

WARREN HILLS REGIONAL BOARD OF EDUCATION

May 9, 2023

6:30 p.m. – Executive Session

7:15 p.m. Regular Meeting

A. Call to Order – Molly Fraumeni, President

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

Roll call was taken by Mrs. Donnamarie Palmiere. Members present were Alfred Coscia, Thomas Dufner, Molly Fraumeni, Jean Hansen, Lisa Marshall, Paula Merrill, and Corey Piasecki. Also present were Earl Clymer, Dennis Mack, Donnamarie Palmiere and Board Attorney, Marc Zitomer. Joseph Bodenschatz and Christopher Cannavo were absent. Student Representative, Sydney White was present.

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

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

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

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*
- 4) *Matters of Attorney/Client Privilege*
- 5) *Confidential 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.

Approval to go into Executive Session

Motion by Mrs. Merrill and seconded by Mr. Piasecki to go into Executive Session at 6:32 p.m. with full board consent.

D. Reconvene: 7:16 p.m.

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, Oxford and Washington.

Pledge of Allegiance

Approval of Board Minutes

- April 25, 2023 Regular & Executive Session Meetings

Motion by Mr. Piasecki and seconded by Mrs. Merrill to approve the minutes of the April 25, 2023 Regular and Executive Session Meeting.

MOTION: Corey Piasecki		SECOND: Paula Merrill		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz				X
Alfred Coscia	X			
Thomas Dufner	X			
Jean Hansen			X	
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki	X			
Christopher Cannavo				X
Molly Fraumeni	X			

E. Communications – Mr. Earl C. Clymer, III, Superintendent of Schools
None

F. Student Liaison Report – Sydney White

Sydney reported that this month students are recognizing Mental Health Awareness week, Spirit week including pep rally, May 23/24 SADD day & Bionic Day and Student Council NJASC at Six Flags. She also discussed students are having issues and concerns with final exams. AP and Honors classes should not have to take finals. Mrs. Marshall mentioned the new policy and test bank questions that should be shared with the students.

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

- Restorative Justice Program - Update
- Demographic Study - Update - All Cluster Schools On Board
- SCAIP(School Culture and Climate Core Team) Meeting - Survey Review and Training - 5/9/23
- HS Track Replacement - Board was in agreement to do the project over this summer and include the additional work.
- Personnel & Student Activities Committee Meeting - Week of May 15
- Finance & Facilities Meeting - Week of May 15
- Adjustment to June BOE Meeting Calendar

H. Presenter(s):

I. Goals:

Warren Hills Board of Education District Goals for 2022-2023:

District Goal 1: Provide resources to faculty, implement best practices and strategies with tiered systems of support focused on improving areas of weakness and enhancing areas of strength to increase student achievement in core content tested areas across the district under the New Jersey Student Learning Assessment (NJSLA) and the New Jersey Graduation Proficiency Assessment (NJGPA).

District Goal 2: To ensure best practices related to diversity, equity & inclusion within the WHRSD are followed in regards to hiring practices, curriculum implementation and policy development in collaboration with all school/community stakeholders and to share concerns and recommendations with appropriate committee(s) of the Board of Education.

District Goal 3: To create, implement and enhance established programs, provide resources, and offer support to students, parents, faculty & staff related to Mental Health Awareness in collaboration with local and state agencies, including but not limited to, the use of the Nurtured Heart Approach, the DREAMS Program and the Warren County Prosecutor's Office Restorative Justice program.

Warren Hills Board of Education Board Goal for 2022-2023:

1. Provide support to the administration, faculty and staff in the pursuit and achievement of the district goals.
2. Increase student presentations at Board of Education Meetings.

Under District Goal 3 – Mental Health Awareness during the month of May.

J. Committee Reports

Committee	Date	Discussion
Finance, Facilities & Transportation	No Meeting Held	By Chair: Mr. Piasecki
Education, Policy & Technology	May 3, 2023	By Chair: Mr. Bodenschatz
Personnel & Student Activities	No Meeting Held	By Chair: Mrs. Marshall
Negotiations	No Meeting Held	By Chair: Mrs. Fraumeni

Mr. Clymer reported that Education, Policy & Technology met on May 3rd and discussed the following:

- Class Rank Policy – Mr. Clymer recommends we abolish this policy
- Mr. Jaw discussed shared services for technology with the cluster districts.
They will be conducting a walk-thru of Mansfield to organize a menu of services to offer.
- New website template
- AI discussion

K. Old Business

Mrs. Marshall reported that School Based will continue to be funded.

L. New Business

Mrs. Marshall mentioned that the calendar posted on the website is not always updated.

M. Public Comment

Public comment shall be governed by the Board of Education Bylaw 0167 which is available on our website. 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 will not respond to questions or comments until the initial public participation section of the agenda is complete. At that time, the Board or Administration will respond, as it sees fit, or it may defer responding, if at all, to a future meeting or to a response by written communication. The Board will then hear any additional comments that may come as a result of the Board's response. Participants may also be directed to follow the chain of command with the question or concern. While the Board will try to respond to as many questions or concerns as possible, participants who submit a multitude of questions should understand that it is unlikely that all of their questions will be answered and may be referred to further dialogue with the administration.

N. ACTION ITEMS

I. PERSONNEL

Motion by Mrs. Marshall and seconded by Mrs. Merrill to accept the recommendation of the Superintendent to approve and adopt motions I.1 through I.13, as amended and described below:

*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	Danielle Miksch	Approve	HS Special Education	\$92,768.00	HS	8-28-23	6-30-24	Involuntary Transfer from MS to HS
2	Todd Solecitto	Approve	HS Mathematics	\$73,703.00	HS	8-28-23	6-30-24	Voluntary Transfer from MS to HS
3	Janine Horber	Approve	HS ELA	\$67,118.00	HS	8-28-23	6-30-24	Voluntary Transfer from MS to HS
4	Nicole Fantasia	Accept	PT Nurse	\$39,066.00	Excel	6-30-23	6-30-23	Resignation

*2. Motion to approve the following travel and conference requests:

Code	Name	Title	Location	Cost/Mileage	Date & Discussion
1	Donnamarie Palmiere, Earl Clymer, Scott Bodenshatz, Christopher Cannavo, Corey Piasecki, Lisa Marshall, Jean Hansen, Molly Fraumeni, Alfred Coscia, Thomas Duffner, Paula Merrill, Nicholas Remondeli, Christopher Kavcak and Timothy Jaw	NJSBA Conference	Atlantic City, NJ	\$2,100 Group Registration, mileage, lodging, meals & incidentals	October 23-26, 2023

*3. Motion to approve employment of the attached personnel list “A” of tenured, certificated teaching staff for the 2023-2024 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 2023-2024 school year. (Attachment B)

*5. Motion to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2023-2024 school year. (Attachment C)

*6. Motion to approve employment of personnel Attachment “D” of School Security Personnel for the 2023-2024 school year. (Attachment D)

*7. Motion to approve employment of the attached personnel list “E” Technology personnel for the 2023-2024 school year. (Attachment E)

*8. Motion to approve employment of personnel Attachment “F” of Custodial/Grounds/Maintenance Personnel for the 2023-2024 school year. (Attachment F)

*9. Motion to approve employment of the attached personnel list “G” tenured secretaries for the 2023-2024 school year. (Attachment G)

*10. Motion to approve employment of the attached personnel list “H” non-tenured secretaries for the 2023-2024 school year. (Attachment H)

*11. Motion to approve employment of the attached personnel list “I” of tenured, certificated administrative staff for the 2023-2024 school year. (Attachment I)

*12. Motion to approve employment of the attached personnel list “J” of non-tenured, certificated administrative staff for the 2023-2024 school year. (Attachment J)

*13. Motion to approve Parent Volunteer for the 2023 8th Grade Dorney Park Class Trip - Sandra Dantzler. Completed Parent Volunteer Application and Criminal History Approval have been received as of May 4, 2023.

Approval of Personnel Motions

MOTION:		SECOND:		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz				X
Alfred Coscia	X		#2 Code 1 Alfred Coscia	
Thomas Dufner	X		#2 Code 1 Thomas Dufner	
Jean Hansen	X		#2 Code 1 Jean Hansen	
Lisa Marshall	X		#2 Code 1 Lisa Marshall	
Paula Merrill	X		#2 Code 1 Paula Merrill	
Corey Piasecki	X		#2 Code 1 Corey Piasecki	
Christopher Cannavo				X
Molly Fraumeni	X		#2 Code 1 Molly Fraumeni	

II. EDUCATION AND POLICY

Motion by Mrs. Marshall and seconded by Mr. Piasecki to accept the recommendation of the Superintendent to approve and adopt motions II.1 through II.4, as amended and described below:

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

P 0144	Board Member Orientation and Training
P & R 2520	Instructional Supplies
P 3217	Use of Corporal Punishment
P 4217	Use of Corporal Punishment
P 5305	Health Services Personnel
P & R 5308	Student Health Records
P & R 5310	Health Services
P 6112	Reimbursement of Federal and Other Grant Expenditures
R 6115.01	Federal Awards/Funds Internal Controls- Allowability of Costs
P 6115.04	Federal Funds - Duplication of Benefits
P 6311	Contracts for Goods or Services Funded by Federal Grants
P 7440	School District Security
P 9100	Public Relations - Abolished

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

MS – 2022-2023 - None
HS - 2022-2023 - 012

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

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	Jacqueline Solecitto	Bread Lock Park Museum Stewartsville NJ	Transportation	G&T Civics
2	Patricia Smith Christina Page	NJFFA State Convention Monmouth University	Registration, Meals, housing, transportation	FFA
3	Heather Heslin Danielle Miksch	Walking trip - Downtown Washington	Lunch (grant)	MD Classes

*4. Motion to approve the following resolution for school bus emergency evacuation drills pursuant to the New Jersey Administrative Code (N.J.A.C. 6A:27-11.2):

WHEREAS, school administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school and;

WHEREAS, the school bus driver and bus aide shall participate in the emergency exit drills, and;

WHEREAS, drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity, and;

WHEREAS, drills shall be documented in the minutes of the local Board of Education at the first board meeting following the completion of the emergency exit drill;

So be it resolved that the Board of Education acknowledges that a school bus emergency evacuation drill was held on **April 25, 2023** between 7:30 a.m. – 9:00 a.m. at the Warren Hills Regional Middle and High Schools. This drill was supervised by Robert Cacchio, Warren Hills Regional Middle School Assistant Principal, and Susan Rader, Warren Hills Regional High School Assistant Principal, and included the following bus routes: GST bus routes 1, 2, 5, 11, 17, 18, 19, 35, 40, 61SP, 62SP; Snyder Bus routes Sh2, Sh3, Sh4, Sh6, Sh7, 1, 2, 3, 4, 6, 7, 9, 12, 13, 14AB, 15AB, 16, 20, 21, 22, 23, and 25SP, 26 & 27; Krapf Bus routes WH10, WH29 & WH8 and Shuttle.

Approval of Education & Policy Motions

MOTION: Lisa Marshall		SECOND: Corey Piasecki		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz				X
Alfred Coscia	X			
Thomas Dufner	X			
Jean Hansen	X			
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki	X			
Christopher Cannavo				X
Molly Fraumeni	X			

III. BUDGET AND FINANCE

Motion by Mrs. Hansen and seconded by Mr. Piasecki to accept the recommendation of the Superintendent to approve and adopt motions III. 1 through III. 22 as amended and described below:

*1. Motion to approve the bill list for the period April 26, 2023 through May 9, 2023, in the amount of \$1,522,306.91.

*2. Motion to approve Student Activities bill list for the period March 1, 2023 through March 31, 2023 in the amount of \$1,479.00.

*3. Motion to approve Transportation Contracts with the NJ Department of Education for the 2022-2023 school year to transport Student #3959833800 to the DCF Regional School, Warren Campus in Port Murray, NJ at a cost of \$75.00 a day per student.

*4. Motion to approve an Agreement for Related Services and other Ancillary Services with Sussex County Educational Services Commission for the 2023-2024 school year per attached rates.

*5. Motion to approve a Memorandum of Agreement with Warren County Special Services School District for Psychological Evaluations, Social Work Consultation, Learning Disabled Teaching Consultation and/or other related services as needed for the 2023-2024 school year as per attached rates.

*6. Motion to approve a contract with Marlana Hamfeldt Loden to provide Speech/Language Services, Consultative Services, Evaluation Services and Related Services for the 2023-2024 school year, commencing September 5, 2023 through June 6, 2024, at the rate of \$93.00 per hour.

*7. Motion to approve a contract with J&B Therapy Services for Physical Therapy, Occupational Therapy, Behavior Therapy, Teacher of Deaf Services and Evaluation Services for the 2023-2024 school year commencing July 1, 2023 through June 30, 2024 at the following rates:

Service	Rate per hour
Physical Therapy	\$88.00
Occupational Therapy	\$84.25
Behavior Therapy	\$95.00
Teacher of Deaf Services	\$140.00
Evaluations	\$429.00/each

Administrative Fee	1%
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*8. Motion to approve a contract with Homecare Therapies dba/Horizon Healthcare Staffing to provide Student Transportation Nursing Services for the 2023-2024 school year, commencing July 1, 2023 – June 30, 2024, in the amount of \$85 per hour.

*9. Motion to approve Paraprofessional Contract with Hunterdon County Educational Services Commission Board of Education for the 2023-2024 school year commencing July 1, 2023 through June 30, 2024 for out-of-district Student #9583918576 attending Franklin Township Board of Education. The contracted rate is \$29.40 per hour plus the actual benefits costs for the paraprofessional.

*10. Motion to approve a contract with Computer Solutions, Inc. for software support for the 2023-2024 school year as follows:

ItemSoftware	Amount
Budgetary Accounting Module with Site Based Management & Invoicing	\$4,344.00
Human Resources & Payroll Modules with Position Control, Substitute & AESOP	\$6,264.00
Total Annual Fee	\$10,608.00

*11. Motion to approve an agreement with Powerschool Group LLC for license and subscription fees commencing June 20, 2023 through June 19, 2024 for the following:

Product Description	Amount
Naviance eDocs	\$ 738.50
Naviance for High School	\$5,584.20
Total Annual Fee	\$6,322.70

*12. Motion to approve the subscription renewals with Frontline Education for the 2023-2024 school year as follows:

Product Description	Amount
Absence & Substitute Management, unlimited usage for internal employees	\$11,640.05
IEP- Direct, unlimited usage for internal employees	\$15,335.96
Total Annual Fee	\$26,976.01

*13. Motion to approve an agreement with Genesis for the 2023-2024 school year as follows:

Product Description	Amount
Genesis Student Information System Cloud Services	\$34,778.50
Google Classroom API Subscription	\$ 1,500.00
IEP Direct interface – export & import interface	\$ 700.00
BlackBoard Connect	\$ 350.00
Lunch interface – import interface	\$ 350.00
Microsoft School Data Sync – export interface	\$ 350.00
Houghton Mifflin Harcourt(HMH) - export interface	\$ 350.00
Linkit 3 rd party software – export interface	\$ 350.00
Clever 3 rd party interface – export interface	\$ 350.00
OneRoster – export interface	\$ 350.00
Total Annual Fee	\$39,428.50

*14. Motion to approve entering into an Agreement with Schenck, Price, Smith & King, LLP, as general legal counsel for the 2023-2024 school year at the following rates:

Partners/Counsel	\$190/hour
Senior Associates	\$185/hour
Junior Associates	\$180/hour
Law Clerks/Paralegals	\$130/hour

*15. Motion to approve an Agreement with Nisivoccia LLP to audit the financial statements of the Warren Hills Regional School District for the year ending June 30, 2023 in the amount of \$47,550.00.

*16. Motion to approve an agreement with Phoenix Advisors to serve as Continuing Disclosure Agent and Independent Registered Municipal Advisor for the Warren Hills Regional School District for the 2023-2024 school year in the amount of \$1,350.00.

*17. Motion to approve the following 2023-2024 Municipal Schedule of Taxes:

2023-2024 Municipal Tax Schedule

<u>Due Dates</u>		<u>Franklin Twp</u>		<u>Mansfield Twp</u>		<u>Washington Borough</u>		<u>Washington Twp</u>
7/15/2023	\$	350,627.87	\$	606,674.62	\$	386,783.12	\$	679,039.88
8/15/2023	\$	357,736.91	\$	618,975.68	\$	394,625.22	\$	692,807.92
9/15/2023	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
10/15/2023	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
11/15/2023	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
12/15/2023	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
1/15/2024	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
2/15/2024	\$	704,995.75	\$	1,219,820.48	\$	777,691.94	\$	1,365,322.92
3/15/2024	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
4/15/2024	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
5/15/2024	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
6/15/2024	\$	350,627.83	\$	606,674.58	\$	386,783.08	\$	679,039.92
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Total	\$	4,569,011.00	\$	7,905,542.00	\$	5,040,148.00	\$	8,848,530.00

*18. Motion to renew the Food Service Management contract with Maschio's Food Services, Inc for the 2023-2024 school year with an annual Food Service Management Fee of \$18,295.50, a projected profit of \$16,583.06, a guarantee of \$5,000 per year and cost of contract is \$762,020.50.

*19. Motion to approve the pricing for the 2023-2024 school year as follows:

Middle School

Student Breakfast	\$ 2.00	Adult Breakfast	\$2.50
Student Lunch	\$ 3.50	Adult Lunch	\$4.00
Student Entrée Only	\$ 3.50		
Extra Entrée with Lunch	\$ 2.25		

High School

Student Lunch	\$ 3.50	Adult Lunch	\$4.00
Student Entrée Only	\$ 3.50		
Extra Entrée with Lunch	\$ 2.25		

*20. Motion to approve a 12 Month Renewal with Benecard Services, LLC/Rx Alliance effective July 1, 2023 through June 30, 2024.

*21. Motion to approve a Two Year Renewal with Delta Dental of New Jersey effective July 1, 2023 through June 3, 2025.

*22. Motion to approve a demographic study with Statistical Forecasting, LLC to include Option 1 at \$12,000 and Option 4 at \$7,500 for a total cost of \$19,500. Cost be shared with Franklin, Mansfield, Washington Borough, Washington Township and Oxford at a cost of \$2,500 each and Warren Hills at a cost of \$7,000.

Approval of Budget & Finance Motions

MOTION: Jean Hansen		SECOND: Corey Piasecki		
Name	Ayes	Nays	Abstain	Absent
Joseph Bodenschatz				X
Alfred Coscia	X			
Thomas Dufner	X			
Jean Hansen	X			
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki	X			
Christopher Cannavo				X
Molly Fraumeni	X			

O. Public Comment

Mr. Graf commented that last week Lauren Voight held her final concert and invited alumni to come and join in for the final songs. He congratulated Lauren on her retirement. He also mentioned that there will be a band concert tomorrow evening and the MS choir on Thursday.

P. Adjournment 7:51 p.m.

Approval to Adjourn

Motion by Mr. Piasecki and seconded by Mrs. Hansen to adjourn at 7:51 p.m. with full board consent.

Respectfully submitted,

Donnamarie Palmiere
Business Administrator/Board Secretary

Attachment "A"				Tenured, Certificated Teaching Staff:			
Tenured, Certificated Teaching Staff:				Tenured, Certificated Teaching Staff:			
Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Andreoli, Noelle	M	O	\$ 92,768	Hickerson, Cedric	M	O	\$ 92,768
Angebrandt, Christina	B +15	G	\$ 66,443	Hoffman, Courtney	M +15	O	\$ 94,793
Annechiarico, Theresa	M	O	\$ 92,768	Hosbach, Jarrett	M	O	\$ 92,768
Apostol, Lori	B +15	O	\$ 88,718	Jacobson, Alivya	BA	H	\$ 66,758
Arminio, Brittany	M +15	L	\$ 84,698	Jessen, Jennifer	B +15	O	\$ 88,718
Arminio, Michael	M +15	L	\$ 84,698	Kablis, Emily	BA	L	\$ 76,598
Balas, Deana	B +15	J	\$ 73,703	Kablis, Patrick	M	N	\$ 90,053
Balas, Jeffrey	M +30	O	\$ 96,818	Karabinus, Stephanie	M	O	\$ 92,768
Barillari, Salvatore	BA	J	\$ 71,678	Kavcak, Kimberly	BA	O	\$ 86,693
Bartek, Mary Kaye	M +45	N	\$ 96,128	Kerr, Laurie	M +45	O	\$ 98,843
Becker, Rebecca	BA	M1	\$ 81,518	Klinder, Shannon	M	O	\$ 92,768
Besser, Joseph	M +45	O	\$ 98,843	Kubbishun, Lee Ann	M +45	O	\$ 98,843
Best, Amanda	M +45	O	\$ 98,843	Kurpat, Kenneth	M +45	O	\$ 98,843
Bloom, Robin	M	F	\$ 68,483	Labrit-Petrewski, Nicole	M	M	\$ 85,133
Borrelli, Meredith	M +15	O	\$ 94,793	LaFrance, Jacqueline	B +15	O	\$ 88,718
Brigode-Katstra, Linda	M	H	\$ 72,833	Latino, Nicole	BA	J	\$ 71,678
Bublitz, Megan	BA	H	\$ 66,758	Laubach, McKenzie	BA	O	\$ 86,693
Burstein, Brigitte	M +45	O	\$ 98,843	Laws, Cynthia	BA	O	\$ 86,693
Chiara, Carmello	BA	K	\$ 74,138	Legora, Gina	M +15	O	\$ 94,793
Chiara, Kristen	B +15	M	\$ 81,083	Longo, Jodi	M	M1	\$ 87,593
Clark, Nicole	B +15	I	\$ 71,243	Loro, Alison	M	O	\$ 92,768
Cornec, Alda	M	O	\$ 92,768	Lutz, Jeremy	M	O	\$ 92,768
Cuomo, Marshall	BA	H	\$ 66,758	Makoski, Abigail	M +30	O	\$ 96,818
Curran, Thomas	M	O	\$ 92,768	Manfra, Toni	M +45	O	\$ 98,843
deBoer, Genevieve	M	F	\$ 68,483	McGann, Michele	M +45	O	\$ 98,843
DeStefano, Risa	M +15	O	\$ 94,793	McGeehan, Meghan	M +15	O	\$ 94,793
Detrick, Daryl	M +45	O	\$ 98,843	McKelvey, Geri	M +45	O	\$ 98,843
Devine, Margaret	M +45	O	\$ 98,843	McKeown, Elizabeth	M +45	O	\$ 98,843
DeVivo, Diane	M +45	O	\$ 98,843	Mendes, Cesar	BA	O	\$ 86,693
DiCosmo, Ilona D.	M +15	O	\$ 94,793	Miksch, Danielle	M	O	\$ 92,768
Downs, Timothy	M +45	O	\$ 98,843	Miraglia, Tasjaana	BA	F	\$ 62,408
Duryea, Bonita	BA	O	\$ 86,693	Muffley, Tammy	M	O	\$ 92,768
Edmonds, Jodi	BA	O	\$ 86,693	Muroski, Laura	M +45	O	\$ 98,843
Eilenberger, Kim	M +45	O	\$ 98,843	Nicolosi, Elizabeth	M	N	\$ 90,053
Eisner, Ari	M	O	\$ 92,768	Nordmark, Joshua	B +15	O	\$ 88,718
Fahy, Teresa	M	O	\$ 92,768	Nunnenkamp, Trisha	M +15	O	\$ 94,793
Flowers, Courtney	M	N	\$ 90,053	Oakley, Andrew	M	M1	\$ 87,593
Forsythe, Maria	B +15	O	\$ 88,718	O'Brien, Patrick	M +30	O	\$ 96,818
Fretz, Sharon	M	O	\$ 92,768	Okladek, Jill	M +45	O	\$ 98,843
Frey, Alison	M +15	L	\$ 84,698	O'Neal, Catherine	M +45	O	\$ 98,843
Gaffney, Michelle	M +45	O	\$ 98,843	O'Neill, Jesse	M +30	O	\$ 96,818
Garcia, Lourdes	M +45	O	\$ 98,843	Paulus, Tara	BA	M	\$ 79,058
Garofalo, Ingrid	M	N	\$ 90,053	Piancone, Michael	M +45	O	\$ 98,843
Giamoni, Jennifer	M +15	O	\$ 94,793	Potter, Josephine	B +30	O	\$ 90,743
Graf, Jason	M	N	\$ 90,053	Pysher, Lisa	M +15	O	\$ 94,793
Green, Craig	M +15	O	\$ 94,793	Quinto, Michael	B +15	O	\$ 88,718
Guikema, Shawna	M	O	\$ 92,768	Rader, David	BA	O	\$ 86,693
Harris, Gabriela	M +15	M	\$ 87,158	Rader, Jessica	M +15	O	\$ 94,793
Heine, John	M +30	O	\$ 96,818	Ranalli, Hope	M +45	M1	\$ 93,668
Helle, Alexandra	M	M	\$ 85,133	Ricardo-Regan, Gina	M +45	O	\$ 98,843
Heslin, Heather	M +45	O	\$ 98,843	Rokosny, Debra	B +15	O	\$ 88,718

Attachment "A"
Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Ross, Lyandra	M +30	J	\$ 81,803
Russak, Ellen	M +45	O	\$ 98,843
Russell, Jennifer	M +30	O	\$ 96,818
Sbriscia, David	M	M	\$ 85,133
Sbriscia, Kristyn	B +15	K	\$ 76,163
Sigona, Vittoria	BA	O	\$ 86,693
Silvis, Nicole	M +15	O	\$ 94,793
Slack, Adam	M +45	O	\$ 98,843
Slane, Laura	M +15	O	\$ 94,793
Smith, Lisa Ann	B +15	H	\$ 68,783
Smith, Mark	M +30	O	\$ 96,818
Smith, Patricia	BA	F	\$ 62,408
Smola, Renee	M +45	O	\$ 98,843
Solecitto, Jacqueline	M	M1	\$ 87,593
Solecitto, Todd	B +15	J	\$ 73,703

Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Togno, Laura	BA	J	\$ 71,678
Tomasino, Kimberly	M +30	L	\$ 86,723
Tooker, Elise	M	H	\$ 72,833
Tuxhorn, Elena	BA	J	\$ 71,678
Tyburczy, Christine	B +15	O	\$ 88,718
Viglianco, Nancy	B +30	O	\$ 90,743
Weisenstein, Lisa	M +30	O	\$ 96,818
White, Allison	M	O	\$ 92,768
Wight, Heather	M +45	O	\$ 98,843
Willis, Jeremy	BA	O	\$ 86,693
Wilson, Theresa	M +45	O	\$ 98,843
Wright, Alyssa	M +30	H	\$ 76,883
Yanoff, Cheryl	M	L	\$ 82,673
Young, Sandra	B +15	O	\$ 88,718
Zavacki, Timothy	M +15	O	\$ 94,793

Attachment "B"
Non-Tenured, Certificated Teaching Staff with eligibility for tenure on the appropriate date:

Employee Name	Guide	Step	Salary	Tenure Eligibility Date
Bamford, Joseph	BA	E	\$ 61,043	9/1/2023
Dell Elba, Matthew	M	G	\$ 70,493	9/1/2023
Fisher, Zachary	M +15	G	\$ 72,518	9/1/2023
Montgomery, Daniel	M	E	\$ 67,118	10/2/2023
Reichard, Sarah	M +30	L	\$ 86,723	2/4/2024

Attachment "C"
Non-Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Bendorf, Tarra	BA	M	\$ 79,058
Biamonte, Elizabeth	M	D	\$ 66,618
Bowman, Kyrsten	BA	B	\$ 60,043
Connelly, Kelsey	M +30	F	\$ 72,533
Dell Elba, Chelsae	M +30	H	\$ 76,883
Falzarano-Alves, LeeAnn	M +15	O	\$ 94,793
Flora, Maureen	M	O	\$ 92,768
Gurdineer, Marcus	M +30	H	\$ 76,883
Horber, Janine	M	E	\$ 67,118
Hrabovecky, Gloria	M +15	O	\$ 94,793
Jackson, Amanda	BA	D	\$ 60,543

Non-Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Jakubova, Patricia	M	B	\$ 66,118
Krause, Laura	M +30	N	\$ 94,103
Lamond, Jack	M	C	\$ 66,368
Lamport, Caroline	M	C	\$ 66,368
Leontaris, Joanna	M +45	L	\$ 88,748
Lerch, Karen	B +15	N	\$ 86,003
Polak, Samantha	M +45	H	\$ 78,908
Polakowski, Alexandra	M	C	\$ 66,368
Small, Leilanie	M	L	\$ 82,673
Wengel, Laura	M +15	I	\$ 77,318

Attachment: "D"
School Security Personnel

NAME	Step	Salary
Andoldi, Steven	7	\$ 37,096
Bifano, Steven	10	\$ 39,196
Duart, Joseph	7	\$ 37,096
Falzone, Maureen	6	\$ 36,396
Hibbett, Robert	7	\$ 37,096
Petrovich, Kenneth	3	\$ 34,296
Tiger, Jodie	8	\$ 37,796
Tighe, Steven	7	\$ 37,096

School Security Personnel - Part-time Hourly

Employee Name	Step	Hrly Rate	Hours (Not to exceed daily)
Romanowski, Keith	3	\$ 23.55	5.5
McDonald, Raymond	3	\$ 23.55	4
Hosbach, Gary	3	\$ 23.55	5.75
Mikaliunas, Heather	2	\$ 23.07	5
Ghilon, Stephanie	3	\$ 23.55	3

Attachment: "E"
Technology Personnel

Name	Salary
Fox, William	\$ 104,142
Miller, Logan	\$ 58,633
Smith, Ronald	\$ 50,859

Attachment: "F"**Custodial / Grounds / Maintenance:**

Name	Guide	Step	Base Salary	Longevity	Lead	IPM	Black Seal	Total Salary
Arnold, Bernard	CUST	9	\$40,063		\$1,000			\$ 41,063
Bogli, Nicole	CUST	13	\$43,768				\$ 1,200	\$ 44,968
Eick, Maureen	CUST	OG1	\$53,484	\$ 1,500	\$5,000		\$ 1,200	\$ 61,184
Esposito, Scott	CUST	9	\$40,063					\$ 40,063
Gonzalez, Jenny	CUST	9	\$40,063					\$ 40,063
Johnson, Lori	CUST	13	\$43,768				\$ 1,200	\$ 44,968
Kahutka, Deborah	CUST	20	\$50,348	\$ 2,050				\$ 52,398
Laferriere, Tristan	CUST	7	\$38,633					\$ 38,633
Lane, Miller	CUST	2	\$36,483					\$ 36,483
Paulus, Deborah	CUST	11	\$41,888					\$ 41,888
Phillips, William	CUST	OG2	\$59,757		\$5,000		\$ 1,200	\$ 65,957
Schaffer, Amy	CUST	2	\$36,483					\$ 36,483
Schaffer, Johnathan	CUST	8	\$39,263					\$ 39,263
VanNorman, Jeffrey	CUST	7	\$38,633					\$ 38,633
Zoubir, Abdelatif	CUST	7	\$38,633					\$ 38,633

Maintenance Skilled Workers:

Name	Guide	Step	Base Salary	Longevity	Lead	IPM	Black Seal	Total Salary
O'Connor, Michael	MAINT	20	\$65,348					\$ 65,348
Tauriello, Nicholas	MAINT	20	\$65,348				\$ 1,200	\$ 66,548

Grounds Workers:

Name	Guide	Step	Base Salary	Longevity	Lead	IPM	Sm. Eng Repair	Total Salary
Bamford, Jerry	GROUND	OG2	\$61,325	\$ 2,050		\$1,200	\$ 1,200	\$ 65,775
Osmun, Allen	GROUND	7	\$43,633					\$ 43,633
Gilby, Jacob	GROUND	4	\$41,833					\$ 41,833

Custodial - Part-time Hourly

Name	Step	Hrly Rate	Hours (Not to exceed daily)
Beam, Robert	2	\$ 17.54	4
Johnson, Brian	2	\$ 17.54	4

Attachment: "G"**Tenured, Secretarial Staff:****Tenured, 12 Month Secretarial Staff:**

Name	Base Salary	Guide / Step	Total Salary
Bracey, Jean	\$ 54,170	SEC / 18	\$ 54,170
Comerro-Page, Christina	\$ 54,170	SEC / 18	\$ 54,170
Conaboy, Michelle	\$ 23,866	(Part time) SEC / 6	\$ 23,866
Fulse, Holly	\$ 54,170	SEC / 18	\$ 54,170
Sarte, Sherry	\$ 54,170	SEC / 18	\$ 54,170
Tomek, Sherri	\$ 56,688	+ \$5,828 (CBA Grandfathered Longevity) SEC OG	\$ 62,516

Tenured, 10 Month Secretarial Staff:

Name	Base Salary		Total Salary
Watts, Elaine	\$ 40,921	10 mo SEC / 12	\$ 40,921

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

Name	Base Salary		Total Salary
Bourenko, Shawnee	\$ 41,455	SEC / 2	\$ 41,455
Brennan, Carol	\$ 54,170	SEC / 18	\$ 54,170
Bugge, Lindsay	\$ 42,415	SEC / 4	\$ 42,415
DiMaio, Janice	\$ 45,852	SEC / 9	\$ 45,852
Johnson, Brooke	\$ 42,895	SEC / 5	\$ 42,895
Parfit, Lori	\$ 54,170	SEC / 18	\$ 54,170

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

Name	Position	Step	Salary
Kavcak, Christopher	High School Principal	7	\$137,913.00
Remondelli, Nicholas	Middle School Principal	8	\$130,211.00
Barker, Glenn	High School Assistant Principal	10	\$116,783.00
Rader, Susan	High School Assistant Principal	16	\$126,193.00
Cacchio, Robert	Middle School Assistant Principal	5	\$109,980.00
Brown, Amanda	Supervisor of World Language/Health/PE/Fine Arts	10	\$115,649.00
Dennison, Keith	Supervisor of English and Social Studies	10	\$115,649.00
Apple, Heather	Supervisor of Math and Science	10	\$115,649.00
Rowlin, Mary Louise	Supervisor of Special Services	7	\$123,662.00
Jones, Michael	Athletic Director	7	\$125,379.00

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

Name	Position	Step	Salary
Hough, Christine	Director of School Counseling Services	2	\$136,458.00

Sussex County Educational Services Commission
18 Gail Court
Sparta, New Jersey 07871
Phone: 973-579-6980; Fax: 973-579-1086

RATE SHEET – 2023-2024

SERVICE	MEMBER	NON-MEMBER	NOTES
Psychologist	\$ 92.00 per hour	\$102.00 per hour	+ 3% Adm. Fee
Social Worker	\$ 92.00 per hour	\$102.00 per hour	+3% Adm. Fee
LDTC	\$ 92.00 per hour	\$102.00 per hour	+3% Adm. Fee
Physical Therapy	\$ 92.00 per hour	\$102.00 per hour	+3% Adm. Fee
Occupational Therapy	\$ 92.00 per hour	\$102.00 per hour	+3% Adm. Fee
Speech Therapy	\$ 92.00 per hour	\$102.00 per hour	+3% Adm. Fee
OT/PT/Speech (Consultant)	\$92.00 per hour (minimum or agency rate)	\$102.00 per hour (minimum or agency rate)	+6% Adm. Fee

EVALUATIONS:

SERVICE	MEMBER	NON-MEMBER	NOTES
Psychological/Educational/Social	\$ 385.00	\$ 427.00	+3% Adm. Fee
Speech and Language	\$ 385.00	\$ 427.00	+3% Adm. Fee
Three Evaluation Bundle	\$1,025.00	\$1,151.00	+3% Adm. Fee
PT/OT/Speech (Standard)	\$ 385.00	\$ 427.00	+3% Adm. Fee
PT/OT/Speech (Complex)	\$ 410.00	\$ 450.00	+3% Adm. Fee
Acceptance of Reports/Review IEP/ISP	\$77.00 per hour	\$ 87.00 per hour	+3% Adm. Fee

NURSING:

SERVICE	MEMBER	NON-MEMBER	NOTES
Substitute RN	\$68.00 per hour	\$70.00 per hour	+3% Administrative Fee
Certified School Nurse	\$75.00 per hour	\$77.00 per hour	+3% Administrative Fee
ESL/ELL	As Charged by Provider plus 6% Administrative Fee		

OTHER SERVICES:

SERVICE	MEMBER	NON-MEMBER	NOTES
Meeting (per meeting/per consultant)	\$86.00 per meeting	\$92.00 per meeting	3% Adm. Fee
IEP/Service Plan Development	\$128.00 per plan	xxx	+3% Adm. Fee
Case Management & Service Plan Management	\$169.00 per case	xxx	+3% Adm. Fee
Transfer Case/Review of Records	\$51.00 per case	xxx	+3% Adm. Fee
Service Plan/IEP Revision/Addendum	\$46.00 per case	xxx	+3% Adm. Fee
Administrative Consultation/Staffing	\$97.00 per hour	xxx	+3% Adm. Fee
Itinerant Teacher	N/A	N/A	If position needed costs would be contracted
Itinerant Aide/Paraprofessional	\$30.00	33.00	+3% Adm. Fee
Home Instruction	\$54.00 per hr. + mileage	\$58.00 hr. + mileage	
Counseling Services (on-site)	\$76.00 per hour	\$78.00 per hour	+3% Adm. Fee
Speech Therapist	\$92.00 per hour (minimum or agency rate)	\$102.00 per hour (minimum or agency rate)	+3% Adm. Fee

TRANSITION SERVICES:

Program Consultation	\$95.00 per hour	\$107.00 per hour	+3% Adm. Fee
SLE Consultation	\$77.00 per hour	\$ 87.00 per hour	+ 3% Adm Fee
Job Coaches	\$31.00 per hour	\$ 41.00 per hour	+3% Adm Fee

ADMINISTRATIVE SUPPORT:

SERVICE	MEMBER	NON-MEMBER	NOTES
Supervisor/Principal	\$150.00 per hour Depending on contracted needs	TBD Depending on contracted needs	3% Admin Fee
Danielson/Strong Teacher Observation	TBD Depending on contracted needs	TBD Depending on contracted needs	3% Admin Fee
Business Office Clerk Services	TBD Depending on contracted needs	TBD Depending on contracted needs	3% Admin Fee
Accounts Payable/Receivable	TBD Depending on contracted needs	TBD Depending on contracted needs	3% Admin Fee
Payroll Services/Support	TBD Depending on contracted needs	TBD Depending on contracted needs	3% Admin Fee
Secretarial Services - Substitute	TBD Depending on contracted needs	TBD Depending on contracted needs	3% admin fee

PROFESSIONAL DEVELOPMENT:

SERVICE	MEMBER	NON-MEMBER	NOTES
Professional Development (in-service) Minimum 2 hours +1-hour prep	\$190.00 per hour	\$215.00 per hour	
CPI Training (only available to member districts)	\$190.00 per hour	xxx	
*Initial Training with restraint Minimum 2 hours + 1 hour prep	\$190.00 per hour	xxx	plus cost of books
*Initial Training without restraint Minimum 2 hours + 1 hour prep	\$190.00 per hour	xxx	plus cost of books
*Refresher Course with restraint Minimum 2 hours + 1 hour prep	\$190.00 per hour	xxx	plus cost of books
*Refresher Course without restraint Minimum 2 hours + 1 hour prep	\$190.00 per hour	xxx	plus cost of books

NONPUBLIC SCHOOL SERVICES:

Compensatory Education	Cost Not to Exceed State Funding
ELL	
Home Instruction	
Supplemental Instruction	
Speech Language Services	
Examination and Classification	
Nursing Services	\$77.00 per hour
IDEA Instruction	

ASSESSMENT:

Member Districts - \$1.35 per student (per October count)

Approved: 01/19/23

Revised: 2/6/23

Revised: 5/1/23

WARREN COUNTY SPECIAL SERVICES SCHOOL DISTRICT

682 OXFORD ROAD - OXFORD, NEW JERSEY 07863

TELEPHONE 908-223-7275 - FAX 908-223-7314

Related Services Rates			
Rates for the 2023-2024 school year Effective 7.1.23	Evaluation	2023-2024 Hourly Rate	2022-2023 Hourly Rate
Child Study Team Services <ul style="list-style-type: none"> • Learning Consultant (LDTC) • School Psychologist • School Counselor 	\$455*	\$95.50/HR (Therapy) \$95.50/HR (Meeting)	\$97.50/HR (Therapy) \$97.50/HR (Meeting)
Related Services <ul style="list-style-type: none"> • Speech Therapist • Occupational Therapist 	\$455*	\$91.50/HR (Therapy) \$91.50/HR (Meeting)	\$90.00/HR (Therapy) \$90.00/HR (Meeting)
<ul style="list-style-type: none"> • Physical Therapist 	\$455*	\$95.50/HR (Therapy) \$95.50/HR (Meeting)	\$93.50/HR (Therapy) \$93.50/HR (Meeting)
<ul style="list-style-type: none"> • Teacher of the Deaf 	N/A	\$145.50/HR	\$143/HR
Behaviorist	(Based on Request)	\$95.50/HR	\$97.50/HR
Social Worker	\$455*	\$82.50/HR	\$76/HR
Specialized Certified Teaching Staff To include but not limited to: -Reading Specialist -Supplemental Instructor -Basic Skills Instructor	N/A	\$85.50/HR	\$85/HR
Certified Teaching Staff <ul style="list-style-type: none"> • Home Instructor 	N/A	\$70.50/HR To include mileage	\$71/HR
<p>The School District will be billed for Therapist time within the School District. The School District will be billed for the therapist's time coordinating scheduling prior to the start of school. The School District is billed for one fifteen-minute break (.25) for every three hours worked, not to exceed (.5) per day. A minimum charge for services at a single location will be .5 hours more than the treatment time. The minimum charge will be no less than 1 hour at a single location for a single student. School districts are liable for payment of time scheduled, whether or not therapist services are performed, unless failure to perform such services shall result from cancellation of school or on account of therapist's absence. The school district will provide equipment and supplies necessary to the provision of services rendered as determined by therapist.</p> <p>"Services" includes, but is not limited to, student contact time, consultation with district staff and delegates, report writing, and all other reasonable functions or tasks related to providing the service.</p> <p>It is the responsibility of the client district to notify the WCSSSD if pre-approval is required for any and all time spent in excess of the agreed estimate.</p> <p>Billing will be submitted on a monthly basis based for hours and dates worked within the district, as based on the service not to exceed the rate per hour listed above, plus 6 % administrative costs.</p>			