

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

Joseph Bodenschatz	Sam Knutson	Christine Pi
Christopher Cannavo	Lisa Marshall	Corey Piasecki
Christopher Hamler	Paula Merrill	Eric Walls

C. Executive Session- 6:30 p.m. (If Necessary)

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 _____ Second _____)

D. Reconvene: 7:00 p.m.

(Motion _____ Second _____)

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 to approve the Minutes of the March 19, 2019, Regular and Executive Session meetings.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

F. Communications – Mrs. Donnamarie Palmiere, Business Administrator

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

- Governor’s Educator of the Year Recognition
 - Lolitta Trifiletti – HS Educator of the Year
 - Susan DeYoung – MS Educator of the Year
 - Bela Shah – HS Educational Services Professional
- Warren County Counselor of the Year Recognition – Mrs. Catherine O’Neal
- Girls Coding With Girls National Award Recognition
- 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.
2. Improve communication and involvement with the community at-large regarding district initiatives and events.
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

Committee	Date	Discussion
Finance, Facilities & Transportation	March 25, 2019	By Chair: Mrs. Merrill
Education & Policy	April 9, 2019	By Chair: Mr. Piasecki
Personnel & Student Activities	No meeting held	By Chair: Mr. Bodenschatz
Technology	No meeting held	By Chair: Mr. Walls
Negotiations	No meeting held	By Chair: Mr. Cannavo
Wall of Fame	monthly	By Chair: Mr. Walls

J. Old Business

K. New Business

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.

M. ACTION ITEMS

Public Hearing on Assistant Superintendent Contract

I. PERSONNEL

The Superintendent of Schools recommends action on the following:

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

1	Crystal Gonzales	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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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)

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*12. Motion to approve salaries for the attached personnel list "I" Paraprofessionals for the 2018-2019 school year. (Attachment I)
(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

II. Education and Policy

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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 Summit	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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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 _____ Second _____ /Yes _____ No _____ Abstain _____)

III. BUDGET AND FINANCE

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

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

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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.

(Motion _____ Second _____ /Yes _____ No _____ Abstain _____)

*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 _____ Second _____ /Yes _____ No _____ Abstain _____)

N. Public Comment

O. Second Executive Session

EXECUTIVE SESSION (If Necessary)

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:

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(Motion _____ Second _____)

P. Reconvene _____ p.m.

(Motion _____ Second _____)

Q. Adjourn _____ p.m.

(Motion _____ Second _____)

***Roll Call**

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				

Attachment:	"A"				
Tenured, certificated teaching staff:					
Name	18-19 Salary	Guide	Step	Moves 2/1/19	Guide
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		
Triflelli, 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		

Attachment:	"C"		
Tenured, Administrative staff:			
Name		Position	18-19 Salary
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
Attachment:	"D"		
Non Tenured, Administrative staff:			
Name		Position	18-19 Salary
Kavcak, Christopher		High School Principal	\$ 124,542
Apple, Heather		Supervisor of Math and Science	\$ 101,750
Attachment:	"E"		
Secretarial Staff			
Tenured, 12 Month Secretarial Staff:			
Name	Base Salary	Guide / Step	Total Salary
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
Tenured, 10 Month Secretarial Staff:			
Name	Base Salary		Total Salary
Watts, Elaine	\$ 33,153	10 MNT SEC/7	\$ 33,153
Attachment:	"F"		
Non-Tenured, 12 Month Secretarial Staff:			
Name	Base Salary		Total Salary
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

Attachment:	"G"	
Resource Personnel Staff		
NAME	18-19 Salary	Step
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)		
Attachment:	"H"	
Technology Personnel		
Name	Salary	
Fox, William	\$ 90,448	
Curto, Kimberly	\$ 67,019	
Miller, Logan	\$ 50,923	

Attachment:	"I"			Hourly Rate
Paraprofessional Staff:			Step	
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