

**WARREN HILLS REGIONAL BOARD OF EDUCATION**

**May 12, 2020**

**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	Sherri Musick	Eric Walls

Due to the COVID-19 health crisis, this meeting of the Board of Education will not be physically open to the public. This is to ensure we follow best practices for social distancing. The board meeting will be live-streamed to the public via Zoom (<https://zoom.us>). The link to the meeting will be posted on the District’s website. The link can also be found within the posted agenda for this meeting, which is on the District’s website. During the meeting, an announcement will be made for any members of the public that wish to participate. At that time, type a question/comment into the chat feature of Zoom. All participants must provide their name and address, and your comment and/or question will be included in the Board’s public record of the meeting, just as it would for a standard Board meeting and will be read aloud by the Board Secretary.

Join Zoom Meeting

<https://us04web.zoom.us/j/935791112?pwd=Yjhxb1JTMVRYN25vK00yK0M3NTFMQT09>

**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*

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.

Approval to go into Executive Session

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

D. Reconvene: 7:00 p.m.

Approval to Reconvene

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

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

Approval of Board Minutes

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

F. Communications – Mr. Earl C. Clymer, III, Superintendent of Schools

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

H. Presenter(s):

I. Goals:

**Warren Hills Board of Education District Goals for 2019-20**

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, the 1:1 technology initiative, and enhanced PLCs.
2. Continue vertical articulation within the WHRSD cluster with a focus on increased achievement for students in grades 6-9.
3. Create a comprehensive, collaborative plan, involving district stakeholders, focused on the systematic implementation of the revised Future Ready Schools initiative.

**Warren Hills Board of Education Board Goals for 2019-20**

1. Utilize resources to ensure the support of District Goals.
2. Recognize student achievement through student presentations at Board meetings.
3. Work towards building optimal Board communication and trust.

**J. Committee Reports**

<b>Committee</b>	<b>Date</b>	<b>Discussion</b>
Finance, Facilities & Transportation	No meeting held	By Chair: Mr. Hamler
Education & Policy	May 8, 2020	By Chair: Mr. Piasecki
Personnel & Student Activities	May 6, 2020	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

**K. Old Business**

Ad hoc committee – Grant  
CSA Evaluation

**L. New Business**

**M. 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.

**N. ACTION ITEMS**

**I. PERSONNEL**

\*1. Motion to approve/accept the following appointments / resignations / retirements as recommended by the Superintendent:

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Joanne Durham	Amend	Accountant	\$67,021.00	District	8/1/20	8/1/20	Amend retirement to reflect additional month

\*2. Motion to approve the following medical / maternity leave of absence:

Code No.	Employee	Reason	Position	Location	Leave Start Date	Paid Days to be used	Unpaid FMLA Start Date	Unpaid NJFLA Start Date	Unpaid Leave without Benefits	Return Date	Discussion
1	53049052	Maternity/ Childcare	Social Studies Teacher	High School	8/24/20	45	On or about 10/27/20	On or about 10/27/20	N/A	2021-2022 school year	N/A
2	20746467	Medical Leave	Technology	Middle School	5/18/20	N/A	5/18/20	N/A	N/A	6/16/20	N/A

\*3. Motion to approve employment of the attached personnel list “A” of tenured, certificated teaching staff for the 2020-2021 school year. (Attachment A)

\*4. Motion to approve employment of the attached personnel list “B” non-tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2020-2021 school year. (Attachment B)

\*5. Motion to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2020-2021 school year. (Attachment C)

\*6. Motion to approve employment of the attached personnel list “D” of tenured, certificated administrative staff for the 2020-2021 school year. (Attachment D)

\*7. Motion to approve employment of the attached personnel list “E” of non-tenured, certificated administrative staff with eligibility for tenure on the appropriate date for the 2020-2021 school year. (Attachment E)

\*8. Motion to approve employment of the attached personnel list “F” of non-tenured, certificated administrative staff for the 2020-2021 school year. (Attachment F)

\*9. Motion to approve employment of the attached personnel list “G” tenured secretaries for the 2020-2021 school year. (Attachment G)

\*10. Motion to approve employment of the attached personnel list “H” non-tenured secretaries for the 2020-2021 school year. (Attachment H)

\*11. Motion to approve employment of personnel Attachment “I” of School Security Personnel for the 2020-2021 school year. (Attachment I)

\*12. Motion to approve employment of the attached personnel list “J” technology personnel for the 2020-2021 school year. (Attachment J)

Approval of Personnel Motions

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

**II. EDUCATION AND POLICY**

Be it resolved, during the current emergency situation, following guidance from the State of New Jersey, the New Jersey Department of Education and the Warren County Office of Education, the Warren Hills Regional Board of Education shall waive and/or suspend the following Policies and Regulations, in portion or in whole, pending further guidance from the State of New Jersey, the New Jersey Department of Education and the Warren County Office of Education or until the emergency situation no longer exists.

\*1. Motion to suspend Policy & Regulation #2624 Grading System for the balance of the 2019-2020 school year.

\*2. Motion to approve the **first reading** of the following revised policy and regulation for inclusion in the district’s policy manual, as recommended by the Education and Policy Committee and the Superintendent:

**2312 Policy & Regs**                      Class Size

\*3. Motion to approve a waiver for classes in which the enrollment exceeds 30 students or classes are less than 15 students, as per Policy & Regulation #2312, CLASS SIZE:

**Under 15** - Honors Accounting II, DECA, Honors Advanced Topics in Engineering, Discrete Math, Communication & Media, Intro to Debate, AP World History, Film III, Advanced Art, Honors German 4, Intro to Music & Sound Technology

**Over 30** - French II

\*4. Motion to revise the 2019-2020 school calendar to reflect Monday, June 1<sup>st</sup> through Wednesday, June 3<sup>rd</sup> as half day, early dismissal days.

\*5. Motion to approve, per NJDOE mandate of May 4, 2020, revised Emergency Preparedness Plan for the Warren Hills Regional School District.

\*6. Motion to permit student #2021616 to attend WHRHS for the 2020-21 school year. District will not provide transportation.

\*7. Motion to affirm the administrative decision regarding the following HIB cases:

- MS – 19-20 – None
- HS - 19-20 - 004, 005, 006 & 007

\*8. Motion to approve the following Resolution Opposing Senate Bill 2392/Assembly Bill 3969 Legislation Affecting Transmission of Property Tax Revenue to School Districts:

**WHEREAS**, Senate Bill 2392 and Assembly Bill 3969, currently pending in the state Legislature, would authorize the Department of Community Affairs to permit municipalities to delay or alter the transmission of property tax revenue to school districts during gubernatorial-declared emergencies; and

**WHEREAS**, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

**WHEREAS**, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in a significant number of districts; and

**WHEREAS**, delaying or altering the transmission of property tax revenue from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process; and

**WHEREAS**, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote instruction and, therefore, continued timely transmission of all property tax revenue due to the school district is critical for the educational process to continue without interruption; and

**WHEREAS**, under our state's current structure, municipalities are designated as the authorities to collect property taxes, but those taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

**WHEREAS**, municipal governing bodies are empowered under current law to borrow in order to ensure that full payments to school districts are made;

**WHEREAS**, the Warren Hills Regional School District Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes that this legislation would only worsen the situation for our communities; and

**WHEREAS**, while S-2392/A-3969 would require a municipality to pay a percentage of the revenue due to a school district based on consultation between the state Departments of Community Affairs and Education, the amount of taxes collected at the time and the financial condition of the municipality and school district, it does not address subsequent payment to the school district to make up the full shortfall amount; and

**WHEREAS**, as currently written, S-2392/A-3969, which is designed to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve.

**NOW, THEREFORE, BE IT RESOLVED** that the Warren Hills Regional School District Board of Education urges the State Legislature and Governor to oppose S-2392/A-3969; and be it further

**RESOLVED**, that this resolution be delivered to Governor Philip D. Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin, and the 23rd Legislative District's representatives in the state Senate and General Assembly; and be it further

**RESOLVED**, that a copy of this resolution be forwarded to the New Jersey School Boards Association.



Approval of Education & Policy Motions

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

**III. BUDGET AND FINANCE**

\*1. Motion to approve the bill list for the period April 29, 2020 through May 12, 2020, in the amount of \$1,699,282.98.

\*2. Motion to approve a contract with Marlana Hamfeldt Loden to provide Speech/Language Services, Consultative Services, Evaluation Services and Related Services for the extended school year 2020 [July 1, 2020 to July 31, 2020] at the rate of \$88.00 per hour.

\*3. Motion to approve a contract with Marlana Hamfeldt Loden to provide Speech/Language Services, Consultative Services, Evaluation Services and Related Services for the 2020-2021 school year, commencing September 8, 2020 through June 11, 2021, at the rate of \$88.00 per hour.

\*4. Motion to approve a contract with Tiffany Mosquera for American Sign Language Interpretation for the 2020-2021 school year, at the rate of \$70-100 per hour plus mileage.

\*5. Motion to approve a contract with J&B Therapy Services for Physical Therapy, Occupational Therapy, Behavior Therapy and Teacher of Deaf Services for the 2020-2021 school year at the following rates:

Service	Rate per hour
Physical Therapy	\$84.00
Occupational Therapy	\$83.00
Behavior Therapy	\$91.00
Teacher of Deaf Services	\$135.00

\*6. Motion to terminate the following Special Education Tuition Contract for the 2019-2020 regular school year:

<b>Student</b>	<b>School</b>	<b>Amount</b>	<b>Effective</b>
5895878105	Bonnie Brae	\$60,270.00 prorated	3/25/20

\*7. Motion to approve the following Special Education Tuition Contract for the 2019-2020 regular school year:

<b>Student</b>	<b>School</b>	<b>Amount</b>	<b>Effective</b>
5895878105	Somerset County Ed Services Commission	\$387.47 per diem	3/25/20-6/30/20

\*8. Motion to approve the following Special Education Tuition Contracts for the 2020-2021 extended and regular school year:

<b>Student</b>	<b>School</b>	<b>Amount</b>	<b>Effective</b>
3548626275	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
3548626275	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
9922647153	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
9922647153	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
2612772623	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
2612772623	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
4647598092	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
4647598092	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
9559845055	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
9559845055	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
8041576755	Cornerstone Day School	\$88,088.00	7/6/20-6/25/21
5069252966	Morris-Union Jointure	\$15,991.00	6/24/20-8/5/20
5069252966	Morris-Union Jointure	\$95,947.00	9/2/20-6/30/21
6001523607	DCCF LLC	\$5,645.00	7/8/20-8/7/20

\*9. Motion to approve a Joint Resolution for Participation of Transportation Services with Sussex County Regional Transportation Cooperative for the 2020-2021 school year, including a 4% administration fee for Special Education and a 2% administration fee for Field Trips.

\*10. Motion to approve a Resolution for Participation in Coordinated Transportation with Warren County Special Services School District July 1, 2020 through June 30, 2021, plus an administrative fee of 4 percent.

\*11. Motion to approve a contract with Computer Solutions, Inc. for software support for the 2020-2021 school year as follows:

<b>Software Item</b>	<b>Annual Amount</b>
Budgetary Accounting Module	\$3,048.00
Human Resources Module with Position Control	\$3,348.00
Payroll Module	\$1,992.00
Invoicing	\$ 420.00
Site Based Management	\$ 720.00
<b>Total Annual Fee</b>	<b>\$9,528.00</b>

\*12. Motion to approve the following 2020-2021 Municipal Schedule of Taxes:

<b>Due Dates</b>	<b>Franklin Twp</b>	<b>Mansfield Twp</b>	<b>Washington Boro</b>	<b>Washington Twp</b>
7/15/2020	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
8/15/2020	\$ 372,165.50	\$ 684,132.58	\$ 424,450.50	\$ 701,848.58
9/15/2020	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
10/15/2020	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
11/15/2020	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
12/15/2020	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
1/15/2021	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
2/15/2021	\$ 670,174.50	\$ 1,231,950.58	\$ 764,327.50	\$1,263,850.84
3/15/2021	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
4/15/2021	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
5/15/2021	\$ 325,075.50	\$ 597,570.58	\$ 370,745.50	\$ 613,044.58
6/15/2021	\$ 325,075.50	\$ 597,570.62	\$ 370,745.50	\$ 613,044.62
<b>Total</b>	<b>\$4,293,095.00</b>	<b>\$7,891,789.00</b>	<b>\$4,896,233.00</b>	<b>\$8,096,145.26</b>

Approval of Budget & Finance Motions

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

**O. Public Comment**

**P. Second Executive Session (If Necessary)**

Approval to go into Second Executive Session

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

Approval to Reconvene

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

**Q. Adjournment \_\_\_\_\_ p.m.**

Approval to Adjourn

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Christopher Cannavo				
Sam Knutson				
Lisa Marshall				
Sherri Musick				
Christine Pi				
Eric Walls				
Corey Piasecki				
Christopher Hamler				

**\*Roll Call**

Attachment "A"							
Tenured, Certificated Teaching Staff:							
Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Anderson, Sherry	BA	O	\$ 82,370	Hickerson, Cedric	M	N	\$ 85,730
Andreoli, Noelle	M	M	\$ 80,810	Hoffman, Courtney	M+15	O	\$ 90,470
Annecciarico, Theresa	M	O	\$ 88,445	Horn, Kevin	M+15	O	\$ 90,470
Apostol, Lori	BA+15	O	\$ 84,395	Hosbach, Jarrett	M	O	\$ 88,445
Arminio, Michael	M	I	\$ 70,970	Irzinski, Paul	M+45	O	\$ 94,520
Balas, Jeffrey	M+30	O	\$ 92,495	Kablis, Emily	BA	I	\$ 64,895
Bamford, Cynthia	M	O	\$ 88,445	Kablis, Patrick	M	L	\$ 78,350
Barillari, Salvatore	BA	G	\$ 60,095	Karabinus, Stephanie	M	O	\$ 88,445
Barr, Christal	M+15	M1	\$ 85,295	Kavcak, Kimberly	BA	O	\$ 82,370
Bartek, Mary Kaye	M+30	L	\$ 82,400	Kerr, Laurie	M+45	O	\$ 94,520
Becker, Rebecca	BA	K	\$ 69,815	Klinder, Shannon	M	O	\$ 88,445
Besser, Joseph	M+45	O	\$ 94,520	Kubbishun, Lee Ann	M+45	O	\$ 94,520
Best, Amanda	M+45	N	\$ 91,805	Kurpat, Kenneth	M+45	M1	\$ 89,345
Borrelli, Meredith	M+15	O	\$ 90,470	Ladiana-Flanery, Rebecca	M	O	\$ 88,445
Burstein, Brigitte	M+30	M1	\$ 87,320	LaFrance, Jacqueline	BA+15	M1	\$ 79,220
Cahill, Jessica	BA	L	\$ 72,275	Laubach, McKenzie	BA	O	\$ 82,370
Cascio, Lawrence	M+45	O	\$ 94,520	Laws, Cynthia	BA	O	\$ 82,370
Catalano, Brittany	M	I	\$ 70,970	Legora, Gina	M+15	M1	\$ 85,295
Cavo, Jennifer	M+15	O	\$ 90,470	Loro, Alison	M	M	\$ 80,810
Chapman, Theresa	M+30	N	\$ 89,780	Lutz, Jeremy	M	O	\$ 88,445
Chiara, Carmello	BA	H	\$ 62,435	Manfra, Toni	M+45	O	\$ 94,520
Chiara, Kristen	BA+15	K	\$ 71,840	McGeehan, Meghan	M	O	\$ 88,445
Clark, Nicole	BA	F	\$ 58,085	McKelvey, Geri	M+45	O	\$ 94,520
Cornec, Alda	M	O	\$ 88,445	McKeown, Elizabeth	M+45	O	\$ 94,520
Curran, Thomas	M	O	\$ 88,445	Mendes, Cesar	BA	M	\$ 74,735
DeStefano, Risa	M+15	M	\$ 82,835	Miksch, Danielle	M	O	\$ 88,445
Detrick, Daryl	M+45	O	\$ 94,520	Morgan, Jessica	M+15	M1	\$ 85,295
Devine, Margaret	M+45	O	\$ 94,520	Muffley, Tammy	M	O	\$ 88,445
DeVivo, Diane	M+45	O	\$ 94,520	Muroski, Laura	M+45	O	\$ 94,520
DeYoung, Susan	BA	O	\$ 82,370	Nicolosi, Elizabeth	M	L	\$ 78,350
Di Cosmo, Ilona D.	M	O	\$ 88,445	Nordmark, Joshua	BA+15	O	\$ 84,395
Diveny, Daniel	BA	O	\$ 82,370	Nunnenkamp, Trisha	M	O	\$ 88,445
Downs, Timothy	M+45	O	\$ 94,520	Oakley, Andrew	M	K	\$ 75,890
Duryea, Bonita	BA	O	\$ 82,370	O'Brien, Patrick	M+30	O	\$ 92,495
Edmonds, Jodi	BA	O	\$ 82,370	Okladek, Jill	M+45	O	\$ 94,520
Eilenberger, Kim	M+45	O	\$ 94,520	O'Neal, Catherine	M+45	O	\$ 94,520
Eisner, Ari	M	O	\$ 88,445	O'Neill, Jesse	M+30	O	\$ 92,495
Fahy, Teresa	M	O	\$ 88,445	Patricia, Richard	M	O	\$ 88,445
Feldman, Jennifer	M	H	\$ 68,510	Paulus, Tara	BA	J	\$ 67,355
Flowers, Courtney	BA+15	L	\$ 74,300	Piancone, Michael	M+30	O	\$ 92,495
Forsythe, Maria	BA+15	M	\$ 76,760	Potter, Josephine	BA+30	O	\$ 86,420
Fretz, Sharon	M	M1	\$ 83,270	Pysher, Lisa	M+15	O	\$ 90,470
Frey, Alison	M	I	\$ 70,970	Quinto, Michael	BA+15	O	\$ 84,395
Gaffney, Michelle	M+45	O	\$ 94,520	Rader, David	BA	N	\$ 79,655
Garcia, David	M	M	\$ 80,810	Rader, Jessica	M+15	O	\$ 90,470
Garcia, Heather	M+15	K	\$ 77,915	Ranalli, Hope	M+45	K	\$ 81,965
Garcia, Lourdes	M+45	O	\$ 94,520	Ricardo-Regan, Gina	M+45	O	\$ 94,520
Garofalo, Ingrid	M	M	\$ 80,810	Rokosny, Debra	BA+15	O	\$ 84,395
Giamoni, Jennifer	M+15	O	\$ 90,470	Ross, Lyandra	M+15	G	\$ 68,195
Graf, Jason	BA+15	L	\$ 74,300	Russak, Ellen	M+45	O	\$ 94,520
Green, Craig	M+15	O	\$ 90,470	Sarlo, Nicholas	M+45	I	\$ 77,045
Harris, Gabriela	M	J	\$ 73,430	Sbriscia, David	M	J	\$ 73,430
Heine, John	M+30	O	\$ 92,495	Sbriscia, Kristyn	BA+15	H	\$ 64,460
Helle, Alexandra	M	J	\$ 73,430	Setzer, Sharyn	M+45	O	\$ 94,520
Henning, Julia	M	K	\$ 75,890	Sigona, Vittoria	BA	M	\$ 74,735
Heslin, Heather	M+45	O	\$ 94,520	Silvis, Nicole	M	O	\$ 88,445

<b>Attachment</b>		<b>"A"</b>							
<b>Tenured, Certificated Teaching Staff:</b>									
<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>		<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>	
Slack, Adam	M+15	M	\$ 82,835		Tyburczy, Christine	BA+15	O	\$ 84,395	
Slane, Laura	M+15	O	\$ 90,470		Viglianco, Nancy	BA+30	O	\$ 86,420	
Smith, Mark	M	M1	\$ 83,270		Voight, Lauren	M	O	\$ 88,445	
Smola, Renee	M+45	O	\$ 94,520		Weisenstein, Lisa	M+15	O	\$ 90,470	
Solecitto, Jacqueline	BA+15	K	\$ 71,840		White, Allison	M	O	\$ 88,445	
Solecitto, Todd	BA	G	\$ 60,095		Wight, Heather	M+45	O	\$ 94,520	
Strohl-McKinney, Mary Ar	M+15	O	\$ 90,470		Willis, Jeremy	BA	O	\$ 82,370	
Throckmorton, Kerry	BA	I	\$ 64,895		Wilson, Theresa	M+45	N	\$ 91,805	
Togno, Laura	BA	H	\$ 62,435		Young, Sandra	BA+15	O	\$ 84,395	
Trifiletti, Lolitta	BA+30	O	\$ 86,420		Zamora, Louise	M	J	\$ 73,430	
Turner, Deana	BA	G	\$ 60,095		Zavacki, Timothy	M+15	O	\$ 90,470	
Tuxhorn, Elena	BA	G	\$ 60,095						
<b>Attachment</b>		<b>"B"</b>							
<b>Non-Tenured, Certificated Teaching Staff with eligibility for tenure on the appropriate date:</b>									
<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>		<b>Tenure Eligibility Date</b>				
Angebrandt, Christina	BA+15	E	\$ 58,745		9/2/2020				
Bublitz, Megan	BA	E	\$ 56,720		9/2/2020				
Creegan, Alyssa	M+30	E	\$ 66,845		9/2/2020				
Cuomo, Marshall	BA	E	\$ 56,720		9/2/2020				
Latino, Nicole	BA	G	\$ 60,095		9/2/2020				
Tooker, Elise	M	E	\$ 62,795		9/2/2020				
O'Rourke, Jennifer	BA+15	M	\$ 76,760		10/4/2020				
Longo, Jodi	M	K	\$ 75,890		2/2/2021				
<b>Attachment</b>		<b>"C"</b>							
<b>Non-Tenured, Certificated Teaching Staff:</b>									
<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>		<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>	
Bakken, Kerry	BA	D	\$ 56,220		Kaufman, Sarah	M	G	\$ 66,170	
Bamford, Joseph	BA	B	\$ 55,720		Labrit-Petrewski, Nicole	M	J	\$ 73,430	
Bayer, Nicole	M	C	\$ 62,045		Makoski, Abigail	M+15	O	\$ 90,470	
Bloom, Robin	M	C	\$ 62,045		McGann, Michele	M	O	\$ 88,445	
Clark, Jessica	M	L	\$ 78,350		Meehan, Elizabeth	M+30	I	\$ 75,020	
deBoer, Genevieve	M	C	\$ 62,045		Miraglia, Tasjaana	BA	C	\$ 55,970	
Dell Elba, Matthew	M	D	\$ 62,295		Montgomery, Daniel	M	B	\$ 61,795	
Driscoll, Lauren	BA	I	\$ 64,895		Reichard, Sarah	M+15	I	\$ 72,995	
Fisher, Zachary	BA	D	\$ 56,220		Smith, Lisa Ann	BA	E	\$ 56,720	
Guikema, Shawna	M	M1	\$ 83,270		Smith, Patricia	BA	C	\$ 55,970	
Hartman, Kristina	M	C	\$ 62,045		Tomasino, Kimberly	M+30	I	\$ 75,020	
Jacobson, Alivya	BA	E	\$ 56,720		Yanoff, Cheryl	M	I	\$ 70,970	

**Attachment: "D"**  
**Tenured, Administrative staff:**

Name	Position	Step	Salary
Barker, Glenn	High School Assistant Principal	\$ 7	\$107,970.16
Brown, Amanda	Supervisor of World Language/Health/PE/Fine	\$ 7	\$106,921.90
Dennison, Keith	Supervisor of English and Social Studies	\$ 7	\$106,921.90
Rader, Susan	High School Assistant Principal	\$ 14	\$116,670.66

**Attachment: "E"**  
**Non Tenured, Administrative staff with eligibility for tenure on the appropriate date::**

Name	Tenure Eligibility Date	Position	Step	Salary
Cacchio, Robert	7/2/2020	Middle School Assistant Principal	\$ 3	\$101,680.63
Kavcak, Christopher	7/2/2020	High School Principal	\$ 5	\$130,822.09
Remondelli, Nicholas	10/2/2020	Middle School Principal	\$ 5	\$120,385.41

**Attachment: "F"**  
**Non Tenured, Administrative staff:**

Name	Position	Step	Salary
Apple, Heather	Supervisor of Math and Science	\$ 7	\$106,921.90
Jones, Michael	Athletic Director	\$ 4	\$115,917.47
Rowlin, Mary Louise	Supervisor of Special Services	\$ 4	\$114,329.56

**Attachment: "G"**  
**Tenured, Secretarial Staff:**

**Tenured, 12 Month Secretarial Staff:**

Name	Base Salary	Guide / Step	Total Salary
Bracey, Jean	\$ 48,976	SEC / 16	\$ 48,976
Cadigan, Dana	\$ 44,359	SEC / 11	\$ 44,359
Comerro-Page, Christina	\$ 48,016	SEC / 15	\$ 48,016
Fulse, Holly	\$ 49,955	SEC / 17	\$ 49,955
Hyman, Jill	\$ 53,472	SEC OG	\$ 53,472
Parfit, Lori	\$ 54,546	OFF GUIDE	\$ 54,546
Salter, Kimberly	\$ 50,954	SEC / 18	\$ 50,954
Sarte, Sherry	\$ 50,954	SEC / 18	\$ 50,954
Tomek, Sherri	\$ 53,472	+ \$5,828 (CBA Grandfathered Longevity) SEC OG	\$ 59,300
Wright, Robin	\$ 50,954	SEC / 18	\$ 50,954

**Tenured, 10 Month Secretarial Staff:**

Name	Base Salary	Total Salary
Watts, Elaine	\$ 35,530	10 mo SEC / 9 \$ 35,530

**Attachment: "H"**  
**Non-Tenured, Secretarial Staff:**

Name	Base Salary	Total Salary
Arguello, Jacqueline	\$ 39,679	SEC / 5 \$ 39,679
Conaboy, Michelle	\$ 21,295	(Part time / 4 hours per day) SEC / 3 \$ 21,295
Coopersmith, Kathe	\$ 46,151	SEC / 13 \$ 46,151



**Attachment: "I"**  
**School Security Personnel**

<b>NAME</b>	<b>Salary</b>	<b>Step</b>
Andoldi, Steven	\$ 33,625	4
Bifano, Steven	\$ 35,725	7
Duart, Joseph	\$ 33,625	4
Falzone, Maureen	\$ 32,925	3
Politano, Charmaine	\$ 37,825	10
Tiger, Jodie	\$ 34,325	5
Tighe, Steven	\$ 33,625	4

**Attachment: "J"**  
**Technology Personnel**

<b>Name</b>	<b>Salary</b>
Curto, Kimberly	\$ 70,618
Fox, William	\$ 95,305
Insel, Karen	\$ 54,792
Miller, Logan	\$ 53,658