Warren Hills Regional
Board of Education
Regular Meeting
May 12, 2015

The Warren Hills Regional Board of Education met in Regular Meeting on May 12, 2015 at 7:00 p.m. in the Board Meeting Room.

Call to Order

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

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

Pledge of Allegiance

Our Mission Statement

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

Roll Call

Roll call was taken by Maureen Joyce. Members present were Daniel Brundage, Linda Feller, Kristin Fox, Donna Golda, Kathleen Halpin, Christopher Hamler, Richard Havrisko and Lisa Marshall. Also present were Thomas Altonjy and Maureen Joyce.

Minutes

Moved by Lisa Marshall and seconded by Donna Golda to approve the Minutes of the Regular and Executive Session meetings of April 28, 2015 and Special meeting of May 5, 2015.

Ayes 8  Nayes 0

Comm.

Communications: Resignation from Board Member, John Bell.

Citizens Part

Citizens Participation:

Mrs. McKelvey asked about the school calendar and practice for 8th grade graduation.
Student Report:

The student representatives reported on:
- Warren Idol
- Drama Club presentation of "Bye Bye Birdie"
- Spring concert for Band and Chorus
- NHS Relay for Life on May 30th
- Key Club car wash
- So You Think You Can Dance hosted by Peer Leadership
- National Fine Arts Winner Brooke Ross

Superintendent’s Report:

Dr. Altony reported on the following:

1. The **Marching Band** had a great trip to Winchester, VA and Washington, D.C. earlier this month. The students looked and sounded great in the Shenandoah Apple Blossom Parade and represented Warren Hills excellently. The parade-goers were enthusiastic and appreciative, and we received many comments and compliments about our Band.

2. **Warren Hills Choir** members performed at the Cathedral Basilica of the Sacred Heart in Newark on 26 April. The Cathedral is the fifth largest Cathedral in North America. Our students joined with choir students from three other high schools to form "The New Jersey Festival Chorus." The concert, featuring concert band and choir, was a tribute to Abraham Lincoln commemorating the 100 year anniversary of his death. Our choir teacher, Mrs. Voight, conducted the beautiful and heartfelt piece "The Words of Lincoln" by Erlene Rentz.

3. Mrs. Robin Fohr, one of our High School Health teachers won a free course for **Driver Education** recently from the NJ Association of Health, Physical Education, Recreation and Dance on 21 April. The course is entitled "Experiencing the Ten Habits for Zero Crashes" by Fred Mottola, who is one of the pioneers in Driver Safety Training. The program will enhance the learning and curriculum in our Driver Education courses.

4. Two members of the English Language Arts faculty developed a new system for **course appeals** as part of their coursework at Centenary College. Ms. Toni Manfra and Ms. Terri Wilson were two of four teachers who developed the new data driven process, and their colleagues have offered them much praise for their efforts and forward-thinking.

5. Congratulations and thank you to the **National Junior Honor Society** and students/staff at the middle school for their hard work and contributions to help our troops through the Rolling Thunder organization. Over 470 items were collected to send to our troops stationed overseas!
6. The Director of Curriculum & Instruction and the Curriculum Supervisors reviewed and approved a Rubicon ATLAS manual developed by Keith Dennison, Supervisor of English and Social Studies, in an effort to make the program more user friendly to our staff and to provide quick reference documents for ongoing curriculum work. This will be an additional resource to our curriculum toolbox.

7. The middle school Student Council held their annual Spring Social after school on Friday, 24 April. Students enjoyed spending time together listening to music, engaging in a basketball tournament and playing board games on a chilly spring afternoon!

8. The middle school Drama Club performed Aladdin Jr. on Friday and Saturday, 1 & 2 May. Thank you to Mrs. Best, with assistance from Mrs. Paulus, for directing the student actors, singers, dancers, and stage crew who all performed wonderfully! There was a great turnout of students, staff, and community, who all enjoyed a terrific show!

9. **7th Grade Academy News:**
   Congratulations to the March/April Students of the Month:
   ⊳ **Academics:**
     7th Grade – Joseph Carey, Anna Venitis
     8th Grade – Dylan Stiles, Benaiah Mazuca, Nicole Barto
   ⊳ **Athletics:**
     7th Grade – Jeff Crawford, Marissa Dillon
     8th Grade – Kieran Ouellette, Alyssa Mendoza-Siersma
   ⊳ **The Arts:**
     7th Grade – Pat Caffiero, Sarah Doerwang
     8th Grade – John Torkos, Jessica Perez-Lopez
   ⊳ **Perseverance:**
     7th Grade – Francis Dimaculangan, Julie Bertoldi
     8th Grade – Alex Fazarri, Mickayla Garrecht.

10. High School **Students of the Month** for April:
    Valentina Rizzi
    Luke Gleba
    Justin Walker
    Tayfun Zafis.

11. Congratulations to Kaitlin Rock for earning a place on the 2015 New Jersey All State Chorus. Kaitlin will be performing along with 250 selected students at the teacher’s convention next fall in Atlantic City, NJ.

12. Congratulations to the Jazz Ensemble who attained a silver award at the North Warren Jazz Competition. The ensemble also received the award for best Trombone Section.
13. **9th Grade Academy News**

- **Students of the Month - March**
  - Female Student of the Month – Valeria Izeppi
  - Male Student of the Month – Hunter Smith
  - Athlete of the Month – Saad Abdelhady
  - Artist of the Month – Rachael Axmann
  - Pillar of the Month – Victoria Burd.

- The month of April Bolt Bucks winner is Aziza Norbaeva. All students can be entered to win Bolt Bucks by members of the faculty who observe the student performing an act of kindness. Students are then randomly drawn to win a variety of prizes. Congratulations to Aziza!

- For their 3rd MP rewards, the students chose a social time in the cafeteria. The students spent the last two blocks on Friday May 1st in the cafeteria socializing with friends as well as playing board games and participating in large group activities.

14. **Congratulations to the Warren Hills Regional High School Class of 2015 Top Ten:**

Christopher Blackwood  
Dustin Cheung  
Joelle Dowling  
Nicholas Gagliano  
Anastasia Giordano  
Gunnar Tyler Henning – Salutatorian  
Kaeli Lange  
Robert Servilio – Valedictorian  
Evan Turner  
William Turner.

The students will be honored at the annual Warren County Top Ten Dinner on Thursday, 4 June at Hawk Pointe.

15. **Athletic News:**

- The Boys Lacrosse team defeated North Warren 9-2 in the Hunterdon Warren Sussex County Tournament first round.
- The Girls’ Lacrosse Team defeated Vernon 7-4 in the Hunterdon Warren Sussex County Tournament first round.
- Congratulations to Women’s Lacrosse player Hanna Cicerele who became the first ever Warren Hills Girls’ Lacrosse player to score 100 goals with her first goal of the game against Immaculata.
- The Baseball team defeated Ridge 5-4 at TD Bank Park in Somerset (home of the Somerset Patriots). The win came after the team celebrated its Senior Night.
16. The following is an update regarding the finalized number of incidences of Harassment, Intimidation, and Bullying this school year. Each month I will provide a comparison from the previous month and a cumulative summary for the year in progress. The following is the information for March and April:

<table>
<thead>
<tr>
<th></th>
<th>March 2015</th>
<th>April 2015</th>
<th>Total District Cases 2014-2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MS</td>
<td>HS</td>
<td>MS</td>
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<tr>
<td>Total Cases Investigated</td>
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<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Cases resulting in: NO HIB</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Cases resulting in: HIB</td>
<td>4</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

17. Congratulations to our Pit Orchestra, under the direction of Mr. Graf, who were nominated for a Freddy Award for their musical contribution to our spring musical of Bye Bye Birdie!

Comm. Reports

Committee Reports:

Mrs. Marshall reported that there is one resolution up for a vote at Delegate Assembly on Saturday regarding swearing in of Board members. She also reported on Ed & Policy Committee and policies being reviewed. On May 26th Ed & Policy meets to review new textbook proposals.

Mr. Havrisko reported on the School Boards dinner meeting and discussion by Senator Doherty regarding school funding.

There were also presentations from Mrs. Moore and Mr. Clymer regarding PLC’s.

Mrs. Halpin and Mrs. Golda were honored by New Jersey School Boards.

Dr. Altonjy recommended all personnel items.

I. PERSONNEL

Retire M. Joyce Moved by Kathleen Halpin and seconded by Linda Feller to accept, with regret, the retirement of Mrs. Maureen Joyce, Business Administrator/Board Secretary, effective August 1, 2015.

ROLL CALL VOTE: Ayes 8 Nayes 0
Tenured Personnel

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the attached personnel list “A” of tenured, certificated teaching staff for the 2015-2016 school year with salaries to be determined when negotiations are finalized. (Attachment A)

ROLL CALL VOTE: Ayes 8 Nayes 0

Non-tenured Personnel

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the attached personnel list “B” non-tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2015-2016 school year with salaries to be determined when negotiations are finalized. (Attachment B)

ROLL CALL VOTE: Ayes 8 Nayes 0

Non-tenured Personnel

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2015-2016 school year with salaries to be determined when negotiations are finalized. (Attachment C)

ROLL CALL VOTE: Ayes 8 Nayes 0

Tenured Administrative Staff

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the attached personnel list “D” of tenured, certificated administrative staff for the 2015-2016 school year with salaries to be determined when negotiations are finalized. (Attachment D)

ROLL CALL VOTE: Ayes 8 Nayes 0

Non-Tenured Administrative Staff

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the attached personnel list “E” of non-tenured, certificated administrative staff for the 2015-2016 school year with salaries to be determined when negotiations are finalized. (Attachment E)

ROLL CALL VOTE: Ayes 8 Nayes 0

Employ Secretaries

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the following twelve month secretaries for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Sherri Tomek, Bonnie Schwind, Dana Cadigan
Jean Bracey, Laurie Macko, Michele Stillman
Kim Salter, Christina Page, Mary Heleck
Sherry Sarte, Robin Wright, Fay Perticari

ROLL CALL VOTE: Ayes 8 Nayes 0
Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the following 10-month secretaries for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Elaine Watts                Terry Hodge [retirement 10/01/15]

ROLL CALL VOTE:  Ayes 8  Nayes 0

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the following School Resource Personnel for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Jill Kirkendall            Steven Bifano           Michael Exley
Robert Kovacs              Charmaine Politano      Kathy Staples

ROLL CALL VOTE:  Ayes 8  Nayes 0

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of the following paraprofessionals for the 2015-2016 school year with salaries to be determined when negotiations are finalized:

Priscilla Jacobson         Patricia Wintersteen
Tammie Kerkendall          Thomas Powers [MOTO Room]
Kathe Coopersmith          Robert M. Wiemer [MOTO Room]
Barbara Kolodziejczyk

ROLL CALL VOTE:  Ayes 8  Nayes 0

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of Mrs. Bela Shah as high school Library Assistant for the 2015-2016 school year with salary to be determined when negotiations are finalized.

ROLL CALL VOTE:  Ayes 8  Nayes 0

Moved by Kathleen Halpin and seconded by Linda Feller to approve employment of Mrs. Charlene Finn as Payroll/Benefits Specialist for the 2015-2016 school year with an annual salary of $53,500, effective July 1, 2015.

ROLL CALL VOTE:  Ayes 8  Nayes 0
Abolish Position  Moved by Kathleen Halpin and seconded by Linda Feller to abolish a French teaching position due to declining enrollment and, be it further resolved, as a result of the abolishment of the position, that Ms. Latifa Heuer would not be offered a contract for 2015-2016.

ROLL CALL VOTE: Ayes 8 Nayes 0

Drama Advisors  Moved by Kathleen Halpin and seconded by Linda Feller to rescind the June 24, 2014 motion employing Tara Paulus and Amanda Best as Co-Advisors of the middle school Drama Club and to employ Amanda Best as the sole Advisor for the middle school Drama Club for the 2014-2015 school year with a stipend of $2,700.

ROLL CALL VOTE: Ayes 8 Nayes 0

Student Observation  Moved by Kathleen Halpin and seconded by Linda Feller to approve William Paterson University student, Kelsey Vincello, to complete her 4-hour observation requirement for her Teaching Induction Workshop under the direction of Mr. Jeffrey Steele, Supervisor of Mathematics and Science during the spring 2015 semester.

ROLL CALL VOTE: Ayes 8 Nayes 0

Parent Volunteer  Moved by Kathleen Halpin and seconded by Linda Feller to approve the following middle school parent volunteers:

Patricia Smith  Fameeda Ali
Harry Appleby  Cynthia Wassmuth

ROLL CALL VOTE: Ayes 8 Nayes 0

II. EDUCATION AND POLICY

Resign J. Bell  Moved by Lisa Marshall and seconded by Donna Golda to accept the resignation of Board Member, John Bell, effective May 12, 2015.

ROLL CALL VOTE: Ayes 8 Nayes 0

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:

2240  Controversial Issues
3212  Attendance + regulations
4212  Attendance + regulations
3218  Substance Abuse + regulations
4218  Substance Abuse + regulations
5460 High School Graduation
5465 Early Graduation
5519 Dating Violence + regulations
8630 Bus Driver/Bus Aide Responsibility + procedures

ROLL CALL VOTE: Ayes 8 Nayes 0

Policies
Moved by Lisa Marshall and seconded by Donna Golda to approve the first 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:

2430 Co-Curricular Activities + regulations
3244 In-Service Training
3310 Academic Freedom
3322 Staff Member’s Personal Use of Cellular Telephones
4322 Staff Member’s Personal Use of Cellular Telephones
7320 Lease of School Premises
7480 Motor Vehicles on School Property
7490 Animals on School Property

ROLL CALL VOTE: Ayes 8 Nayes 0

School Calendar
Moved by Lisa Marshall and seconded by Donna Golda to approve the 2015-2016 school year calendar per attached.

ROLL CALL VOTE: Ayes 8 Nayes 0

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

MS - 14-15 - 016-020
HS - 14-15 - 005 & 007

ROLL CALL VOTE: Ayes 8 Nayes 0

Pension/Health Benefits Resolution
Moved by Lisa Marshall and seconded by Donna Golda to approve submittal of the following Pension & Health Benefits Reform Resolution to the state legislature:

Pension and Health Benefits Reform

WHEREAS, the health of New Jersey’s public employee retirement systems affects the state’s economy and its citizens’ quality of life, and impacts critical functions, ranging from state’s ability to borrow to finance public works projects to its annual budget including state aid to education and, consequently, the operation of the public schools; and
WHEREAS, the New Jersey Pension and Health Benefits Study Commission, appointed by Governor Chris Christie in 2014, has issued its final report, “A Roadmap to Resolution,” which proposes monumental changes in how public employee benefits, particularly the Teachers’ Pension and Annuity Fund (TPAF) and the School Employees’ Health Benefits Program (SEHBP), are financed and administered; and

WHEREAS, the Warren Hills Regional Board of Education believes that reform must balance the health of the state’s retiree benefits programs with local school boards’ responsibility to provide sound educational programming; and

WHEREAS, TPAF benefits are established by the state and not through local school board action; and

WHEREAS, post-retirement medical benefits are provided to TPAF retirees through state legislation, not local school board action; and

WHEREAS, the Warren Hills Regional Board of Education believes that the TPAF and any new retirement program for certificated school district staff must be funded by the state government; and

WHEREAS, the Warren Hills Regional Board of Education believes that transferring payment of the employer’s contribution to the teacher retirement plan and post-retirement medical benefits from the state to local school districts would have a detrimental impact on the resources necessary to maintain educational programming; and

WHEREAS, to restore solvency to, and avert future default of, the state’s retirement programs, the pension and benefits reform act of 2011 (P.L. 2011, c.78) includes a schedule of annual state payments designed to close the deficit of the plans that serve school district employees; and

WHEREAS, medical benefits for retired school employees, which will total over $1 billion in 2015-2016, are a major cost-driver in the state budget; and

WHEREAS, the Warren Hills Regional Board of Education supports the current statutory required employee contributions toward health benefits, which reflect current practice in the private sector and in public employment in other states, and have provided significant financial relief for local school districts, thereby enabling them to direct resources toward educational programming, including teacher employment.

NOW, THEREFORE, BE IT RESOLVED that the Warren Hills Regional Board of Education urges the state Legislature and Governor to ensure that the employers’ cost for teacher pensions and post-retirement medical benefits – financial obligations created by the state – are not transferred to local school districts; and be it further

RESOLVED, that to provide local school districts and local property taxpayers with financial relief, the Legislature should amend P.L. 2011, c.78 to make the current employee contribution toward health coverage a permanent requirement and not a subject of labor negotiations; and be it further

RESOLVED, that to provide further control over the cost of health benefits, the Legislature should give local boards of education unilateral authority to enroll in the School Employee Health Benefits Program if the board determines that such action would generate financial savings; and be it further

RESOLVED, that the Warren Hills Regional Board of Education supports the goal of reducing the overall costs of public employee health and retirement benefits and urges the state Legislature and Governor to take a studied and comprehensive approach that will ensure the long-term solvency of the state’s public employee retirement programs.
without unduly burdening local school district budgets and endangering educational programming; and be it further

RESOLVED, that this resolution be delivered to Governor Chris Christie, State Senate President Stephen M. Sweeney, Assembly Speaker Vincent Prieto; 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 sent to the New Jersey School Boards Association.

ROLL CALL VOTE: Ayes 8 Nayes 0

Travel & Conference

Moved by Lisa Marshall and seconded by Donna Golda to approve the following Travel and Conference Requests:

<table>
<thead>
<tr>
<th>NAME</th>
<th>TITLE</th>
<th>LOCATION</th>
<th>COST</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keith Dennison</td>
<td>Legal One Training - Student Safety for General Education &amp; Special Needs Students</td>
<td>FEA, Monroe Township, NJ</td>
<td>$150. Registration + Mileage</td>
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ROLL CALL VOTE: Ayes 8 Nayes 0

Field Trip Requests

Moved by Lisa Marshall and seconded by Donna Golda to approve the following Field Trip Requests:

<table>
<thead>
<tr>
<th>Requested by:</th>
<th>Trip</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Penny Giamoni</td>
<td>Peer Leadership to Teen Summit</td>
<td>Centenary College, Hackettstown, NJ</td>
</tr>
<tr>
<td>Nicole Silvis, Lisa Weisenstein &amp; Alexandra Helle</td>
<td>MS &amp; HS Student Council to NJASC Leadership Conference</td>
<td>The College of New Jersey, Trenton, NJ</td>
</tr>
<tr>
<td>Cliff Platt</td>
<td>Advanced Theatre students to experience professional show</td>
<td>McCarter Theatre Center, Princeton, NJ</td>
</tr>
</tbody>
</table>

ROLL CALL VOTE: Ayes 8 Nayes 0

III. BUDGET AND FINANCE

Tuition Contract

Moved by Donna Golda and seconded by Lisa Marshall to approve a Special Education Tuition Contract for Student 01-16 to attend DCCF, LLC for the summer program commencing July 8, 2015 and ending on August 7, 2015, in the amount of $4,950.00, together with a personal aide in the amount of $2,250.00.

ROLL CALL VOTE: Ayes 8 Nayes 0
Moved by Donna Golda and seconded by Lisa Marshall to approve a Special Education Tuition Contract for Student 02-16 to attend DCCF, LLC for the summer program commencing July 8, 2015 and ending on August 7, 2015, in the amount of $4,950.00, together with a personal aide in the amount of $2,250.00.

ROLL CALL VOTE: Ayes 8  Nayes 0

Moved by Donna Golda and seconded by Lisa Marshall to approve Change Order #3 with WHL Enterprises, Inc., t/a Bill Leary A/C & Heating in the amount of $25,431.44 to provide additional heating units, relocate cab heater and reconnect existing fin tube. [previously approved by Facilities Committee]

ROLL CALL VOTE: Ayes 8  Nayes 0

Moved by Donna Golda and seconded by Lisa Marshall to approve the Municipal Tax Schedule for the 2015-2016 school year [as attached].

ROLL CALL VOTE: Ayes 8  Nayes 0

Citizens Participation:

Joanne Harrison thanked Mrs. Joyce for her service. She thanked Dr. Altonjy for his many accomplishments including the calendar, policies and revised summer reading. She also asked about the plan for the superintendent search. Mr. Havrisko discussed the process and timeline.

Mrs. Arnold from Oxford spoke regarding the middle school wrestling team.

Mrs. Moore thanked Mrs. Joyce and Dr. Altonjy for all they have done for the students of Warren Hills.

Robin Fohr personally invited the Board to the retirement party on June 11th at The Willows from 4-7.

Moved by Lisa Marshall and seconded by Kathleen Halpin to go into Executive Session as indicated by item a. and i. below:

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

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

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

Ayes 8    Nayes 0

The Board entered into Executive Session at 7:40 p.m.

Reconvene

Moved by Lisa Marshall and seconded by Donna Golda to reconvene into open session at 9:30 p.m.

Ayes 8    Nayes 0

Resign J. Russo

Moved by Lisa Marshall and seconded by Linda Feller to accept, with regret, the resignation of Ms. Jaclyn Russo, Director of Guidance, effective June 30, 2015.

ROLL CALL VOTE:    Ayes 8    Nayes 0

Discussion of shelter in place at Middle School.

Adjournment

Moved by Lisa Marshall and seconded by Daniel Brundage to adjourn at 9:35 p.m.

Ayes 8    Nayes 0

Maureen Joyce  
Business Administrator/Bd. Sec’y.
ATTACHMENT: PERSONNEL LIST "A"
Tenured, certificated teaching staff:

Sherry Anderson
Theresa Anneckiarico
Lori Apostol
Deborah Archer Cole
Michael Arminio
Jeffrey Balas
Noelle Baldwin
Cynthia Bamford
Mary Kaye Bartek
Rebecca Becker
Joseph Besser
Amanda Best
Laura Blackwell
Meredith Borrelli
Brigitte Burstein
Robert Cacchio
Rosemary Carnali
Lawrence Cascio
Jennifer Cavo
Kristen Chiara
Alda Corne
Patricia Corvino
Thomas Curran
Daryl Detrick
Margaret Devine
Diane DeVivo
Susan DeYoung
Ilona DiCosmo
Heather Dilts
Daniel Diveny
Terrence Dolan
Timothy Downs
Lawrence Dubiel
Bonita Durayea
Jodi Edmonds
Kim Eilenberger
Ari Eisner
Luanne Ferenci
Laura Filan
Courtney Flowers
Robin Fohr-Quinby
Maria Forsythe
Sharon Fretz
Michelle Gaffney
David Garcia
Lourdes Garcia
Ingrid Garofalo
Jennifer Giaroni
Jason Graf
Craig Green
Gabriela Harris
Alexandra Helle
Julia Henning
Heather Heslin
Cedric Hickerson
Courtney Hoffman
Mackenzie Holguin
Kevin Horn
Jarrett Hosbach
Joanne Huffman
Toni Ioffredo
Paul Iirisinski
Patrick Kablis
Stephanie Karabinus
Kimberly Kavcak
Laurie Kerr
Shannon Klinder
LeeAnn Kubishun
Stanley Kubishun
Kenneth Kurpat
Rebecca Ladiana-Flanery
Jacqueline LaFrance
Mckenzie Laubach
Cynthia Laws
Gina Legora
Toni Manfra
Shannon McDowell
Meghan McGeehan
Teresa McGuinness
Geri McKevey
Elizabeth McKeown
Mary Ann McKinney
Cesar Mendes
Karen Menke
Danielle Miksch
Jessica Morgan
Lorraine Morris
Tammy Muffley
Laura Murosky
Elizabeth Nicolosi
Joshua Nordmark
Rebecca Nugent
Andrew Oakley
Patrick O'Brien
Jill O'klaedk
Catherine O'Neal
Jesse O'Neill
Michael Perruso
Michael Piancone
Clifford Platt
Deborah Post
Josephine Potter
Lisa Psyher
Michael Quinto
David Rader
Jessica Rader
Hope Ranalli
James Reynolds
Gina Ricardo-Regan
Debra Rokosny
Kimberly Roost
Ellen Russak
Barbara Russo
Sharyn Setzer
Nicole Silvis
James Smith
Renee Smola
Kerry Spanner
Raquel Stewart
Nancy Terhune
Lolitta Trifiletti
Nancy Beth Viglancio
Lauren Voight
Lisa Weissenstein
Heather Wight
Jeremy Willis
Theresa Wilson
Sandra Young
L. Jeannie Zamora
ATTACHMENT: PERSONNEL LIST “B”
Non-Tenured, certificated teaching staff with eligibility for tenure:

Vittoria Busardo       Trisha Nunnenkamp
Jeffrey Case          Tara Paulus
Teresa Fahy            Nicholas Sarlo
Alison Frey

ATTACHMENT: PERSONNEL LIST “C”
Non-Tenured, certificated teaching staff for the 2015/2016 school year:

Salvatore Barillari    Alison Loro
Christal Barr          Elena McCormick
Kimberly Beers         Kathleen Morgan
Lindsey Callander     Amanda Nicol
Brittany Catalano     Richard Patricia
Carmello Chiara       David Sbriscia
Jesse Damiano         Adam Slack
Jennifer Feldman      Mark Smith
Jacqueline Gibbs      Todd Solecitto
Adrienne Harpster     Kerry Throckmorton
John Heine            Deana Marie Turner
Emily Kablis          Timothy Zavacki

ATTACHMENT: PERSONNEL LIST “D”
Tenured administrative staff for the 2015/2016 school year:

Earl Clymer, High School Principal
Patricia Hetrick, Middle School Principal
Dawn Moore, Director of Curriculum and Instruction
Susan Rader, High School Assistant Principal
David Smith, Middle School Assistant Principal

ATTACHMENT: PERSONNEL LIST “E”
Non-Tenured, certificated administrative staff for the 2015/2016 school year:

Glenn Barker, High School Assistant Principal
Peter Lubrecht, Jr., Director of Athletics and Extra-Curricular Activities
Keith Dennison, Supervisor of English and Social Studies
Amanda Brown, Supervisor of World Languages/Health/PE/Fine Arts
Brian DeBoer, Supervisor of Industrial Arts/Technology and Business
Jeffrey Steele, Supervisor of Mathematics and Science
Annette Walters, Director of Special Education
### 2015-2016 Municipal Tax Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Franklin</th>
<th>Mansfield</th>
<th>Washington Boro</th>
<th>Washington Twp.</th>
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<tbody>
<tr>
<td>7/15/15</td>
<td>$747,115.80</td>
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