G		



<b>Attachment:</b>	<b>"C"</b>		
<b>Tenured, Administrative staff:</b>			
<b>Name</b>	<b>Position</b>		<b>18-19 Salary</b>
Rader, Susan	High School Assistant Principal		\$ 112,295
Barker, Glenn	High School Assistant Principal		\$ 99,509
Brown, Amanda	Supervisor of World Language/Health/PE/Fine Arts		\$ 99,206
Dennison, Keith	Supervisor of English and Social Studies		\$ 99,206
<b>Attachment:</b>	<b>"D"</b>		
<b>Non Tenured, Administrative staff:</b>			
<b>Name</b>	<b>Position</b>		<b>18-19 Salary</b>
Kavcak, Christopher	High School Principal		\$ 124,542
Apple, Heather	Supervisor of Math and Science		\$ 101,750
<b>Attachment:</b>	<b>"E"</b>		
<b>Secretarial Staff</b>			
<b>Tenured, 12 Month Secretarial Staff:</b>			
<b>Name</b>	<b>Base Salary</b>	<b>Guide / Step</b>	<b>Total Salary</b>
Bracey, Jean	\$ 45,700	SEC / 14	\$ 45,700
Cadigan, Dana	\$ 41,390	SEC / 9	\$ 41,390
Comerro-Page, Christina	\$ 44,803	SEC / 13	\$ 44,803
Parfit, Lori	\$ 54,546	OFF GUIDE	\$ 54,546
Salter, Kimberly	\$ 49,466	SEC / 18	\$ 49,466
Sarte, Sherry	\$ 49,466	SEC / 18	\$ 49,466
Tomek, Sherri	\$ 51,984	+ \$5,828 (CBA Grandfathered Longevity) SEC OG	\$ 57,812
Wright, Robin	\$ 47,546	SEC / 16	\$ 47,546
Fulse, Holly	\$ 46,614	SEC / 15	\$ 46,614
<b>Tenured, 10 Month Secretarial Staff:</b>			
<b>Name</b>	<b>Base Salary</b>		<b>Total Salary</b>
Watts, Elaine	\$ 33,153	10 MNT SEC/7	\$ 33,153
<b>Attachment:</b>	<b>"F"</b>		
<b>Non-Tenured, 12 Month Secretarial Staff:</b>			
<b>Name</b>	<b>Base Salary</b>		<b>Total Salary</b>
Arguello, Jacqueline	\$ 37,570	SEC / 3	\$ 37,570
Conaboy, Michelle	\$ 20,400	(Part time / 4 hours per day) SEC / 2	\$ 20,400
Coopersmith, Kathe	\$ 43,063	SEC / 11	\$ 43,063

<b>Attachment:</b>	<b>"G"</b>	
<b>Resource Personnel Staff</b>		
<b>NAME</b>	<b>18-19 Salary</b>	<b>Step</b>
Andoldi, S	\$ 31,235	2
Bifano, S	\$ 33,340	5
Blackford, J	\$ 31,935	3
Cicala, S	\$ 31,935	3
Duart, J	\$ 31,235	2
Hibbett, R*	\$ 19,678	2
Politano, C	\$ 36,840	10
Tiger, J	\$ 31,935	3
* PT Employee (.63 FTE)		
<b>Attachment:</b>	<b>"H"</b>	
<b>Technology Personnel</b>		
<b>Name</b>	<b>Salary</b>	
Fox, William	\$ 90,448	
Curto, Kimberly	\$ 67,019	
Miller, Logan	\$ 50,923	

Attachment:	"I"			
Paraprofessional Staff:			Step	Hourly Rate
Angiuoli	Kristen	AIDE HR BA	1	\$ 25.08
Atkinson	Penny	AIDE HR BA	1	\$ 25.08
Bardello	Jessica	AIDE HR BA	1	\$ 25.08
Biasi	Andrea	AIDE HR BA	1	\$ 25.08
Brundage	Tammy	AIDE HR BA	2	\$ 25.93
Bukowski	Maureen	AIDE HR BA	2	\$ 25.93
Card	Richard	AIDE HR BA	1	\$ 25.08
Celentano	Kimberly	AIDE HR BA	2	\$ 25.93
Christine	Sally	AIDE HR BA	1	\$ 25.08
Cleveland	Daniela	AIDE HR BA	1	\$ 25.08
DeMicco	Donna	AIDE HR	2	\$ 22.48
Gonzalez	Crystal	AIDE HR BA	1	\$ 25.08
Halloran	Maria	AIDE HR BA	2	\$ 25.93
Hart	Robert	AIDE HR BA	2	\$ 25.93
Hibbett	Joanne	AIDE HR	2	\$ 22.48
Higgins	Mary	AIDE HR	2	\$ 22.48
Kostelansky	Barbara	AIDE HR	1	\$ 21.93
Lucenti	Joelle	AIDE HR	2	\$ 22.48
Mathews	Stephanie	AIDE HR AA	1	\$ 23.33
McCarthy	Jennifer	AIDE HR BA	2	\$ 25.93
McHugh	Maria	AIDE HR AA	1	\$ 23.33
Merritt	Barbara	AIDE HR	2	\$ 22.48
Nelson	Barbara	AIDE HR AA	1	\$ 23.33
Peluso	Dawn	AIDE HR AA	2	\$ 24.42
Perkalis	Laurie	AIDE HR AA	2	\$ 24.42
Roth	Colleen	AIDE HR BA	1	\$ 25.08
Sigafoos	Brielle	AIDE HR AA	1	\$ 23.33
Shah	Bela	AIDE HR AA	9	\$ 28.87
Smith	Sheila	AIDE HR BA	2	\$ 25.93
Tauriello	Carolyn	AIDE HR	2	\$ 22.48
Thompson	Janice	AIDE HR BA	2	\$ 25.93
Tietz	Kyla	AIDE HR BA	2	\$ 25.93
Turello	Nancy	AIDE HR	1	\$ 21.93
Turkowski	Ashley	AIDE HR	1	\$ 21.93
Weissman	Cheryl	AIDE HR BA	2	\$ 25.93
Yapaola	Kimberly	AIDE HR BA	1	\$ 25.08
Zengel	Marie	AIDE HR BA	2	\$ 25.93