

**WARREN HILLS REGIONAL BOARD OF EDUCATION**

**April 26, 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

Roll call was taken by Mrs. Donnamarie Palmiere. Members present were Christopher Cannavo, Molly Fraumeni, Jean Hansen, Sam Knutson, Eric Horton, Lisa Marsball, and Corey Piasecki. Also present were Earl Clymer, Dennis Mack, and Donnamarie Palmiere. Joseph Bodenschatz and Eric Walls were absent.

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*

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 Mr. Cannavo and seconded by Mrs. Marshall to go into Executive Session at 6:30 p.m. with full board consent.

D. Reconvene: 7:14 p.m.

Approval to Reconvene

Motion by Mr. Cannavo and seconded by Mr. Horton to go into Open Session at 7:14 p.m. with full board consent.

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 5, 2022 Regular & Executive Session Meetings

Motion by Mrs. Marshall and seconded by Mrs. Fraumeni to approve the minutes of the April 5, 2022 Regular and Executive Session Meeting.

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

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

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

- BOE meeting moved from June 7 to June 14
- May is Mental Health Month – District Metal Health Team plans to bring awareness, activities and information to students, parents and Faculty & Staff
- Save The Date Events:
  - May 13 - Warren County Prosecutor’s Office Health and Wellness Field Day Event
  - May 14 - Hills Fest - Sponsored by Warren Hills Peer Leaders and Streak Nation
  - May 14 - Wall of Fame Banquet

G. Presenter(s): Drama Club – Mamma Mia review  
2022-2023 Public Budget Hearing – Donnamarie Palmiere & Earl Clymer

## 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.

District Goal #1 - Mr. Clymer and the supervisor's will be presenting the Start Strong Assessment to the Ed & Policy Committee.

District Goal #3 – The Administration had a scheduling meeting earlier in the day.

District Goal #4 – The month of May is Mental Health awareness month and the Mental Health Team has various events planned. Also, Mrs. Rowlan had a guest speaker present to the SEPAC.

## I. Committee Reports

<b>Committee</b>	<b>Date</b>	<b>Discussion</b>
Finance, Facilities & Transportation	April 20, 2022	By Chair: Sam Knutson
Education, Policy & Technology	April 6, 2022	By Chair: Scott Bodenschatz
Personnel & Student Activities	No meeting held	By Chair: Eric Walls
Negotiations	No meeting held	By Chair: Lisa Marshall

Mr. Knutson reported that the Finance, Facilities & Transportation committee met and visited the Excel Building to review the change orders.

Mr. Clymer reported that the Education, Policy & Technology committee met and reviewed the school calendar, Middle School bell schedule, revision of I&E period at Middle School, program for the Excel Building, uniforms in school, Home School policy and Use of Technology policy.

**J. Old Business**

**K. New Business**

Mrs. Marshall will make a motion to add a resolution regarding HIB decision.

**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.

None

**M. ACTION ITEMS**

Motion made by Mrs. Marshall and seconded by Mr. Cannavo to add the following resolution under Education and Policy:

\*3. Motion to affirm the administrative decision on Middle School HIB Case #009.

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

## I. PERSONNEL

Motion by Mrs. Fraumeni and seconded by Mrs. Hansen to accept the recommendation of the Superintendent to approve and adopt motions I.1 to I.12 as 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	Brittany Arminio	Approve	Mathematics Teacher	\$76,877	High School	2/1/22	6/30/22	Movement on Guide to M+15, Step J-10
2	Deana Marie Balas	Approve	Business Teacher	\$65,882	High School	2/1/22	6/30/22	Movement on Guide to B+15, Step H-8
3	Linda Brigode Katstra	Approve	School Nurse	\$65,582	District	2/1/22	6/30/22	Movement on Guide to M, Step F-6
4	Michele McGann	Approve	Special Education Teacher	\$95,942	High School	9/1/21	6/30/22	Movement on Guide to M+45, Step O-18
5	Jacqueline Solecitto	Approve	Gifted & Talented Teacher	\$79,772	Middle School	2/1/22	6/30/22	Movement on Guide to M, Step L-12
6	Todd Solecitto	Approve	Mathematics Teacher	\$65,882	High School	2/1/22	6/30/22	Movement on Guide to B+15, Step H-8
7	Lyandra Ross	Approve	Special Education Teacher	\$73,982	High School	9/1/21	6/30/22	Movement on Guide to M+30, Step H-8
8	Zachary Fisher	Approve	Social Studies Teacher	\$60,167	High School	9/1/21	6/30/22	Movement on Guide to B+15, Step E-5
9	Meghan McGeehan	Approve	Social Studies Teacher	\$91,892	High School	9/1/21	6/30/22	Movement on Guide to M+15, Step O-18
10	Adam Slack	Approve	Educational Technology Teacher	\$90,767	High School	9/1/21	6/30/22	Movement on Guide to M+45, Step N-14
11	Karen Lerch	Approve	German Teacher	\$78,182	Middle School	2/1/22	6/30/22	Movement on Guide to B+15, Step M-13
12	Katherine Winch	Approve	Substitute Teacher	\$130/day	District	4/27/22	6/30/22	All paperwork complete & on file
13	Valerie Palmer	Approve	Substitute Teacher	\$130/day	District	4/27/22	6/30/22	All paperwork complete & on file
14	Frank May	Approve	Substitute Teacher	\$130/day	District	4/27/22	6/30/22	All paperwork complete & on file
15	Skylar Patricia	Approve	Substitute Teacher	\$130/day	District	4/27/22	6/30/22	Pending receipt of all required paperwork

\*2. Motion to approve employment of the attached personnel list "A" of tenured, certificated teaching staff for the 2021-2022 school year. (Attachment A)

\*3. 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 2021-2022 school year. (Attachment B)

\*4. Motion to approve employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2021-2022 school year. (Attachment C)

\*5. Motion to approve employment of personnel Attachment “D” of School Security Personnel for the 2021-2022 school year. (Attachment D)

\*6. Motion to approve employment of the attached personnel list “E” technology personnel for the 2021-2022 school year. (Attachment E)

\*7. Motion to approve employment of the attached personnel list “F” tenured secretaries for the 2021-2022 school year. (Attachment F)

\*8. Motion to approve employment of the attached personnel list “G” non-tenured secretaries for the 2021-2022 school year. (Attachment G)

\*9. Motion to approve employment of personnel Attachment “H” of Custodial/Grounds/Maintenance personnel for the 2021-2022 school year. (Attachment H)

\*10. Motion to approve employment of the attached personnel list “I” Paraprofessional staff for the 2021-2022 school year. (Attachment I)

\*11. Motion to approve the attached personnel list “J” with adjusted salaries for the 2021-2022 school year. (Attachment J)

\*12. Motion to approve the following medical / inaternity leave of absence:

Code No.	Employee	Reason	Position	Location	Leave Start Date	Paid Days to be used	Unpaid FMLA Start Date	Unpaid NJFLA Start Date	Unpaid Leave without Benefits	Return Date	Discussion
1	35480300	Paternity	Teacher	MS	On or about 8/25/22	0	8/25/22	8/25/22	N/A	On or about 11/7/22	N/A

**Approval of Personnel Motions**

MOTION: Molly Fraumeni		SECOND: Jean Hansen		
Name	Ayes	Nayes	Abstain	Absent
Joseph Bodenschatz				X
Molly Fraumeni	X			
Jean Hansen	X			
Eric Horton	X			

Sam Knutson	X			
Lisa Marshall	X			
Eric Walls				X
Christopher Cannavo	X			
Corey Piasecki	X			

## II. EDUCATION AND POLICY

Motion by Mr. Cannavo and seconded by Mrs. Marshall to accept the recommendation of the Superintendent to approve and adopt motions II.1 through II.3, as described below:

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

MS – 21-22 - 016  
 HS - 21-22 - 009

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

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	LeeAnn Kubbishun, Hope Ranalli & Nicole Silvis	Alternative Learning classes for pro-social/team building	Transportation & 1 Substitute	N/A

- \*3. Motion to affirm the administrative decision on HIB Case MS-21-22- #009.

### Approval of Education & Policy Motions

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

**III. BUDGET AND FINANCE**

Motion by Mr. Knutson and seconded by Mrs. Fraumeni to accept the recommendation of the Superintendent to approve and adopt motions III. 1 through III.6 as amended and described below:

\*1. Motion to approve the bill list for the period April 6, 2022 through April 26, 2022 in the amount of \$1,995,114.81.

\*2. Motion to approve the following Special Education Tuition Contracts for the 2022-2023 extended school year:

<b>Student</b>	<b>School</b>	<b>Amount</b>	<b>Effective</b>
5069252966	Morris-Union Jointure	\$16,637.00	6/28/22-8/9/22
9922647153	Morris-Union Jointure	\$16,637.00	6/28/22-8/9/22
2612772623	Morris-Union Jointure	\$16,637.00	6/28/22-8/9/22
4647598092	Morris-Union Jointure	\$16,637.00	6/28/22-8/9/22

3. Motion to approve change order No. 007 for the Excel Building in the amount of \$125,274.32 taking the balance of \$7,274.37 from general allowance and increasing the contract by \$117,999.95. This is for the following additional concrete and masonry modifications to prevent moisture infiltration:

- 1) Chimney Repointing \$19,300.00
- 2) Remediation and Infill at 3 Window Locations \$37,400.00
- 3) Exterior Permitter Channel Drain \$46,750.00
- 4) Concrete Slab Replacement at Exterior Double Door \$ 5,650.00

\*4. Motion to accept, with gratitude, the donation of \$250.00 from Builders General Supply Company for the Best Buddies Student Activity Account pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

\*5. Motion to accept, with gratitude, the donations from Terry Lawton in the amount of \$100.00 for the High School Scholarship Student Activity Account and \$50.00 for the High School Band Student Activity Account pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS



\*6. **BE IT RESOLVED** to approve the 2022-2023 School District Budget as follows:

	<b>GENERAL</b>	<b>SPECIAL</b>	<b>DEBT</b>	
	<b><u>FUND</u></b>	<b><u>REVENUES</u></b>	<b><u>SERVICE</u></b>	<b><u>TOTAL</u></b>
<b>2022-23 Total Expenditures</b>	\$40,156,197	\$479,433	\$2,210,792	\$42,846,422
<b>Less: Anticipated Revenues</b>	<u>\$16,354,723</u>	<u>\$479,433</u>	<u>\$17,280</u>	<u>\$16,851,436</u>
<b>Taxes to be Raised</b>	\$23,801,474	0	\$2,193,512	\$25,994,986

And to advertise said tentative budget in the Express Times in accordance with the form suggested by the State Department of Education and according to law; and

**BE IT FURTHER RESOLVED**, that a public hearing on the budget for the 2022-2023 school year will be held on April 26, 2022 at 7:15 PM at the Warren Hills Regional Board of Education Administration Building located at 89 Bowerstown Road, Washington, NJ 07882.

**BE IT FURTHER RESOLVED**, that the Board of Education approves the following Capital Reserve Account Withdrawal for the 2022-2023 budget:

Excel Building Upgrades	Excel Building	\$ 500,000.00
Boiler Replacement	HS/MS	\$ 300,000.00
Roof Replacement	High School	\$ 356,717.00
Theater Lighting	Middle School	\$ 48,355.00
Parking Lot	Excel/Admin Building	\$ 300,000.00
Security Camera Upgrade	District Wide	\$ 250,000.00
HVAC	Rooftop Units	\$ 1,075,000.00
	<b>TOTAL</b>	<b>\$ 2,830,072.00</b>

**BE IT FURTHER RESOLVED**, in accordance with N.J.S.A. 18A:19-1, that for the 2022-2023 school year the annual maximum for regular business travel shall be \$1,500 per employee.

Further approve, that for the 2022-2023 school year the Warren Hills Regional Board of Education shall set \$56,000 as the maximum travel expenditure amount for the budget year.

Further approve, in accordance with N.J.A.C. 6A:23A-5.2 and N.J.A.C. 6A-9.3 (c)14, the maximum dollar limit for public relations and professional services of: \$20,000 for printing services, \$182,500 for legal services, \$47,000 for auditing services, \$25,000 for Architect of Record services and \$12,750 for professional services related to public relations for the 2022-2023 school year.

Further approve, in accordance with N.J.A.C. 6A:23A-5.8 the dollar threshold for awards to recognize special accomplishments at \$35.00 per student for the 2022-2023 school year

**Approval of Budget & Finance Motions**

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

**O. Public Comment**

Several members of the public had questions and comments regarding selection of coaches and the bowling team.

Mr. Piasecki closed public comment.

**P. Second Executive Session 8:09 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) *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. No action will be taken

Approval to go into Second Executive Session

Motion by Mrs. Marshall and seconded by Mr. Cannavo to go into Executive Session at 8:09 p.m. with full board consent to discuss personnel matters.

Approval to Reconvene

Motion by Mr. Knutson and seconded by Mr. Cannavo to go into Open Session at 8:15 p.m. with full board consent.

**Q. Adjournment 8:15 p.m.**

Approval to Adjourn

Motion by Mrs. Fraumeni and seconded by Mr. Cannavo to adjourn at 8:15 p.m. with full board consent.

Respectfully submitted,

Donnamarie Palmiere  
Business Administrator/Board Secretary

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

Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Andreoli, Noelle	M	N	\$84,692	Kavcak, Kimberly	BA	O	\$83,792
Angebrandt, Christina**	B+15	E	\$60,167	Kerr, Laurie	M +45	O	\$95,942
Annecciarico, Theresa	M	O	\$89,867	Klinder, Shannon	M	O	\$89,867
Apostol, Lori	B+15	O	\$85,817	Kubbishun, Lee Ann	M +45	O	\$95,942
Arminio, Brittany (Catalan)	M	J	\$74,852	Kurpat, Kenneth	M +45	N1	\$93,227
Arminio, Michael	M +15	J	\$76,877	Ladiana-Flanery, Rebecca	M	O	\$89,867
Balas, Deana	BA	H	\$63,857	LaFrance, Jacqueline	B+15	N1	\$83,102
Balas, Jeffrey	M +30	O	\$93,917	Latino, Nicole	BA	H	\$63,857
Bamford, Cynthia	M	O	\$89,867	Laubach, McKenzie	BA	O	\$83,792
Barillari, Salvatore	BA	H	\$63,857	Laws, Cynthia	BA	O	\$83,782
Barr, Christal	M +15	N1	\$89,177	Legora, Gina	M +15	N1	\$89,177
Bartek, Mary Kaye	M +30	M	\$86,282	Longo, Jodi	M	L	\$79,772
Becker, Rebecca	BA	L	\$73,697	Loro, Alison	M	N	\$84,892
Besser, Joseph	M +45	O	\$95,942	Lutz, Jeremy	M	O	\$89,867
Best, Amanda	M +45	O	\$95,942	Manfra, Toni	M +45	O	\$95,942
Borrelli, Meredith	M +15	O	\$91,892	McGeehan, Meghan	M	O	\$89,867
Bublitz, Megan	BA	F	\$59,507	McKelvey, Geri	M +45	O	\$95,942
Burstein, Brigitte	M +30	N1	\$91,202	McKeown, Elizabeth	M +45	O	\$95,942
Cahill, Jessica	BA	M	\$76,157	Mendes, Cesar	BA	N	\$78,617
Chapman, Theresa	M +30	O	\$93,917	Miksch, Danielle	M	O	\$89,867
Chiara, Carmello	BA	I	\$66,317	Morgan, Jessica	M +15	N1	\$89,177
Chiara, Kristen**	B+15	K	\$73,282	Muffley, Tammy	M	O	\$89,867
Clark, Nicole	BA	G	\$61,517	Muroski, Laura	M +45	O	\$95,942
Cornec, Alda	M	O	\$89,867	Nicolosi, Elizabeth	M	M	\$82,232
Cuomo, Marshall	BA	F	\$59,507	Nordmark, Joshua	B+15	O	\$85,817
Curran, Thomas	M	O	\$89,867	Nunnenkamp, Trisha	M	O	\$89,867
DeStefano, Risa	M +15	N	\$86,717	Oakley, Andrew	M	L	\$79,772
Detrick, Daryl	M +45	O	\$95,942	O'Brien, Patrick	M +30	O	\$93,917
Devine, Margaret	M +45	O	\$95,942	Okladek, Jill	M +45	O	\$95,942
DeVivo, Diane	M +45	O	\$95,942	O'Neal, Catherine	M +45	O	\$95,942
Di Cosmo, Ilona D.	M	O	\$89,867	O'Neill, Jesse	M +30	O	\$93,917
Diveny, Daniel	BA	O	\$83,792	O'Rourke, Jennifer	B+15	N	\$80,842
Downs, Timothy	M +45	O	\$95,942	Patricia, Richard	M	O	\$89,867
Duryaa, Bonita	BA	O	\$83,792	Paulus, Tara	BA	K	\$71,237
Edmonds, Jodi	BA	O	\$83,792	Piancona, Michael	M +45	O	\$95,942
Eilenbarger, Kim	M +45	O	\$95,942	Potter, Josephine	B +30	O	\$87,842
Eisner, Ari	M	O	\$89,867	Pysher, Lisa	M +15	O	\$91,892
Fahy, Teresa	M	O	\$89,867	Quinto, Michael	B+15	O	\$65,817
Feldman, Jennifer	M +15	I	\$74,417	Rader, David	BA	O	\$83,792
Flowers, Courtney	M	M	\$82,232	Rader, Jessica	M +15	O	\$91,892
Forsythe, Maria	B+15	N	\$80,642	Ranalli, Hope	M +45	L	\$85,847
Fretz, Sharon	M	N1	\$87,152	Ricardo-Regan, Gina	M +45	O	\$95,942
Frey, Alison	M +15	J	\$76,877	Rokosny, Debra	B+15	O	\$85,817
Gaffney, Michelle	M +45	O	\$95,942	Ross, Lyandra	M +15	H	\$71,957
Garcia, Lourdes	M +45	O	\$95,942	Russak, Ellen	M +45	O	\$95,942
Garofalo, Ingrid**	M	M	\$82,232	Russell, Jennifer (Cavo)	M +30	O	\$93,917
Giamoni, Jennifer	M +15	O	\$91,892	Sarlo, Nicholas	M +45	J	\$80,927
Graf, Jason	M	M	\$82,232	Sbriscia, David	M	K	\$77,312
Green, Craig	M +15	O	\$91,892	Sbriscia, Kristyn	B+15	I	\$68,342
Harris, Gabriela	M	K	\$77,312	Setzer, Sharyn	M +45	O	\$95,942
Heine, John	M +30	O	\$93,917	Sigona, Vittoria	BA	N	\$78,617
Helle, Alexandra	M	K	\$77,312	Silvis, Nicole	M	O	\$89,867
Heslin, Heather	M +45	O	\$95,942	Slack, Adam	M +15	N	\$86,717
Hickerson, Cedric	M	O	\$89,867	Slane, Laura	M +15	O	\$91,892
Hoffman, Courtney	M +15	O	\$91,892	Smith, Mark	M +15	N1	\$89,177
Horn, Kevin	M +15	O	\$91,892	Smola, Renea	M +45	O	\$95,942
Hosbach, Jarrett	M	O	\$89,867	Solecitto, Jacqueline	B+15	L	\$75,722
Kablis, Emily	BA	J	\$68,777	Solecitto, Todd	BA	H	\$63,857
Kablis, Patrick	M	M	\$82,232	Strohl-McKinney, Mary Ann	M +15	O	\$91,892
Karabinus, Stephanie	M	O	\$89,867	Togno, Laura	BA	I	\$66,317

\*\* 21-22 No Increment Credit (Article XII, Section E.b)

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

Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Tooker, Elise	M	F	\$65,582	Wight, Heather	M +45	O	\$95,942
Tuxhorn, Elena	BA	H	\$63,857	Willis, Jeremy	BA	O	\$83,792
Tyburczy, Christine	B+15	O	\$85,817	Wilson, Theresa	M +45	O	\$95,942
Viglianco, Nancy	B +30	O	\$87,842	Wright, Alyssa	M +30	F	\$69,632
Voight, Lauren	M	O	\$89,867	Young, Sandra	B+15	O	\$85,817
Weisenstein, Lisa	M +15	O	\$91,892	Zavacki, Timothy	M +15	O	\$91,892
White, Allison	M	O	\$89,867				

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

Employee Name	Guide	Step	Salary	Tenure Eligibility Date
Clark, Jessica	M	M	\$82,232	9/2/2021
Makoski, Abigail	M +15	O	\$91,892	9/2/2021
Yanoff, Cheryl	M	J	\$74,852	9/2/2021
Tomasino, Kimberly	M +30	J	\$78,902	10/19/2021
Jacobson, Alivya	BA	F	\$59,507	12/18/2021
Smith, Lisa Ann	B+15	F	\$61,532	4/12/2022

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

Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Bamford, Joseph	BA	C	\$57,392	Flora, Maureen	M	N	\$84,692
Bayer, Nicole	M	D	\$63,717	Guikema, Shawna	M	N1	\$87,152
Bloom, Robin	M	D	\$63,717	Gurdineer, Marcus	M +30	F	\$69,632
Brigode-Katstra, Linda+	B+15	F	\$61,532	Labrit-Petrewski, Nicole	M	K	\$77,312
Connelly, Kelsey	M	D	\$63,717	McGann, Michele	M	O	\$89,867
deBoer, Genevieve	M	O	\$63,717	Miraglia, Tasjaana	BA	D	\$57,642
Dell Elba, Matthew	M	E	\$64,217	Montgomery, Daniel	M	C	\$63,467
Diaz, Evelyn	M	N	\$84,692	Reichard, Sarah	M +15	J	\$76,877
Fisher, Zachary	BA	E	\$58,142	Smith, Patricia	BA	D	\$57,642

\*\* 21-22 No Increment Credit (Article XIII, Section E.b)  
 + 50% American Rescue Plan, ESSER3 Funds

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

NAME	Step	Salary
Andoldi, Steven	5	\$34,785
Bifano, Steven	8	\$36,885
Duart, Joseph	5	\$34,785
Falzone, Maureen	4	\$34,085
Hibbett, Robert	5	\$34,785
Politano, Charmaine	10	\$38,285
Tiger, Jodie	6	\$35,485
Tighe, Steven	5	\$34,785

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

Name	Salary
Fox, William	\$ 98,259
Miller, Logan	\$ 55,321

\*\* 21-22 No Increment Credit (Article XIII, Section E.b)  
 + 50% American Rescue Plan, ESSER3 Funds

Attachment: "F"

Tenured, Secretarial Staff:

Tenured, 12 Month Secretarial Staff:

Name	Base Salary	Guide / Step	Total Salary
Arguello, Jacqueline	\$ 41,200	SEC / 8	\$ 41,200
Bracey, Jean	\$ 50,979	SEC / 17	\$ 50,979
Cadigan, Dana	\$ 46,270	SEC / 12	\$ 46,270
Comerio-Page, Christina	\$ 50,000	SEC / 16	\$ 50,000
Fulse, Holly	\$ 51,978	SEC / 18	\$ 51,978
Hyman, Jill	\$ 54,496	SEC OG	\$ 54,496
Sarte, Sherry	\$ 51,978	SEC / 18	\$ 51,978
Tomek, Sherri	\$ 54,496	+ \$5,828 (CBA Grandfathered Longevity) SEC OG	\$ 60,324
Wright, Robin	\$ 50,954	SEC / 18	\$ 51,978

Tenured, 10 Month Secretarial Staff:

Name	Base Salary	Total Salary
Watts, Elaine	\$ 37,265	\$ 37,265

Attachment: "G"

Non-Tenured, Secretarial Staff with eligibility for tenure on the appropriate date:

Name	Base Salary	Tenure Eligibility Date	Total Salary
Coopersmith, Kathe	\$ 48,098	SEC / 14 - 8/22/2021	\$ 48,098
Conaboy, Michelle	\$ 21,559	SEC / 4 (Part time / 4 hours per day) 3/6/2022	\$ 21,559

Attachment: "H"

Custodial / Grounds / Maintenance staff:

Name	Base Salary	Guid/Step	Longevity	Lead	IPM	Black Seal	Total Salary
Arnold, Bernard	\$ 37,358	Cust / 7		\$ 750	*Lead pro-rated 10/1/21-8/30/22		\$ 38,108
Bogli, Nicole	\$ 40,363	Cust / 11				\$ 1,200	\$ 41,563
Carolus, Scott	\$ 42,093	Cust / 13				\$ 1,200	\$ 43,293
Eick, Maureen	\$ 57,557	Cust / OG2	\$ 1,500	\$ 5,000		\$ 1,200	\$ 65,257
Gilby, Jacob	\$ 37,358	Cust / 7					\$ 37,358
Gonzalez, Jenny	\$ 37,358	Cust / 7					\$ 37,358
Johnson, Lori	\$ 40,363	Cust / 11				\$ 1,200	\$ 41,563
Kahutka, Deborah	\$ 51,284	Cust / OG1	\$ 2,050				\$ 53,334
Katrensky, Rita	\$ 38,833	Cust / 9				\$ 1,200	\$ 39,833
Kutzler, Corrie	\$ 40,363	Cust / 11				\$ 1,200	\$ 41,563
Laubach, Richard	\$ 37,358	Cust / 7					\$ 37,358
Paulus, Deborah	\$ 38,833	Cust / 9					\$ 38,833
Phillips, William	\$ 57,557	Cust / OG2		\$ 5,000		\$ 1,200	\$ 63,757
Powers, Jonathan	\$ 43,823	Cust / 15	\$ 1,500			\$ 1,200	\$ 46,523
Schaffer, Johnathan	\$ 36,993	Cust / 6					\$ 36,993

Maintenance Skilled Workers:

Name	Base Salary	Long	Lead	IPM	Black Seal	Total Salary
O'Connor, Michael	\$ 62,283	Maint / 19				\$ 62,283
Riccardi, Richard	\$ 73,120	Maint / OG2	\$ 2,050		\$ 1,200	\$ 76,370
Tauriello, Nicholas	\$ 62,283	Maint / 19			\$ 1,200	\$ 63,483

Grounds Workers:

Name	Base Salary	Long	Lead	IPM	Black Seal	Total Salary
Barnford, Jerry	\$ 59,125	Grounds / OG2	\$ 2,050	\$ 1,200		\$ 62,375
Jacobson, Paul	\$ 42,358	Grounds / 7				\$ 42,358
Osmun, Allen	\$ 41,648	Grounds / 5				\$ 41,648

\*\* 21-22 No Increment Credit (Article XIII, Section E.b)

## Attachment: I

## Paraprofessional Staff:

Employee Name	Guide	Step	Hourly Rate
Angiuoli, Kristin	AIDE HR BA	3	\$ 27.52
Arguello, Janelle	AIDE HR	2	\$ 23.52
Biasi, Andrea	AIDE HR BA	3	\$ 27.52
Bukowski, Maureen	AIDE HR BA	4	\$ 28.07
Celentano, Kimberly	AIDE HR BA	4	\$ 28.07
Congdon, Geraldine	AIDE HR	3	\$ 24.07
DeMico, Donna	AIDE HR	4	\$ 24.62
Hart, Robert	AIDE HR BA	4	\$ 28.07
Hibbett, Joanne	AIDE HR	4	\$ 24.62
Higgins, Mary	AIDE HR	4	\$ 24.62
Hubert, Patricia	AIDE HR AA	2	\$ 25.46
Jankowski, Kelly	AIDE HR	3	\$ 24.07
Kostelansky, Barbara	AIDE HR	3	\$ 24.07
Lucenti, Joelle	AIDE HR	4	\$ 24.62
McCarthy, Jennifer	AIDE HR BA	4	\$ 28.07
Merritt, Barbara	AIDE HR	4	\$ 24.62
Nelson, Barbara	AIDE HR AA	3	\$ 26.01
O'Malley, Jill	AIDE HR BA	8	\$ 30.27
Onorato, Jeremy	AIDE HR BA	2	\$ 26.97
Peluso, Dawn	AIDE HR BA	4	\$ 28.07
Perkalis, Laurie	AIDE HR AA	4	\$ 26.58
Roth, Colleen	AIDE HR BA	3	\$ 27.52
Shah, Bela	AIDE HR AA	11	\$ 30.24
Lum, Sheila (Smith)	AIDE HR BA	4	\$ 28.07
Tauriello, Carolyn	AIDE HR	4	\$ 24.62
Terrell, Toni	AIDE HR	4	\$ 24.62
Thompson, Janice	AIDE HR BA	4	\$ 28.07
Tietz, Kyla	AIDE HR BA	4	\$ 28.07
Turello, Nancy	AIDE HR	3	\$ 24.07
Turkowski, Ashley	AIDE HR	3	\$ 24.07
Weissman, Cheryl	AIDE HR BA	4	\$ 28.07
Wintersteen, Patricia	AIDE HR BA	9	\$ 30.82
Yapaola, Kimberly	AIDE HR BA	3	\$ 27.52

**ATTACHMENT J:  
RESIGNATIONS & RETIREMENTS:**

Name	Nature of Action	Position	Salary	Location	Date Effective	Date Termination	Discussion
Cascio, Lawrence	Amend	Teacher	\$95,942	Middle School	10/1/2021	10/1/2021	Step O-16, M+45. Retired 10/1/21
Garcia, Heather	Amend	Teacher	\$83,822	Middle School	12/15/2021	12/15/2021	Step L-12, M+30, Resigned effective 12/15/2021
Irzinski, Paul	Amend	Teacher	\$95,942	Middle School	11/1/2021	11/1/2021	Step O-16, M+45. Retired 11/1/21
Zamora, Louise	Amend	Teacher	\$77,312	Middle School	10/1/2021	10/1/2021	Step K-11, M. Retired 10/1/21
Bakkan, Karryn	Amend	Teacher	\$58,142	Middle School	12/31/2021	12/31/2021	Step E-5, BA Resigned effective 12/31/21. Archived tenure 9/2/21
Coopersmith, Kathe	Amend	Principal's Secretary	\$48,098	High School	2/2/2022	2/2/2022	Step 14, SEC 12 mo., Retired 2/1/22
Cadigan, Dana	Amend	Child Study Team Secretary	\$46,270	Middle School	10/11/2021	10/11/2021	Step 12, SEC 12 mo., Resigned effective 10/11/2021
Astacio, Christina	Amend	Part-time Custodian	\$17.12	Middle School	8/17/2021	8/17/2021	Will remain on substitute custodian list
Angiuoli, Kristin	Amend	Paraprofessional	\$27.52/hour	Middle School	10/8/2021	10/8/2021	Step 3, AIDE HR BA
Jacobson, Paul	Amend	Grounds Maintenance	\$42,358	District	12/8/2021	12/8/2021	Step 7, Grounds
Dilts, Georgina	Amend	Paraprofessional	\$26.56/hour	Middle School	11/16/2021	11/16/2021	Step 4, AIDE HR AA
Ladiana-Flanery, Rebecca	Amend	Teacher	\$91,253	Middle School	10/1/2022	10/2/2022	Step O-16, M. Retired 10/1/21
Gullett, Jessica	Amend	Child Study Team Secretary	\$38,783	Middle School	1/19/2022	1/19/2022	Step 1, SEC 12 mo., Resigned effective 1/19/2022
Kutzler, Corie	Amend	Custodian	\$41,563	District	2/15/2022	2/15/2022	Step 11, Custodian
Christal Barr	Amend	Counselor	\$89,177	High School	5/1/2022	5/1/2022	Step N1-15, M+15, Resigned effective 5/1/2022
Jeremy Onorato	Amend	Paraprofessional	\$26.97/hour	High School	3/24/2022	3/24/2022	Step 2, AIDE HR BA effective 3/24/2022



**NEW HIRES FOR 21-22:**

Name	Nature of Action	Position	Salary	Location	Date Effective	Date Termination	Discussion
Bendorf, Tara	Amend	Spanish Teacher	\$71,237	Middle School	10/1/2021	6/30/2022	Step K-11, BA
Jackson, Amanda	Amend	Science Teacher	\$57,142	Middle School	1/3/2022	6/30/2022	Step B-2, BA
Krause, Laura	Amend	Educational Technology Teacher	\$67,017	Middle School	8/23/2021	9/30/2021	Step A-1, MA+30
Krause, Laura	Amend	Educational Technology Teacher	\$86,282	Middle School	10/1/2021	6/30/2022	Step M-13, MA+30
Lerch, Karen	Amend	German Teacher	\$76,157	Middle School	1/3/2022	6/30/2022	Step M-13, BA
Moran, Evan	Amend	Social Studies Teacher	\$59,167	Middle School	8/23/2021	6/30/2022	Step B-2, BA+16
O'Mella, Cheryl	Amend	Mathematics Teacher	\$68,267	High School	8/23/2021	6/30/2022	Step E-5, MA+30
Bracey, Elizabeth	Amend	School Counselor	\$63,217	High School	8/23/2021	6/30/2022	Step B-2, MA
Falzarano-Alves, LeeAnn	Amend	LDTTC	\$64,692	High School	8/23/2021	6/30/2022	N-14, MA
Horber, Janine	Amend	Language Arts Teacher	\$63,467	Middle School	8/23/2021	6/30/2022	Step C-3, MA
Brennan, Carol	Amend	Guidance Secretary	\$51,978	High School	11/1/2021	6/30/2022	Replaces Lori Parfit All Paperwork complete & on file. Step 18, SEC 12 mo
Gullett, Jessica	Amend	Child Study Team Secretary	\$38,783	Middle School	11/1/2021	6/30/2022	Replaces Dana Cadigan All Paperwork complete & on file. Step 1, SEC 12 mo
Parfit, Lori	Amend	Principal's Secretary	\$51,978	High School	As soon as practical	6/30/2022	Replaces Kathe Coopersmith. Step 18, SEC 12 mo
DiMaio, Janice	Amend	Child Study Team Secretary	\$42,004	Middle School	11/1/2021	6/30/2022	All Paperwork complete & on file. Step 7, SEC 12 mo
Astacio, Christina	Amend	Part-time Custodian	\$17.12	Middle School	7/1/2021	6/20/2022	4 hours per day - 5 days per week
Esposito, Scott	Amend	Part-time Custodian	\$17.12	Middle School	7/1/2021	12/6/2021	4 hours per day - 5 days per week
Beam, Robert	Amend	Part-time Custodian	\$17.12	Middle School	9/29/2021	6/30/2022	4 hours per day - 5 days per week (Black Seal)
Esposito, Scott	Amend	Custodian	\$37,358	High School	12/8/2021	6/30/2022	Moves from PT to FT night shift. Step 7, Cust
Gilby, Jacob	Amend	Outside Maintenance Personnel	\$37,358	High School	12/8/2021	6/30/2022	Transfer from 2nd shift custodian - Replaces Paul Jacobson, Step 2, Grounds
VanNorman, Jeffrey	Amend	2nd Shift Custodian	\$36,993	Middle School	As soon as practical	6/30/2022	Pending receipt of required paperwork, Step 6, Cust
Zoubir, Abdellatif	Amend	2nd Shift Custodian	\$36,993	Middle School	3/21/2022	6/30/2022	Pending receipt of required paperwork, Step 6, Cust
Kerner, Heather	Amend	Paraprofessional	\$27.52	District	8/23/2021	6/30/2022	Step 3, AIDE HR BA
Blackford, Susan	Amend	Paraprofessional	\$26.97	District	8/23/2021	6/30/2022	Step 2, AIDE HR BA
Wright, Darlene	Amend	Paraprofessional	\$23.52	High School	8/23/2021	6/30/2022	Shared 50% salary paid by Oxford. Step 2, AIDE HR
Gibbs, Danielle	Amend	Paraprofessional	\$22.97	Middle School	8/23/2021	6/30/2022	Step 1, AIDE HR
Bourenko, Shawnee	Amend	Paraprofessional	\$22.97	High School	8/23/2021	6/30/2022	Lopatcong tuition student paid for by Lopatcong BOE Step 1, AIDE HR
Dilts, Georgina	Amend	Paraprofessional	\$26.01	Middle School	8/23/2021	6/30/2022	Step 3, AIDE HR AA
DiMaio, Janice	Amend	Paraprofessional	\$26.97	Middle School	8/23/2021	6/30/2022	Step 2, AIDE HR BA
Valese, Jacque-Lyn	Amend	Paraprofessional	\$26.42	High School	8/23/2021	6/30/2022	Step 1, AIDE HR BA
Brown, Eric	Amend	Paraprofessional	\$22.97	High School	8/23/2021	6/30/2022	Step 1, AIDE HR
Kimland, Thomas	Amend	Paraprofessional	\$26.56	High School	9/29/2021	6/30/2022	Step 4, AIDE HR AA
Tietz, Deborah	Amend	Paraprofessional	\$23.52	High School	10/13/2021	6/30/2022	Step 2, AIDE HR
Morgan, Joanna	Amend	Paraprofessional	\$23.52	Middle School	On or about 12/6/21	6/30/2022	Step 2, AIDE HR
Barrintos-Mejia, Glenda	Amend	Paraprofessional	\$24.62	High School	3/1/2022	6/30/2022	Step 4, AIDE HR
Plenge, Shane	Amend	Paraprofessional	\$26.42	Middle School	3/16/2022	6/30/2022	Step 1, AIDE HR BA
James Blackford	Amend	Part-time School Resource	\$21.87	High School	9/13/2021	6/4/2022	Step 1- (7:15 am-1:00 pm)

**NEW HIRES FOR 21-22:**

<b>Name</b>	<b>Nature of Action</b>	<b>Position</b>	<b>Salary</b>	<b>Location</b>	<b>Date Effective</b>	<b>Date Termination</b>	<b>Discussion</b>
Raymond McDonald	Amend	Part-time School Resource	\$21.97	Middle School	9/20/2021	6/4/2022	Step 1-(5:00 pm -8:00 pm)
Keith Romanowski	Amend	Part-time School Resource	\$21.97	Middle School	8/30/2021	6/4/2022	Step 1-(10:30 am-1:30 pm)
Kenneth Petrovcik	Amend	Part-time School Resource	\$21.97	High School	9/29/2021	6/30/2022	Step 1 - (10:30 am- 3:30 pm)
Stephanie Ghilon	Amend	Part-time School Resource	\$21.97	Middle School	9/29/2021	6/30/2022	Step 1 - (10:30 am- 1:00 pm) Pending receipt of all required paperwork

**LEAVE REPLACEMENTS:**

Name	Nature of Action	Position	Salary	Location	Date Effective	Date Termination	Discussion
Bianco, Julie	Amend	Maternity Replacement Teacher	\$57,142	High School	8/23/2021	6/30/2022	Step B-2, BA
Collins, Mike	Amend	Maternity Replacement School Counselor	\$62,967	Middle School	8/23/2021	On or about 11/1/21	Step A-1, MA
McCormick, Erin	Amend	Maternity Replacement Teacher	\$62,967	High School	On or about 11/1/2021	On or about 5/2/22	Step A-1, MA
McCormick, Erin	Amend	Maternity Replacement Teacher	\$62,967	High School	5/1/2022	6/30/2022	Step A-1, MA
Lamport, Carolyn	Amend	Maternity Replacement Teacher	\$57,142	Middle School	8/23/2021	6/30/2022	Step B-2, BA
Haines, Amy	Amend	Leave Replacement English Teacher	\$57,142	Middle School	1/3/2022	11/15/2021	Step B-2, BA
Haines, Amy	Amend	Leave Replacement English Teacher	\$57,142	Middle School	12/15/2021	11/15/2021	Step B-2, BA
Wiseburn, Cynthia	Amend	Maternity Replacement Gifted & Talented Teacher	\$56,892	Middle School	8/23/2021	6/30/2022	Step A-1, BA
Thompson, Deborah	Amend	Leave Replacement Music Teacher	\$56,892	District	On or about 5/1/2022	On or about 6/1/22	Step A-1, BA

**SUMMER HOURLY RATE ADJUSTMENTS:**

Name	Nature of Action	Position	Salary	Location	Date Effective	Date Termination	Discussion
Theresa Annetchiarico	Amend	Summer CST	\$61.30/hour	MS	7/1/2021	8/20/2021	Not to exceed 35 hours
Alyssa Wright (Creegan)	Amend	Summer CST	\$47.50/hour	MS	7/1/2021	8/20/2021	Not to exceed 35 hours
Sharon Fretz	Amend	Summer CST	\$59.45/hour	HS	7/1/2021	8/20/2021	Not to exceed 35 hours
Gina Ricardo-Regan	Amend	Summer CST	\$65.44/hour	HS	7/1/2021	8/20/2021	Not to exceed 35 hours
Kimberly Tomasino	Amend	Summer CST	\$53.82/hour	HS	7/1/2021	8/20/2021	Not to exceed 35 hours
Michael Arminio	Amend	Summer Guidance	\$52.44/hour	HS	7/1/2021	8/20/2021	Not to exceed 50 hours
LeeAnn Kubbishun	Amend	Summer Guidance	\$65.44/hour	MS	7/1/2021	8/20/2021	Not to exceed 30 hours
Catherine O'Neal	Amend	Summer Guidance	\$65.44/hour	HS	7/1/2021	8/20/2021	Not to exceed 50 hours
Hope Ranalli	Amend	Summer Guidance	\$56.56/hour	MS	7/1/2021	8/20/2021	Not to exceed 25 hours
Christine Tyburczy	Amend	Summer SAC	\$56.54/hour	MS	7/1/2021	8/20/2021	Not to exceed 25 hours
Elizabeth Bracey	Approve	Summer Guidance	\$42.15/hour	HS	7/1/2021	8/20/2021	Not to exceed 50 hours - Pending receipt of required paperwork
Erin McCormick	Approve	Summer Guidance	\$41.98/hour	HS	7/1/2021	8/20/2021	Not to exceed 50 hours - Pending receipt of required paperwork
LeeAnn Fatzarano-Alves	Approve	Summer CST	\$56.80/hour	HS	7/1/2021	8/20/2021	Not to exceed 35 hours - Pending receipt of required paperwork