

**Warren Hills Regional
Board of Education
Regular Meeting
May 10, 2016**

The Warren Hills Regional Board of Education met in Regular Meeting on May 10, 2016 at 6:35 p.m. in the Board Meeting Room.

Call to Order The meeting was called to order by Richard Havrisko, President.

Roll Call Roll call was taken by Estrella Molinet. Members present were Daniel Brundage, Linda Feller, Donna Golda, Kathleen Halpin, Richard Havrisko, Lisa Marshall, Patrick O'Malley and Richard Young. Also present were Gary R. Bowen, Estrella Molinet and Earl C. Clymer.

Executive Session Moved by Kathleen Halpin and seconded by Donna Golda to go into Executive Session as indicated below:

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) *Superintendent's Harassment, Intimidation and Bullying ("HIB") update/recent matters and investigations, if any; and*
- 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.

Ayes 8 Nays 0

The Board entered into Executive Session at 6:35 p.m.

Christopher Hamler arrived at 6:55 p.m.

Reconvene Moved by Kathleen Halpin and seconded by Linda Feller to reconvene into open session at 7:02 p.m.

Ayes 9 Nays 0

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 Warren- Reporter,” “The 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 providing academic and co-curricular opportunities to become successful, productive members of the global community.

Pledge of Allegiance

Minutes

Moved by Lisa Marshall and seconded by Patrick O’Malley to approve the Minutes of the Regular and Executive Session meetings of April 19, 2016 and Public Hearing/Regular and Executive Session meetings of April 26, 2016.

Ayes 9 Nays 0

Comm.

Communications: None.

Citizens
Part

Citizens Participation:

Geri McKelvey asked if Lincoln Investments 403B was in addition to present provider.

Student
Report

Student Report – Student Council Representatives:

High School - Amanda Elbassiouny

The above student representative reported on:

- Relay for Life sponsored by the National Honor Society will be held on Saturday, May 14, 2016 from 10:00 a.m. – 10:00 p.m.
- AP students are nearing completion of the two weeks of AP testing.
- Key Club and the HOTT Club are partnering up to work with students from Taylor Street and Oxford schools to choose healthy meal options.
- The Baseball team is scheduled to play at Somerset Patriots Park on May 15th.
- The Junior Prom was held on April 29th at the Hunterdon Hills Playhouse.
- The Senior Prom is scheduled for June 3rd at the Architects Club.
- Peer leaders are working on the 2016 version of SADD day to be held on Wednesday, May 18th with a rain date of the 19th.

- The Drama Club will be hosting a library showcase on May 19th entitled the *Empty Chair*.
- The SAVE Club will be hosting a library showcase entitled *Mass Extinction*. The showcase will highlight student presenting facts regarding the environment.
- Hope in the Hills will host a one-day event on May 21st.
- The Best Buddies formal dance will be held at the HS on Saturday, May 21st.

Middle School - Kharissa Muhammad and Chris Fluta

The above student representatives reported on:

- April was Alcohol Awareness Month. On Friday, April 29th the MS Peer Leaders facilitated demonstrations for students using Impairment Goggles to teach students the effects of impairment.
- The Builders Club held a very successful book drive and will be donating all the collected books to a local community agency to provide for those in need.
- 7th Grade field day will be held on May 21st while the 8th Grade students will be attending the math & science day at Dorney Park.
- On May 23rd, 7th Grade peer leaders will be going to the sending districts as part of the transition program for incoming 7th graders to the MS.
- The MS Drama Club presented 2 very successful performances of *Dear Edwina, Jr.* on Friday, May 6th and Saturday, May 7th.

Supt's
Report

Superintendent's Report:

Superintendent's Report - Dr. Gary R. Bowen

Progress Report of District Goals for the 2015-2016 School Year

- *Review, research, assess, and recommend fiscal efficiencies in the instructional and operational/ non-instructional components or the 2016-2017 district budget. (Goal Completed March 2016)*
- *The middle school Gifted & Talented program for grades 7-8 will be reviewed, assessed, researched for optimal methodologies resulting in recommendations for modification as may be appropriate. Goal Completed March 2016)*
- *Resources in time and outside expert consultation will be made available to the Middle and High School Bell Schedule (EBD) committees so that each may fully and fairly consider future modifications to their respective daily instructional schedules in grades 7-8 and 9-12 independently. (Goal completed January 2016)*

Good News and Progress

- On May 4, 2016, the **New Jersey State Board of Education** certified our district has met the requirements of N.J.A.C. 6A:30, "Evaluation of the Performance of School Districts." In accordance with those requirements, our district is certified for a period of three years or until the next full NJQSAC review is conducted.
- **Rubicon International**, the district's online ATLAS curriculum software company, is featuring the district's Director of Curriculum and Instruction to present a webinar on May 20, 2016 entitled *Spark: Utilizing ATLAS to Support the QSAC Review Process*.
- The **MS Drama Club** will present: Dear Edwina Junior Friday and Saturday, May 6th and 7th. Thank you to our advisors Mrs. Best and Mrs. Paulus for all their hard work and to Mrs. Zamora and her International Club students who will help out with flower sales and baked goods during intermission.
- **International Club** also held a Mothers Day fundraiser last week. Students were able to purchase potted flowering marigolds for their mothers or even their favorite teachers!
- **Builders Club** is collecting gently used books to donate to the local Warren County First Books Program for needy families
- **The Warren Hills FFA Livestock Judging Team** competed against 122 other students judging market lambs, breeding lambs, market steers, beef heifers, keep and cull swine, and market goats, as well as taking a test to become Port Quality Assurance Certified. As a team they won 1st place in NJ and will be headed to Indianapolis, IN in the Fall to compete on a National level!
 - Richard Wyble, III placed 1st in NJ
 - Brittany Smith placed 2nd in NJ
 - Ashley Zarnowski placed 6th in NJ
 - Alysce Rosario placed 12th in NJ
- **April was Alcohol Awareness Month.** MS SAC, Mrs. Tyburczy, worked with Peer Leaders to show students the negative effects of alcohol during lunch on Friday, April 29, 2016 after PARCC testing was completed. Students were able to see first hand the effects alcohol can have on their perception, motor skills and reaction times through use of specialized goggles. Students tried to throw a nerf basketball at a hoop and tried to walk a straight line while wearing the goggles. Prizes were also given out to students who were able to give correct answers to trivia questions and other educational games covering this topic. Students enjoyed these various activities and their learning on the topic was certainly reinforced in the process!

Comm.
Reports

Committee Reports:

Buildings and Grounds Committee met regarding changes on the fee schedule for facilities.

Education and Policy met on May 3rd and discussed the following items:

- Common Core Standards
- Transgender Policy
- 50-60 plan – gather more information, leave as is for now
- Annual approval of field trip list on June agenda, approving a destination, not payment.

Technology Committee met on Monday, May 9th:

- Genesis/IEP train the trainer approach
- Visual for lease purchase
- Red Rediness for 1 to 1 initiative
- District Technology Plan

Dr. Bowen recommended all personnel items.

I. PERSONNEL

Appoint-
ments

Moved by Kathleen Halpin and seconded by Daniel Brundage to approve/accept the following appointments/adjustments/resignations/retirements:

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Courtney Wright	Approve	Substitute Teacher	\$85/day	District	5/11/2016	6/17/2016	All Requirements on File
2	Rebecca Price	Approve	Alternate Route Candidate Observation	N/A	High School	On or about 5/11/2016	On or about 5/26/2016	Rutgers University Alternate Route Candidate to Observe @ HS For Four Hours Under the Direction of Keith Dennison
3	Nicole Del Duca	Approve	Counseling Internship	N/A	Middle School	9/1/2016	N/A	Centenary College Student, Under the Direction of Hope Ranalli
4	Jamee Honey	Approve	One Day Shadowing Program	N/A	High School	On or about 5/20/2016	On or about 5/20/2016	Easton HS Student participating in their Career Observation Program Under the Direction of Mary Louise Rowllins

ROLL CALL VOTE: Ayes 9 Nayes 0

Adjustments
Stipends

Moved by Kathleen Halpin and seconded by Daniel Brundage to approve the following adjustments, stipends:

Code No.	Name	Position	Degree/Step No. of Hrs.	Salary/Stipend	Location	Date Effective	Date Terminated	Discussion
1	Michelle Gaffney	Spring Athletic Work – Nurse	Not to exceed five hours	\$45.00 per hour	Middle School	2/19/16	3/10/16	Athletic Physicals - Paperwork
2	Lauren Voight	Spring Musical Choral Director	N/A	\$3,500	High School	2/1/16	4/18/16	Guys & Dolls Production
3	Jason Graf	Spring Musical Pit Band Director	N/A	\$3,500	High School	2/1/16	4/18/16	Guys & Dolls Production

ROLL CALL VOTE: Ayes 9 Nayes 0

Tenured Teachers Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of tenured, certificated teaching staff for the 2016/2017 school year. (Attachment A)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-tenured Teachers Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of non-tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2016/2017 school year. (Attachment B)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-tenured Teachers Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of non-tenured, certificated teaching staff for the 2016/2017 school year. (Attachment C)

ROLL CALL VOTE: Ayes 9 Nayes 0

Tenured Administrative Staff Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of tenured, certificated administrative staff for the 2016/2017 school year. (Attachment D)

ROLL CALL VOTE: Ayes 9 Nayes 0

Non-tenured Administrative Staff Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of non-tenured, certificated administrative staff for the 2016/2017 school year. (Attachment E)

ROLL CALL VOTE: Ayes 9 Nayes 0

Secretaries Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of secretarial staff for the 2016/-2017 school year. (Attachment F)

ROLL CALL VOTE: Ayes 9 Nayes 0

- School Resource Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of school resource personnel for the 2016/2017 school year. (Attachment G)
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Paraprofessionals Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of paraprofessionals for the 2016/2017 school year. (Attachment H)
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Technology Personnel Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment and salaries of the attached list of technology personnel for the 2016/2017 school year. (Attachment I)
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Central Office Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment of the attached list of central office personnel for the 2016/2017 school year. (Attachment J)
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Custodial/Maintenance Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment of the attached list of custodial/maintenance personnel for the 2016/2017 school year. (Attachment K)
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Employ B. Shah Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment of Bela Shah as high school library assistant for the 2016/2017 school year at a salary of \$27,348.
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Employ K. Call Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment of Kevin Call as head athletic trainer for the 2016/2017 school year.
- ROLL CALL VOTE: Ayes 9 Nayes 0
- Employ D. Guth Moved by Kathleen Halpin and seconded by Daniel Brundage to approve employment of David Guth as school security program director for the 2016/2017 school year.
- ROLL CALL VOTE: Ayes 9 Nayes 0

Employ E. Moved by Kathleen Halpin and seconded by Daniel Brundage to
 Molinet approve employment of Estrella Molinet as the Business Administrator/
 Board Secretary for the 2016/2017 school year.

ROLL CALL VOTE: Ayes 9 Nays 0

II. EDUCATION AND POLICY

Policies Moved by Lisa Marshall and seconded by Donna Golda to approve
 the **second and final reading** of the following revised policies and
 regulations for inclusion in the district’s policy manual, as recommended
 by the Education and Policy Committee and the Superintendent:

P 2622 Student Assessment
P&R 5130 Withdrawal From School

ROLL CALL VOTE: Ayes 9 Nays 0

HIB Moved by Lisa Marshall and seconded by Donna Golda to affirm
 the administrative decision regarding the following HIB case:

MS – 013
 HS – 010

ROLL CALL VOTE: Ayes 9 Nays 0

Travel & Moved by Lisa Marshall and seconded by Donna Golda to approve
 Conference the following travel and conference requests:

Code	Name	Title	Location	Cost/Mileage	Date and Discussion
1	David Guth	Police Security Expo 2016	Atlantic City, NJ	Lodging, Mileage + Incidentals	No registration fee June 28 & 29, 2016

ROLL CALL VOTE: Ayes 9 Nays 0

Field Trip Moved by Lisa Marshall and seconded by Donna Golda to approve
 Requests the following field trip requests in accordance with Policy 2340:

Code	Requested by:	Trip	Board of Education cost	Discussion/Destination
1	Adam Slack	State Qualifiers on WHR Archery Team to receive National Recognition	Substitute	May 12-14, 2016, Louisville, Kentucky
2	Shannon McDowell	Best Buddies Leadership Conference	Registration, transportation, airfare & incidentals	July 22-25, 2016, Indianapolis, Indiana

ROLL CALL VOTE: Ayes 9 Nays 0

Parent
Volunteers

Moved by Lisa Marshall and seconded by Donna Golda to approve the following middle school parent volunteers/chaperones for field trips and/or student activities under the supervision of the principal:

Parent	Background Check
Tracy Banfield	Pending
Richard Bross	Pending
Suze DeVoe	Pending
Jeffrey Domenic	Pending
Thomas Donoghue	Pending
Jeannette Dorman	X
Kimberly Engle	X
Jessica Fenner	Pending
Joshua Gerns	Pending
Jill Haas	X
Veronica Iadevaice	X
Jennilee Joost	Pending
Theresa Laffan	X
Mari Luster	Pending
Robert Mason	Pending
Brian McHenry	X
David McLagan	X
Dina O'Hagan	X
Jackie Racano	X
Edward Romanczuk	Pending
Ateena Smith	X
Selena Stiles	X
Fran Tagliareni	X
Tracy Tom	X
Ramon Vega	X
Wendy Zandomenegea	X

ROLL CALL VOTE: Ayes 9 Nays 0

III. BUDGET AND FINANCE

Tuition
Contracts

Moved by Donna Golda and seconded by Christopher Hamler to approve the following Special Education Tuition Contracts for the 2016/2017 extended school year:

Student	School	Amount	Effective
01-07	Morris-Union Jointure	\$14,529.00	6/29/16 – 8/10/16
02-17	Morris-Union Jointure	\$14,529.00	6/29/16 – 8/10/16
03-17	Morris-Union Jointure	\$14,529.00	6/29/16 – 8/10/16

ROLL CALL VOTE: Ayes 9 Nayes 0

Speech Services Moved by Donna Golda and seconded by Christopher Hamler to approve Independent Contractor Agreement with Marlana Hamfeldt Loden, S.L.P. for speech therapy for the 2016-2017 school year, commencing July 1, 2016 and ending June 30, 2017, at the rate of \$82.00 per hour.

ROLL CALL VOTE: Ayes 9 Nayes 0

Tutoring Services Moved by Donna Golda and seconded by Christopher Hamler to approve Silvergate Prep to perform homebound instruction for Student #2016363, commencing April 13, 2016 through June 30, 2016, at the rate of \$41.00 per hour, not to exceed a total of 10 hours per week.

ROLL CALL VOTE: Ayes 9 Nayes 0

Municipal Tax Moved by Donna Golda and seconded by Christopher Hamler to approve the Municipal Tax Schedule for the 2016/2017 school year. (Attachment L)

ROLL CALL VOTE: Ayes 9 Nayes 0

Morris County ESC Moved by Donna Golda and seconded by Christopher Hamler to approve Professional Support/Non-Public Services Agreements with Non-Public Chapters 192-193 Addendum-Supporting Documents and Professional Support/Non-Public Services Agreement Addendums for the Non-Public School Security Aid Program with Educational Services Commission of Morris County for the 2016/2017 school year in accordance with the Rates for Services. (Attachment M)

ROLL CALL VOTE: Ayes 9 Nayes 0

403B Provider Moved by Donna Golda and seconded by Christopher Hamler to approve Lincoln Investments as a 403B and Roth 403B provider.

ROLL CALL VOTE: Ayes 9 Nayes 0

Hackathon Donations Moved by Donna Golda and seconded by Christopher Hamler to accept, with gratitude, the donations for the WHR Computer Science Hackathon from numerous donors in the total amount of \$3,290.00, pursuant to Policy & Regulation 7230. Other donations received will be accepted by future board resolution upon receipt.

ROLL CALL VOTE: Ayes 9 Nayes 0

Bleacher Replacement Moved by Donna Golda and seconded by Christopher Hamler to award bid # 4892/4893 for the Bleacher Replacement Projects at the High School and Middle School to Nickerson Corporation, in the total amount of \$308,000, inclusive of the base bid in the amount of \$305,000 plus Alternate bid GC1 and Alternate bid GC2, subject to the terms and conditions of a contractual agreement pending review by Board counsel, and which the Board President is authorized to execute on behalf of the Board.

ROLL CALL VOTE: Ayes 9 Nayes 0

Citizens Part. Citizens Participation:

Mrs. Linda Gillete was concerned about issues at the high school:

- Mr. Arminio
- Bullying regarding cheerleaders
- New Lacrosse coach

Mrs. Sally Christine agreed with Mrs. Swackhamer regarding coaching and lack of respect for the girls.

Mrs. Tammy Bryant also commented on coach and girls.

Mr. Mack has spent an inordinate amount of time addressing the issues above.

Executive Session Moved by Lisa Marshall and seconded by Donna Golda to go into Executive Session as indicated below:

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) Personnel

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.

Ayes 9 Nayes 0

The Board entered into Executive Session at 7:50 p.m.

Reconvene Moved by Daniel Brundage and seconded by Donna Golda to reconvene into open session at 9:22 p.m.

Ayes 9 Nays 0

Adjournment Moved by Linda Feller and seconded by Lisa Marshall to adjourn at 9:23 p.m.

Ayes 9 Nays 0

Estrella M. Molinet
Business Administrator/Bd. Sec'y.

dmg

Attachment: "A"**Tenured, certificated teaching staff:**

SALARY		SALARY		SALARY	
NAME	2016/2017	NAME	2016/2017	NAME	2016/2017
Anderson, S.	\$ 68,679	Garcia, H.	\$ 62,454	Muffley, T.	\$ 82,133
Annecciarico, T.	\$ 84,586	Garcia, L.	\$ 90,661	Muroski, L.	\$ 90,661
Apostol, L.	\$ 80,536	Garofalo, I.	\$ 69,834	Nicolosi, E.	\$ 60,864
Arminio, M.	\$ 59,124	Giamoni, J.	\$ 86,611	Nordmark, J.	\$ 78,083
Balas, J.	\$ 81,698	Graf, J.	\$ 58,839	Nugent, R.	\$ 74,319
Baldwin, N.	\$ 67,374	Green, C.	\$ 86,611	Oakley, A.	\$ 62,454
Bamford, C.	\$ 84,586	Harris, G.	\$ 54,379	O'Brien, P.	\$ 81,698
Bartek, M.	\$ 64,914	Helle, A.	\$ 54,379	Okladek, J.	\$ 86,611
Becker, R.	\$ 56,379	Henning, J.	\$ 58,404	O'Neal, C.	\$ 85,748
Besser, J.	\$ 90,661	Heslin, H.	\$ 88,636	O'Neill, J.	\$ 86,183
Best, A.	\$ 74,319	Hickerson, C.	\$ 68,244	Perruso, M.	\$ 88,636
Blackwell, L.	\$ 79,673	Hoffman, C.	\$ 86,611	Piancone, M.	\$ 86,611
Borrelli, M.	\$ 84,158	Holguin, M.	\$ 69,834	Platt, C.	\$ 84,586
Burstein, B.	\$ 69,834	Horn, K.	\$ 84,586	Post, D.	\$ 80,536
Cacchio, R.	\$ 90,661	Hosbach, J.	\$ 84,586	Potter, J.	\$ 72,729
Carnali, R.	\$ 86,611	Huffman, J.	\$ 90,661	Pysher, L.	\$ 86,611
Cascio, L.	\$ 90,661	Ioffredo, T.	\$ 84,586	Quinto, M.	\$ 80,536
Cavo, J.	\$ 79,673	Irzinski, P.	\$ 90,661	Rader, D.	\$ 66,219
Chiara, K.	\$ 58,404	Kablis, P.	\$ 58,839	Rader, J.	\$ 84,158
Cole, D.	\$ 88,636	Karabinus, S.	\$ 82,133	Ranalli, H.	\$ 66,504
Cornec, A.	\$ 84,586	Kavcak, K.	\$ 73,598	Ricardo-Regan, G.	\$ 90,661
Corvino, P.	\$ 80,536	Kerr, L.	\$ 90,661	Rokosny, D.	\$ 78,083
Curran, T.	\$ 84,586	Klinder, S.	\$ 84,586	Roost, K.	\$ 68,679
Detrick, D.	\$ 88,636	Kubbishun, L.	\$ 90,661	Russak, E.	\$ 88,208
Devine, M.	\$ 90,661	Kubbishun, S.	\$ 78,511	Russo, B.	\$ 63,324
DeVivo, D.	\$ 90,661	Kurpat, K.	\$ 73,884	Setzer, S.	\$ 90,661
DeYoung, S.	\$ 68,679	Ladiana-Flanery, R.	\$ 84,586	Silvis, N.	\$ 84,586
DiCosmo, I.	\$ 80,536	LaFrance, J.	\$ 65,784	Smith, J.	\$ 82,561
Diveny, D.	\$ 80,536	Laubach, M.	\$ 78,511	Smola, R.	\$ 86,611
Dolan, T.	\$ 88,636	Laws, C.	\$ 78,511	Spanner, K.	\$ 80,108
Downs, T.	\$ 90,661	Legora, G.	\$ 71,859	Strohl-McKinney, M.	\$ 86,611
Dubiel, L.	\$ 86,611	Lutz, J.	\$ 84,586	Terhune, N.	\$ 80,536
Duryea, B.	\$ 78,511	Manfra, T.	\$ 78,804	Tongo (Filan), L.	\$ 54,379
Edmonds, J.	\$ 78,511	McDowell, S.	\$ 68,244	Trifiletti, L.	\$ 82,561
Eilenberger, K.	\$ 85,748	McGeehan, M.	\$ 74,754	Viglianco, N.	\$ 82,561
Eisner, A.	\$ 84,586	McGuinness, T.	\$ 80,536	Voight, L.	\$ 84,586
Ferenci, L.	\$ 90,661	McKelvey, G.	\$ 90,661	Weisenstein, L.	\$ 82,133
Flowers, C.	\$ 58,839	McKeown, E.	\$ 90,661	Wight, H.	\$ 88,208
Fohr-Quimby, R.	\$ 84,586	Mendes, C.	\$ 61,299	Willis, J.	\$ 78,511
Forsythe, M.	\$ 63,324	Miksch, D.	\$ 82,133	Wilson, T.	\$ 78,369
Fretz, S.	\$ 69,834	Morgan, J.	\$ 74,319	Young, S.	\$ 80,536
Gaffney, M.	\$ 86,611	Morris, L.	\$ 84,586	Zamora, J.	\$ 60,454
Garcia, D.	\$ 67,374				

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

NAME	SALARY 2016/2017	ELIGIBILITY for tenure on:	NAME	SALARY 2016/2017	ELIGIBILITY for tenure on:
Barr, C.	\$ 71,859	11/6/2016	Feldman, J.	\$ 53,049	9/2/2016
Beers, K.	\$ 53,049	9/2/2016	Frey, A.	\$ 55,074	9/2/2016
Busardo, V.	\$ 61,299	9/2/2016	Heine, J.	\$ 83,723	9/2/2016
Case, J.	\$ 56,404	9/2/2016	Nunnenkamp, T.	\$ 70,704	9/2/2016
Catalano, B.	\$ 59,124	9/2/2016	Paulus, T.	\$ 54,379	9/2/2016
Fahy, T.	\$ 74,754	9/2/2016	Sarlo, N.	\$ 55,074	9/2/2016

Attachment: "C"**Non-Tenured, certificated teaching staff:**

NAME	SALARY 2016/2017	NAME	SALARY 2016/2017	NAME	SALARY 2016/2017
Barillari, S.	\$ 52,554	Kring, A.	\$ 52,054	Sbriscia, K.	\$ 54,579
Chapman, T.	\$ 76,344	Loro, Alison.	\$ 67,374	Slack, A.	\$ 67,374
Chiara, C.	\$ 52,554	McCormick, E.	\$ 52,304	Smith, M.	\$ 69,834
Clark, N.	\$ 26,027	Morgan, K.	\$ 84,158	Solecitto, T.	\$ 52,304
Damiano, J.	\$ 62,454	Nicol, A.	\$ 52,304	Throckmorton, K.	\$ 53,049
DeStefano, R.	\$ 69,399	Patricia, R.	\$ 84,586	Turner, D.	\$ 52,304
Gibbs, J.	\$ 56,379	Rasczyk, L.	\$ 52,304	Tyburczyk, C.	\$ 75,623
Kablis, E.	\$ 53,049	Ross, L.	\$ 58,379	Wallace, J.	\$ 58,839
Kline, A.	\$ 64,914	Rowlin, M.	\$ 77,214	White, A.	\$ 77,214
		Sbriscia, D.	\$ 60,454	Zavacki, T.	\$ 84,158

Attachment: "D"
Tenured, Certificated Administrative Staff:

NAME	POSITION	SALARY 2016/2017
Hetrick, Patricia	Middle School Principal	\$ 126,970
Moore, Dawn	Director of Curriculum and Instruction - District	\$ 117,300
Rader, Susan	High School Assistant Principal	\$ 108,200

Attachment: "E"
Non-Tenured, Certificated Administrative Staff:

NAME	POSITION	SALARY 2016/2017
Barker, Glenn	High School Assistant Principal	\$ 95,880
Brown, Amanda	Supervisor of World Languages/Health/PE/Fine Arts	\$ 90,270
DeBoer, Brian	Supervisor of Industrial Arts/Technology	\$ 90,270
Dennison, Keith	Supervisor of English and Social Studies	\$ 90,270
Steele, Jeffrey	Supervisor of Mathematics and Sciences	\$ 90,270
Turkowski, Lee	Middle School Assistant Principal	\$ 95,880
Walters, Annette	Director of Special Education - District	\$ 114,240

Attachment: "F"
Secretarial Staff

12 Month Secretarial Staff:

Name	Base Salary	Total Salary
Bracey, Jean	\$ 42,515	\$ 42,515
Cadigan, Dana	\$ 38,506	\$ 38,506
Comerro-Page, Christina	\$ 41,759	\$ 41,759
DeTore, Theresa	\$ 40,062	\$ 40,062
Fulse, Holly	\$ 43,366	\$ 43,366
Macko, Laurie	\$ 50,362	\$ 50,362
Salter, Kimberly	\$ 46,940	\$ 46,940
Sarte, Sherry	\$ 47,879	\$ 47,879
Schwind, Bonnie	\$ 50,362 + \$5,828 (CBA Grandfathered Longevity)	\$ 56,190
Stillman, Michele	\$ 46,716	\$ 46,716
Tomek, Sherri	\$ 50,362 + \$5,828 (CBA Grandfathered Longevity)	\$ 56,190
Wright, Robin	\$ 44,233	\$ 44,233

10 Month Secretarial Staff:

Name	Base Salary	Total Salary
Watts, Elaine	\$ 30,842	\$ 30,842

Attachment: "G"
Resource Personnel Staff

NAME	2016/2017	NAME	2016/2017
Bifano, S	\$ 30,620	Kovacs, R	\$ 35,520
Exley, M	\$ 35,520	Politano, C	\$ 35,520
Kirkendall, J	\$ 35,520	Staples, K	\$ 35,520

Hourly Rate for Substitute Resource Personnel is \$ 16.00 per hour.

Attachment: "H"
Paraprofessional Staff

Name	Salary	Name	Salary
Coopersmith, K	\$ 35,224	Wintersteen, P	\$ 35,224
Jacobson, P	\$ 33,824	Powers, T	\$ 38,144
Kerkendall, T	\$ 33,824		

Attachment: "I"
Technology Staff:

Technology Managers:

Name	Salary
Curto, Kimberly	\$ 63,480
Fox, William	\$ 86,683

Technology Staff:

Name	Salary
Kunkel, Benjamin	\$ 48,234
Miller, Logan	\$ 48,234

Attachment: "J"
Central Office Staff: *Salary to be determined*

Name	Position
Sbriscia, Michele	Administrative Assistant to the Superintendent
Gogal, Diane	Administrative Assistant to the Business Administrator
Durham, Joanne	Accountant
Finn, Charlene	Benefits/Payroll Specialist
Brandt-Philippe, Rebecca	Payroll Specialist
Parfitt, Lori	Administrative Assistant to the Director of Curriculum & Instruction
Miller, James	Treasurer of School Monies

Attachment: "K"
Custodial Maintenance Staff:

Salary to be determined

NAME
Bamford, Jerry
Bogli, Nicole
Carolus, Scott
Eick, Maureen
Fregans, Dan
Jacobson, Paul
Johnson, Lori
Kahutka, Debbie
Kayal, Bill
Matey, Joe
Meiner, Wayne
Morgan, Tiffany
Phillips, Bill
Powers, Corrie
Powers, Jonathan
Riccardi, Ric
Saunders, George
Sbriscia, Anthony
Wallace, James

PART-TIME/HOURLY CUSTODIAL MAINTENANCE STAFF:

<u>NAME</u>	<u>HOURS/DAY</u>
Congdon, Geraldine	4
Gonzalez, Jenny	2
Katrensky, Rita	2
Schaare, Dolores	2
Saunders, Deborah	4
Scozzari, Gaspar	4

SUBSTITUTE CUSTODIAL MAINTENANCE STAFF:

Albertson, Jaimie	Tauriello, Carolyn
Gilby, Jacob	Tauriello, Nicholas
Paulus, Deb	Wallace, Sean
Rush, Melissa	

2016-2017 Municipal Tax Schedule

<u>DueDates</u>	<u>Franklin Twp.</u>	<u>Mansfield Twp.</u>	<u>Washington Boro</u>	<u>Washington Twp.</u>
7/15/2016	\$ 301,889	\$ 489,334	\$ 320,927	\$ 608,399
8/15/2016	\$ 372,776	\$ 604,235	\$ 396,284	\$ 751,257
9/15/2016	\$ 301,889	\$ 489,334	\$ 320,927	\$ 608,399
10/15/2016	\$ 301,889	\$ 489,334	\$ 320,927	\$ 608,399
11/15/2016	\$ 301,889	\$ 489,334	\$ 320,927	\$ 608,399
12/15/2016	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
1/15/2017	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
2/15/2017	\$ 609,283	\$ 987,588	\$ 647,704	\$ 1,227,887
3/15/2017	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
4/15/2017	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
5/15/2017	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
6/15/2017	\$ 301,890	\$ 489,334	\$ 320,927	\$ 608,399
Total	\$ 4,000,955	\$ 6,485,164	\$ 4,253,257	\$ 8,063,131

**Educational Services Commission of Morris County
Rates for Service 2016-2017**

TYPE OF SERVICE	RATES	TYPE OF SERVICE	RATES
Park Lake School Tuition**		Nonpublic Security Services	9%
Member District	\$61,700.00	Nonpublic Textbook Services	9%
Non-Member District	\$67,900.00	with two other Nonpublic Services	0%
Regional Day School Tuition**		Nonpublic Technology Program	5%
Member District	\$63,300.00	Nonpublic Nursing Program	6%
Non-Member District	\$69,650.00	Cooperative Bid Purchasing	6%
Personal Aide Services (member)	\$27,440.00	District Membership Assessment	\$0.30
Personal Aide Services(non-member)	\$30,180.00		
ESY Program Tuition (member)	\$3,850.00	Transportation Surcharge	4%
ESY Program Tuition(non-member)	\$4,240.00	Nonpublic Trans App (Member)	\$13.00
ESY Personal Aide (member)	\$3,380.00	Nonpublic Trans App (NonMem)	\$15.00
ESY Personal Aide (non-member)	\$3,710.00		
		Transportation Leasing/Diem†	
Occupational Therapy		54 Passenger: Bus Only	\$200.00
Per Diem*	\$615.00	Bus & Driver	\$280.00
Per Hour	\$103.00	24 Passenger: Bus Only	\$200.00
Speech Services		Bus & Driver	\$280.00
Per Diem*	\$615.00	Wheelchair: Bus Only	\$200.00
Per Hour	\$103.00		
Physical Therapy		Transportation Leasing/ Hour†	
Per Diem*	\$615.00	54 Passenger: Bus & Driver	\$72.00
Per Hour	\$103.00	24 Passenger: Bus & Driver	\$72.00
Child Study Team Evaluations	\$380.00		
(Social, Psychological, Educational)		Health and Safety Services	
Therapy Evaluation	\$380.00	Per Employee	\$21.00
(Speech/Language, OT, PT)		Per School	\$1,290.00
Bilingual Evaluation	\$425.00		
Meeting Attendance Fee per Hour	\$94.00	Teacher Evaluation Services	
CST Per Diem*	\$450.00	Per Diem (3 evaluations)	\$450.00
Social Worker, LDTC, Psychologist)		Per Evaluation	\$150.00
		Professional Development	
Additional Support Services		Per Hour	\$150.00
Reading Specialist	\$99.00	Per Diem (6 hours)	\$875.00
Nursing Services per Hour	\$57.00		
In Class Support Teacher per Hour	\$80.00	Add 10% Non Members except:	
In Class Support TA per Hour	\$46.00	Transportation Surcharge - 5%	
Home Instruction per Hour	\$70.00	Bid Purchasing, Non Public , and	
Counseling Per Hour	\$150.00	Health and Safety Services-	

**Tuition includes 60 min/wk OT,PT,S/L

*Per diem is based on a 6.5 hour day

†Bus leasing per diem for maximum of five hours per day. Jointures calculated on seven hours of travel time.