

# WARREN HILLS REGIONAL BOARD OF EDUCATION

May 10, 2022

6:30 p.m. – Executive Session

7:15 p.m. Regular Meeting

A. Call to Order - Corey Piasecki, President

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

Joseph Bodenschatz	Jean Hansen	Lisa Marshall
Christopher Cannavo	Eric Horton	Corey Piasecki
Molly Fraumeni	Sam Knutson	Eric Walls

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

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

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

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and

BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Approval to go into Executive Session

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

D. Reconvene: 7:15 p.m.

## Approval to Reconvene

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

**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.

### Our Mission Statement

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

### Pledge of Allegiance

## Approval of Board Minutes

- April 26, 2022 Regular & Executive Session Meetings

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

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

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

G. Presenter(s):

H. Goals:

**Warren Hills Board of Education District Goals for 2021-22**

1. Implement and support an articulation structure that identifies curricular strength and weakness for grades 7-12, provides resources to cluster sending districts for curricular alignment in grade 6 and improve student achievement.
2. Ensure best practices related to inclusion, diversity and equity 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.
3. Implement Curriculum Pathways for the 2021-2022 school year focused on preparing students for life beyond Warren Hills, including but not limited to vocation, careers, and college. Pathways will appear as part of the Program of Studies.
4. Create and implement programs, provide resources, and offer support to students, parents, faculty & staff related to Mental Health Awareness in collaboration with local and state agencies.

**Warren Hills Board of Education Board Goal for 2021-22**

1. Provide support to the administration, faculty and staff in the pursuit and achievement of the district goals.

I. Committee Reports

<b>Committee</b>	<b>Date</b>	<b>Discussion</b>
Finance, Facilities & Transportation	No meeting held	By Chair: Sam Knutson
Education, Policy & Technology	No meeting held	By Chair: Scott Bodenschatz
Personnel & Student Activities	No meeting held	By Chair: Eric Walls
Negotiations	May 5, 2022	By Chair: Lisa Marshall

J. Old Business

K. New Business

L. 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.

## **M. ACTION ITEMS**

### **I. PERSONNEL**

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

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Patricia Wintersteen	Accept	Paraprofessional	\$30.82/hour	High School	7/1/22	7/1/22	Retirement
2	Tristan LaFerriere	Approve	Substitute Teacher	\$130/day	District	5/11/22	6/30/22	All paperwork complete & on file

\*2. Motion to approve the following observations/internships/volunteers:

Code No.	Name	Position	Degree/Step No. of Hrs.	Salary/ Stipend	Location	Date Effective	Date Terminated	Discussion
1	Geri McKelvey	Practicum	N/A	N/A	Middle School	5/11/22	End of Practicum	Western Governors University student under the direction of Mr. Remondelli

\*3. Motion to approve employment of the attached personnel list "A" of tenured, certificated teaching staff for the 2022-2023 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 2022-2023 school year. (Attachment B)

\*5. Motion to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2022-2023 school year. (Attachment C)

\*6. Motion to approve employment of personnel Attachment “D” of School Security Personnel for the 2022-2023 school year. (Attachment D)

\*7. Motion to approve employment of the attached personnel list “E” technology personnel for the 2022-2023 school year. (Attachment E)

\*8. Motion to approve employment of the attached personnel list “F” of tenured, certificated administrative staff for the 2022-2023 school year, at the 2020-21 salaries, pending contract negotiations. (Attachment F)

\*9. Motion to approve employment of the attached personnel list “G” of non-tenured, certificated administrative staff with eligibility for tenure on the appropriate date for the 2022-2023 school year at the 2020-21 salaries, pending contract negotiations. (Attachment G)

\*10. Motion to approve employment of the attached personnel list “H” tenured secretaries for the 2022-2023 school year. (Attachment H)

\*11. Motion to approve employment of the attached personnel list “I” non-tenured secretaries for the 2022-2023 school year. (Attachment I)

\*12. Motion to approve employment of personnel Attachment “J” of Custodial/Maintenance/ Grounds Personnel for the 2022-2023 school year. (Attachment J)

#### Approval of Personnel Motions

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

## II. EDUCATION AND POLICY

\*1. Motion to affirm the administrative decision regarding the following HIB cases:

MS – 21-22 - 017, 018 & 019

HS - 21-22 - 010

\*2. Motion to approve the following field trip requests in accordance with Policy 2340:

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	Margaret Devine & Kevin Horn	WHAM Horizons Team to Warren / Hunterdon Academic Meet	Transportation & Substitutes	Competition
2	Heather Heslin & Danielle Miksch	MS - MD Students for Community Based Instruction	Transportation	One trip on a bus [Grant funded] & one walking trip
3	Heather Heslin & Cheryl Yanoff	Two middle school students to spend day at the high school	Transportation	Transition day to move to HS next year
4	Nicole Labrit-Petrewski	HS Drama Club	Transportation	Awards ceremony
5	Jason Graf, Nicholas Rizzo & Nicole Clark	Marching Band to participate in holiday parade	Transportation	N/A

\*3. Motion to approve the following travel and conference requests:

Code No.	Name	Title	Location	Cost/Mileage	Date and Discussion
1	Donnamarie Palmiere, Earl Clymer, Scott Bodenshatz, Christopher Cannavo, Corey Piasecki, Lisa Marshall, Jean Hansen & Molly Fraumeni & Sam Knutson	NJSBA Conference	Atlantic City, NJ	\$2,100 Group Registration, mileage, lodging, meals & incidentals	October 24-26, 2022

\*5. 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 21, 2022 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 Sh1.

### Approval of Education & Policy Motions

MOTION:		SECOND		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

### III. BUDGET AND FINANCE

\*1. The Warren Hills Regional Board of Education approves the March, 2022 Board Secretary and Treasurer's Report as follows:

BE IT RESOLVED that the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c)3, does hereby certify that as of the date of this report, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(a);

BE IT FURTHER RESOLVED that the Warren Hills Regional Board of Education accepts the monthly financial report of the Secretary and the Treasurer for the month of March, 2022; in compliance with N.J.A.C. 6A:23A-16.10(c)4, that the Board of Education certifies that no major account has been over expended in violation of N.J.A.C. 6A:23A-16.10(b), and that as of this report sufficient funds are available to meet the District's financial obligation for the remainder of the year.

\*2. Motion to approve the bill list for the period April 27, 2022 through May 10, 2022, in the amount of \$1,714,578.32.

\*3. Motion to approve the cafeteria bill list for the period January 1, 2022 through March 31, 2022 in the amount of \$226,899.82.

\*4. Motion to approve Student Activities bill list for the period March 1, 2022 through March 31, 2022 in the amount of \$6,538.03.

\*5. Motion to approve Athletic bill list for the period March 1, 2022 through March 31, 2022 in the amount of \$4,270.00

\*6. Motion to approve transfers in the amount of \$245,088.86 for the month of March, 2022.

\*7. Motion to approve Home/Bedside Instruction Agreement with LearnWell for Student #2078015449, commencing April 25, 2022 until further notice, in the amount of \$51.50 per hour for a total of 10 hours per week and an additional 33% for administrative and preparation costs.

\*8. Motion to approve an Agreement for Related Services and other Ancillary Services with Sussex County Educational Services Commission for the 2022-2023 school year per attached rates.

\*9. Motion to approve the Resolution to participate in the Joint Transportation Agreement for the 2022-2023 school year with Sussex County Regional Cooperative for Special Education and Sports/Field Trip Transportation with an administrative fee of 4 percent.

\*10. Motion to approve a Resolution for Participation in Coordinated Transportation with Warren County Special Services School District for 2022-2023 school year with an administrative fee of 4 percent.

\*11. Motion to approve a Professional Support/Non-Public Services Agreement with Educational Services Commission of Morris County for the 2022-2023 school year per attached rates.

\*12. Motion to approve a contract with Marlana Hamfeldt Loden to provide Speech/Language Services, Consultative Services, Evaluation Services and Related Services for the 2022 extended school year, commencing July 1, 2022 through July 29, 2022, at the rate of \$92.00 per hour.

\*13. Motion to approve a contract with Marlana Hamfeldt Loden to provide Speech/Language Services, Consultative Services, Evaluation Services and Related Services for the 2022-2023 school year, commencing September 6, 2022 through June 8, 2023, at the rate of \$92.00 per hour.

\*14. 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 2022-2023 school year commencing July 1, 2022 through June 30, 2023 at the following rates:

<b>Service</b>	<b>Rate per hour</b>
Physical Therapy	\$84.00
Occupational Therapy	\$83.00
Behavior Therapy	\$91.00
Teacher of Deaf Services	\$135.00
Evaluations	\$405.00/each

\*15. Motion to approve a contract with Computer Solutions, Inc. for software support for the 2022-2023 school year as follows:

<b>Software Item</b>	<b>Amount</b>
Budgetary Accounting Module with Site Based Management & Invoicing	\$4,260.00
Human Resources & Payroll Modules with Position Control, Substitute & AESOP	\$5,424.00
<b>Total Annual Fee</b>	<b>\$9,684.00</b>

\*16. Motion to approve an agreement with Powerschool Group LLC for license and subscription fees commencing June 20, 2022 through June 19, 2023 for the following:

<b>Product Description</b>	<b>Amount</b>
Naviance eDocs	\$ 689.50
Naviance for High School	\$5,215.20
<b>Total Annual Fee</b>	<b>\$5,904.70</b>

\*17. Motion to approve the subscription renewals with Frontline Education for the 2022-2023 school year as follows:

<b>Product Description</b>	<b>Amount</b>
Absence & Substitute Management, unlimited usage for internal employees	\$10,827.95
IEP- Direct, unlimited usage for internal employees	\$14,266.01
<b>Total Annual Fee</b>	<b>\$25,093.96</b>

\*18. Motion to approve the subscription renewals with Horizon Software International for the 2022-2023 school year as follows:

<b>Product Description</b>	<b>Amount</b>
Horizon – Front of House Subscription: Ala Carte Point of Service School Site (unlimited terminals)	\$2,255.42
Horizon – Free & Reduced: Free and Reduced Online Application and Student Eligibility Subscription – Per Site	\$ 311.42
<b>Total Annual Fee</b>	<b>\$2,566.84</b>

\*19. Motion to approve the following 2022-2023 Municipal Schedule of Taxes:

### 2022-2023 Municipal Tax Schedule

<u>Due Dates</u>		<u>Franklin Twp</u>		<u>Mansfield Twp</u>		<u>Washington Borough</u>		<u>Washington Twp</u>
7/15/2022	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
8/15/2022	\$	364,679.40	\$	605,802.50	\$	420,183.32	\$	650,686.56
9/15/2022	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
10/15/2022	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
11/15/2022	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
12/15/2022	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
1/15/2023	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
2/15/2023	\$	735,855.83	\$	1,222,397.81	\$	847,852.54	\$	1,312,965.61
3/15/2023	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
4/15/2023	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
5/15/2023	\$	354,336.58	\$	588,621.08	\$	408,266.33	\$	632,232.17
6/15/2023	\$	354,336.62	\$	588,621.16	\$	408,266.33	\$	632,232.17
<b>Total</b>	<b>\$</b>	<b>4,643,901.07</b>	<b>\$</b>	<b>7,714,411.19</b>	<b>\$</b>	<b>5,350,699.16</b>	<b>\$</b>	<b>8,285,973.87</b>

\*20. Motion to accept the 2022-2023 Request for Proposal (RFP) for Food Service Management as recommended by the Superintendent.

\*21. Motion to award the Food Service Management contract to Maschio's Food Services's, Inc for the 2022-2023 school year with an annual Food Service Management Fee of \$16,940.28, a projected profit of \$49,371.97 and a guarantee of \$10,000 per year.

\*22. Motion to approve the pricing for the 2022-2023 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		

\*23. Motion to approve the purchase of 8 LED Touch Displays for the Middle School in amount of \$18,672.00 from CDW Government Inc. under contract ESCNJ 18/19-03 using Title IA Grant Funds.

\*24. Motion to approve the purchase of the following from CDW Government Inc. under contract ESCNJ 18/19-03 using ESSER II Grant Funds:

8 LED Touch Displays	\$ 18,672.00
300 Chrombooks with software upgrade and cases	\$108,150.00
Computer Lab for High School Room 328	\$ 38,925.30
Computer Cart for High School Room 323	\$ 18,550.00
Computer Cart for High School Room 210	\$ 22,260.00

\*25. Motion to approve a 24-Month Renewal with Benecard Services, LLC/Rx Alliance effective July 1, 2022 through June 30, 2024.

\*26. Motion to include the Garden State Health Plan effective July 1, 2022 as an option to eligible employees.

\*27. Motion to approve the offering of an employee voluntary vision program, VSP Vision Care, with rates guaranteed, from July 1, 2022 through June 30, 2026, as per attached. (Employee paid no cost to district)

\*28. Motion to accept, with gratitude, the donation of books for Social Studies from William R. Fernekes with a value of \$139.00, pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

Approval of Budget & Finance Motions

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

**O. Public Comment**

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

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

Approval to go into Second Executive Session

Approval to Reconvene

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

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

## Approval to Adjourn

MOTION:		SECOND:		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				
Molly Fraumeni				
Jean Hansen				
Eric Horton				
Sam Knutson				
Lisa Marshall				
Eric Walls				
Christopher Cannavo				
Corey Piasecki				

**\*Roll Call**

**Attachment****"A"****Tenured, Certificated Teaching Staff:**

<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>
Andreoli, Noelle	M	N	\$ 88,568
Angebrandt, Christina	B+15	F	\$ 62,948
Annecciarico, Theresa	M	O	\$ 91,283
Apostol, Lori	B+15	O	\$ 87,233
Arminio, Brittany	M+15	K	\$ 80,753
Arminio, Michael	M+15	K	\$ 80,753
Balas, Deana	B+15	I	\$ 69,758
Balas, Jeffrey	M+30	O	\$ 95,333
Barillari, Salvatore	BA	I	\$ 67,733
Bartek, Mary Kaye	M+30	M1	\$ 90,158
Becker, Rebecca	BA	M	\$ 77,573
Besser, Joseph	M+45	O	\$ 97,358
Best, Amanda	M+45	O	\$ 97,358
Borrelli, Meredith	M+15	O	\$ 93,308
Bublitz, Megan	BA	G	\$ 62,933
Burstein, Brigitte	M+30	O	\$ 95,333
Cahill, Jessica	BA	M1	\$ 80,033
Chapman, Theresa	M+30	O	\$ 95,333
Chiara, Carmello	BA	J	\$ 70,193
Chiara, Kristen	B+15	L	\$ 77,138
Clark, Jessica	M	M1	\$ 86,108
Clark, Nicole	BA	H	\$ 65,273
Cornec, Alda	M	O	\$ 91,283
Cuomo, Marshall	BA	G	\$ 62,933
Curran, Thomas	M	O	\$ 91,283
DeStefano, Risa	M+15	N	\$ 90,593
Detrick, Daryl	M+45	O	\$ 97,358
Devine, Margaret	M+45	O	\$ 97,358
DeVivo, Diane	M+45	O	\$ 97,358
Di Cosmo, Ilona D.	M	O	\$ 91,283
Diveny, Daniel	BA	O	\$ 85,208
Downs, Timothy	M+45	O	\$ 97,358
Duryea, Bonita	BA	O	\$ 85,208
Edmonds, Jodi	BA	O	\$ 85,208
Eilenberger, Kim	M+45	O	\$ 97,358
Eisner, Ari	M	O	\$ 91,283
Fahy, Teresa	M	O	\$ 91,283
Feldman, Jennifer	M+15	I	\$ 75,833
Flowers, Courtney	M	M1	\$ 86,108
Forsythe, Marla	B+15	N	\$ 84,518
Fretz, Sharon	M	O	\$ 91,283

**Tenured, Certificated Teaching Staff:**

<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>
Frey, Alison	M+15	K	\$80,753
Gaffney, Michelle	M+45	O	\$97,358
Garcia, Lourdes	M+45	O	\$97,358
Garofalo, Ingrid	M	M1	\$86,108
Giamoni, Jennifer	M+15	O	\$93,308
Graf, Jason	M	M1	\$86,108
Green, Craig	M+15	O	\$93,308
Harris, Gabriela	M	L	\$81,188
Heine, John	M+30	O	\$95,333
Helle, Alexandra	M	L	\$81,188
Heslin, Heather	M+45	O	\$97,358
Hickerson, Cedric	M	O	\$91,283
Hoffman, Courtney	M+15	O	\$93,308
Horn, Kevin	M+15	O	\$93,308
Hosbach, Jarrett	M	O	\$91,283
Jacobson, Alivya	BA	G	\$62,933
Kablis, Emily	BA	K	\$72,653
Kablis, Patrick	M	M1	\$86,108
Karabinus, Stephanie	M	O	\$91,283
Kavcak, Kimberly	BA	O	\$85,208
Kerr, Laurie	M+45	O	\$97,358
Klinder, Shannon	M	O	\$91,283
Kubbishun, Lee Ann	M+45	O	\$97,358
Kurpat, Kenneth	M+45	O	\$97,358
Ladiana-Flanery, Rebecca	M	O	\$91,283
LaFrance, Jacqueline	B+15	O	\$87,233
Latino, Nicole	BA	I	\$67,733
Laubach, McKenzie	BA	O	\$85,208
Laws, Cynthia	BA	O	\$85,208
Legora, Gina	M+15	O	\$93,308
Longo, Jodi	M	M	\$83,648
Loro, Alison	M	N	\$88,568
Lutz, Jeremy	M	O	\$91,283
Makoski, Abigail	M+15	O	\$93,308
Manfra, Toni	M+45	O	\$97,358
McGeehan, Meghan	M+15	O	\$93,308
McKelvey, Geri	M+45	O	\$97,358
McKeown, Elizabeth	M+45	O	\$97,358
Mendes, Cesar	BA	N	\$82,493
Miksch, Danielle	M	O	\$91,283
Morgan, Jessica	M+15	O	\$93,308

**Attachment****"A"****Tenured, Certificated Teaching Staff:**

Employee Name	Guide	Step	Salary
Muffley, Tammy	M	O	\$ 91,283
Muroski, Laura	M+45	O	\$ 97,358
Nicolosi, Elizabeth	M	M1	\$ 86,108
Nordmark, Joshua	B+15	O	\$ 87,233
Nunnenkamp, Trisha	M	O	\$ 91,283
Oakley, Andrew	M	M	\$ 83,648
O'Brien, Patrick	M+30	O	\$ 95,333
Okladek, Jill	M+45	O	\$ 97,358
O'Neal, Catherine	M+45	O	\$ 97,358
O'Neill, Jesse	M+30	O	\$ 95,333
O'Rourke, Jennifer	B+15	N	\$ 84,518
Patricia, Richard	M	O	\$ 91,283
Paulus, Tara	BA	L	\$ 75,113
Piancone, Michael	M+45	O	\$ 97,358
Potter, Josephine	B+30	O	\$ 89,258
Pysher, Lisa	M+15	O	\$ 93,308
Quinto, Michael	B+15	O	\$ 87,233
Rader, David	BA	O	\$ 85,208
Rader, Jessica	M+15	O	\$ 93,308
Ranalli, Hope	M+45	M	\$ 89,723
Ricardo-Regan, Gina	M+45	O	\$ 97,358
Rokosny, Debra	B+15	O	\$ 87,233
Ross, Lyandra	M+30	I	\$ 77,858
Russak, Ellen	M+45	O	\$ 97,358
Russell, Jennifer	M+30	O	\$ 95,333
Sarlo, Nicholas	M+45	K	\$ 84,803
Sbriscia, David	M	L	\$ 81,188
Sbriscia, Kristyn	B+15	J	\$ 72,218

**Tenured, Certificated Teaching Staff:**

Employee Name	Guide	Step	Salary
Setzer, Sharyn	M+45	O	\$97,358
Sigona, Vittoria	BA	N	\$82,493
Silvis, Nicole	M	O	\$91,283
Slack, Adam	M+45	N	\$94,643
Slane, Laura	M+15	O	\$93,308
Smith, Lisa Ann	B+15	G	\$64,958
Smith, Mark	M+15	O	\$93,308
Smola, Renee	M+45	O	\$97,358
Solecitto, Jacqueline	M	M	\$83,648
Solecitto, Todd	B+15	I	\$69,758
Strohl-McKinney, Mary Ann	M+15	O	\$93,308
Togno, Laura	BA	I	\$67,733
Tomasino, Kimberly	M+30	K	\$82,778
Tooker, Elise	M	G	\$69,008
Tuxhorn, Elena	BA	I	\$67,733
Tyburczy, Christine	B+15	O	\$87,233
Viglianco, Nancy	B+30	O	\$89,258
Voight, Lauren	M	O	\$91,283
Weisenstein, Lisa	M+15	O	\$93,308
White, Allison	M	O	\$91,283
Wight, Heather	M+45	O	\$97,358
Willis, Jeremy	BA	O	\$85,208
Wilson, Theresa	M+45	O	\$97,358
Wright, Alyssa	M+30	G	\$73,058
Yanoff, Cheryl	M	K	\$78,728
Young, Sandra	B+15	O	\$87,233
Zavacki, Timothy	M+15	O	\$93,308

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

Employee Name	Guide	Step	Salary	Tenure Eligibility Date
Bloom, Robin	M	E	\$ 65,633	8/28/2022
deBoer, Genevieve	M	E	\$ 65,633	8/28/2022
Guikema, Shawna	M	O	\$ 91,283	8/28/2022
Labrit-Petrewski, Nicole	M	L	\$ 81,188	8/28/2022
McGann, Michele	M+45	O	\$ 97,358	8/28/2022
Miraglia, Tasjaana	BA	E	\$ 59,558	8/28/2022
Smith, Patricia	BA	E	\$ 59,558	8/28/2022
Brigode-Katstra, Linda (.50 FTE)	M	G	\$ 34,504	9/2/2022
Bayer, Nicole	M	E	\$ 65,633	1/22/2023

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

<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>
Bamford, Joseph	BA	D	\$ 59,058
Bendorf, Tarra	BA	L	\$ 75,113
Bracey, Elizabeth	M	C	\$ 64,883
Connelly, Kelsey	M	E	\$ 65,633
Dell Elba, Matthew	M	F	\$ 66,998
Diaz, Evelyn	M	N	\$ 88,568
Falzarano-Alves, LeeAnn	M	N	\$ 88,568
Fisher, Zachary	B+15	F	\$ 62,948

**Non-Tenured, Certificated Teaching Staff:**

<b>Employee Name</b>	<b>Guide</b>	<b>Step</b>	<b>Salary</b>
Flora, Maureen	M	N	\$88,568
Gurdineer, Marcus	M+30	G	\$73,058
Horber, Janine	M	D	\$65,133
Krause, Laura	M+30	M1	\$90,158
Lerch, Karen	B+15	M1	\$82,058
Montgomery, Daniel	M	D	\$65,133
O'Melia, Cheryl	M+30	F	\$71,048
Reichard, Sarah	M+15	K	\$80,753

**Attachment: "D"****School Security Personnel**

<b>NAME</b>	<b>Step</b>	<b>Salary</b>
Andoldi, Steven	6	\$ 35,943
Bifano, Steven	9	\$ 38,043
Duart, Joseph	6	\$ 35,943
Falzone, Maureen	5	\$ 35,243
Hibbett, Robert	6	\$ 35,943
Politano, Charmaine	10	\$ 38,743
Tiger, Jodie	7	\$ 36,643
Tighe, Steven	6	\$ 35,943

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**Attachment: "E"****Technology Personnel**

<b>Name</b>	<b>Salary</b>
Fox, William	\$ 101,207
Miller, Logan	\$ 56,981
Smith, Ronald	\$ 47,380

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

<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Salary</b>
Kavcak, Christopher	High School Principal	\$ 5	\$ 130,822.09
Remondelli, Nicholas	Middle School Principal	\$ 5	\$ 120,385.41
Barker, Glenn	High School Assistant Principal	\$ 7	\$ 107,970.16
Rader, Susan	High School Assistant Principal	\$ 14	\$ 116,670.66
Cacchio, Robert	Middle School Assistant Principal	\$ 3	\$ 101,680.63
Brown, Amanda	Supervisor of World Language/Health/PE/Fine Arts	\$ 7	\$ 106,921.90
Dennison, Keith	Supervisor of English and Social Studies	\$ 7	\$ 106,921.90
Apple, Heather	Supervisor of Math and Science	\$ 7	\$ 106,921.90

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

<b>Name</b>	<b>Tenure Eligibility Date</b>	<b>Position</b>	<b>Step</b>	<b>Salary</b>
Rowlin, Mary Louise	7/1/2022	Supervisor of Special Services	\$ 4	\$ 114,329.56
Jones, Michael	8/23/2022	Athletic Director	\$ 4	\$ 115,917.47

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*All 20-21 WHRAA Salaries remain in effect for the 22-23 school year, pending contract negotiations*

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

<b>Name</b>	<b>Base Salary</b>	<b>Guide / Step</b>	<b>Total Salary</b>
Arguello, Jacqueline	\$ 43,070	SEC / 7	\$ 43,070
Bracey, Jean	\$ 53,044	SEC / 18	\$ 53,044
Comerro-Page, Christina	\$ 52,045	SEC / 17	\$ 52,045
Conaboy, Michelle	\$ 22,973	(Part time) SEC / 5	\$ 22,973
Fulse, Holly	\$ 53,044	SEC / 18	\$ 53,044
Hyman, Jill	\$ 55,562	SEC OG	\$ 55,562
Sarte, Sherry	\$ 53,044	SEC / 18	\$ 53,044
Tomek, Sherri	\$ 55,562	+ \$5,828 (CBA Grandfathered Longevity) SEC OG	\$ 61,390
Wright, Robin	\$ 53,044	SEC / 18	\$ 53,044

**Tenured, 10 Month Secretarial Staff:**

<b>Name</b>	<b>Base Salary</b>	<b>Total Salary</b>
Watts, Elaine	\$ 39,056	\$ 39,056

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

<b>Name</b>	<b>Base Salary</b>	<b>Total Salary</b>
Parfit, Lori	\$ 53,044	\$ 53,044
Brennan, Carol	\$ 53,044	\$ 53,044
DiMaio, Janice	\$ 43,890	\$ 43,890

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

<b>Name</b>	<b>Guide</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Lead</b>	<b>IPM</b>	<b>Black Seal</b>	<b>Total Salary</b>
Arnold, Bernard	CUST	8	\$ 38,603					\$ 38,603
Bogli, Nicole	CUST	12	\$ 42,088				\$ 1,200	\$ 43,288
Carolus, Scott	CUST	14	\$ 43,878				\$ 1,200	\$ 45,078
Eick, Maureen	CUST	OG2	\$ 58,657	\$ 1,500	\$5,000		\$ 1,200	\$ 66,357
Esposito, Scott	CUST	7	\$ 38,033					\$ 38,033
Gonzalez, Jenny	CUST	8	\$ 38,603					\$ 38,603
Johnson, Lori	CUST	12	\$ 42,088				\$ 1,200	\$ 43,288
Kahutka, Deborah	CUST	OG1	\$ 52,384	\$ 2,050				\$ 54,434
Katrensky, Rita	CUST	10	\$ 40,298				\$ 1,200	\$ 41,498
Laferriere, Tristan	CUST	6	\$ 37,533					\$ 37,533
Paulus, Deborah	CUST	10	\$ 40,298					\$ 40,298
Phillips, William	CUST	OG2	\$ 58,657		\$5,000		\$ 1,200	\$ 64,857
Schaffer, Johnathan	CUST	7	\$ 38,033					\$ 38,033
VanNorman, Jeffrey	CUST	6	\$ 37,533					\$ 37,533
Zoubir, Abdelatif	CUST	6	\$ 37,533					\$ 37,533

**Maintenance Skilled Workers:**

<b>Name</b>	<b>Guide</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Lead</b>	<b>IPM</b>	<b>Black Seal</b>	<b>Total Salary</b>
O'Connor, Michael	MAINT	20	\$ 64,248					\$ 64,248
Riccardi, Richard	MAINT	OG2	\$ 74,220	\$ 2,050			\$ 1,200	\$ 77,470
Tauriello, Nicholas	MAINT	20	\$ 64,248				\$ 1,200	\$ 65,448

**Grounds Workers:**

<b>Name</b>	<b>Guide</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Lead</b>	<b>IPM</b>	<b>Black Seal</b>	<b>Total Salary</b>
Bamford, Jerry	GROUND	OG2	\$ 60,225	\$ 2,050		\$1,200		\$ 63,475
Osmun, Allen	GROUND	6	\$ 42,533					\$ 42,533
Gilby, Jacob	GROUND	3	\$ 41,023					\$ 41,023