

**REGULAR MEETING OF THE  
PITMAN BOARD OF EDUCATION  
March 17, 2021**

Regular Meeting – Wednesday, March 17, 2021 – convenes at 7:30 p.m. for the Regular Meeting via Virtual Meeting through Zoom.

**With the following in attendance:**

Robert K. Uyehara	President
Darlene Powell	Vice-President
Jennifer Martin	Member
April Miller	Member
Stacey Pappalardo	Member
Bonnie Savage	Member
Ruth Ann Wilson-Doherty	Member
Patrick McAleer	Superintendent
Kelly Brazelton	Business Administrator/Board Secretary
Dan Long	Solicitor

**MOMENT OF SILENCE AND SALUTE TO THE FLAG**

**STATEMENT REGULAR SESSION**

Notice of this Regular Meeting of the Pitman Board of Education was advertised in the South Jersey Times, posted at Borough Hall, a copy thereof delivered to all Pitman Schools to be posted, and posted on the district’s website. Further, notice was posted and filed as required by law stating that the Board would meet in Executive Closed Session at 7:00 p.m. followed by the Regular Meeting at 7:30 p.m. Because the Governor of the State of New Jersey has declared a public health emergency, the Board of Education shall conduct a virtual meeting utilizing a conference call. Members of the public desiring to listen to and participate in the Board of Education meeting will be able to access the virtual meeting by following the directions posted on the district website.

The President shall entertain any objections, with supporting reasons, to the conduct of this meeting on the grounds that it violates the Open Public Meetings Act.

**ROLL CALL: 6-0-0**

**OATH OF OFFICE**

Mr. Long administered the Oath of Office to Mrs. Jennifer Martin to be sworn in as of March 3, 2021.

Mrs. Martin was invited to sit with the rest of the board members.

**PRESENTATIONS**

- 2021-2022 Budget Presentation

**PUBLIC HEARING – (15 minutes)**

*This is the first of two public comments we will have tonight. This is public comment and not a dialogue between the board and the public. Commenters may send their written questions and remarks via email to [boepublichearing@pitman.k12.nj.us](mailto:boepublichearing@pitman.k12.nj.us). We ask that you only send one message during each comment period. During the meeting public comment via email will be monitored, and comments and questions will be read aloud into the public record. At the close of public comment, we will respond to questions to the best of our ability. If we do not have the information available at that time and, if appropriate, we will get back to you.*

## **APPROVAL OF MINUTES**

**Moved by Board Member - Uyehara**

**Second by Board Member - Powell**

“That the minutes of the Pitman Board of Education as held on the dates listed below are approved as printed and reading dispensed with:

Wednesday, February 8, 2021  
Wednesday, February 17, 2021”

**Voice vote**

**Yes 6: Miller Pappalardo, Powell, Savage, Uyehara, Wislon-Doherty,**

**Abstain 1: Martin**

**No: 0**

**Absent: 0**

**Moved by Board Member - Uyehara**

**Second by Board Member - Powell**

“That the minutes of the Closed Session of the Pitman Board of Education held on the dates listed below are approved as printed and the reading dispensed with:

Wednesday, February 8, 2021 - 7:59 pm”

**Voice vote, with all in favor**

**Yes 6: Miller Pappalardo, Powell, Savage, Uyehara, Wislon-Doherty,**

**Abstain 1: Martin**

**No: 0**

**Absent: 0**

## **COMMITTEE REPORTS**

Communication and Policy Committee - March 2021 Report

Chairperson - Darlene Powell

Curriculum & Instruction Committee - March 2021 Report

Chairperson - Bonnie Savage

Finance and Facilities Committee -

Chairperson - Robert Uyehara

**STUDENT REPRESENTATIVE REPORT - March 2021**

## SUPERINTENDENT’S REPORT

### OLD/NEW BUSINESS

- Update re: 3/22 elementary schedule change
- Update re: communications planning (L. Perlow)
- School calendars – revised 2020-21 and proposed 2021-22
- New CDC guidelines – potential impact on return to school
- Update re: SOS coalition (state aid/S2) – 3/24 legislative blitz
- Potential schedule changes at MS and HS – marking period 4
- Update – spring and EOY events/activities – including prom, graduation, etc.
- Potential summer programming 2021
- Objective 3.1 and 3.6 – strengthening/preserving district’s financial position; engaging stakeholders re: district finances

**Moved by Board Member - Powell**

**Second by Board Member – Wilson-Doherty**

1. “That the following board members serve on committees as listed (committee chairperson is listed first):

<b>Committee</b>	<b>Board Members</b>
Facilities & Finance	R. Uyehara*, B. Savage, Powell
Curriculum & Instruction	D. Powell*, S. Pappalardo, A. Miller
Communication & Policy	S. Pappalardo*, R. Wilson-Doherty, J. Martin”

**Voice vote, with all in favor**

### **FINANCE & FACILITIES COMMITTEE – Uyehara, Savage, Powell**

**Moved by Board Member- Uyehara**

**Second by Board Member- Savage**

1. “That all line-item transfers be approved for the month of February 2021.”
2. “That the Board Secretary’s Report is in accordance with 18A: 17-36 and 18A: 17-9 for the month of February 2021. The Board Secretary certifies that no line-item account has been over expended in violation of N.J.A.C. 6A: 23A-16.10(c)3 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year. The Board Secretary in accordance with N.J.A.C. 6A: 23A-16.10(c)2 certifies that there are no changes in anticipated revenue amounts or revenue sources.”
3. “That the Pitman Board of Education certifies – pursuant to N.J.A.C. 6A:23A-16.10(c)4, that after review of the Board Secretary’s monthly financial report for the month of February 2021 and upon consultation with the appropriate district officials, that to the best of our knowledge no major accounts or fund has been over expended in violation of N.J.A.C. 6A: 23A-16.10(b); and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.”

4. “That the Treasurer’s Report is in accordance with 18A: 17-36 and 18A: 17-9 for the month of February 2021. The Treasurer’s Report and Board Secretary’s Report are in agreement for the month of February 2021.”
5. “That all bills are properly approved and certified to be paid.”
6. “That the Student Fund Report be accepted and approved for the month of February 2021.”
7. “That the Pitman Board of Education approves the Revised Waiver to Request Meal Plan Flexibility in School during the 2020/2021 school year.”
8. “That the Pitman Board of Education approves the Agreement, made and entered into this 17th day of March, 2021, by and between the New Jersey School Boards Association on behalf of the NJSBA Cooperative Pricing System and Pitman School District and other local district boards of education located in the State of New Jersey who may in the future choose to participate in the ACES (NJSBA) Cooperative Pricing System. COOPERATIVE PRICING SYSTEM AGREEMENT NJSBA ACES CPS #E8801”
9. “That the Pitman Board of Education approves the following resolution for the Adoption of the 2021/2022 Tentative Budget:

**BE IT RESOLVED** that the tentative budget be approved for the 2021/2022 School Year using the 2021/2022 state aid figures and the Secretary to the Board of Education be authorized to submit the following tentative budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

	<b>General Fund</b>	<b>Special Revenues</b>	<b>Debt Service</b>	<b>Total</b>
<b>2021/2022 Total Expenditures</b>	\$24,378,005	\$1,110,187	\$754,875	\$26,243,067
<b>Less: Anticipated Revenues</b>	\$9,485,709	\$1,110,188	\$327,837	\$10,923,734
<b>Taxes to be Raised</b>	\$14,892,296	\$0	\$427,038	\$15,319,334

**WHEREAS**, the Pitman Board of Education in accordance with N.J.A.C. 6A:23A-14.2(d) will withdraw \$139,025 from maintenance reserve for the 2021-2022 budget, as reported in the district comprehensive maintenance plans, and

**WHEREAS**, the Pitman Board of Education in accordance with N.J.A.C. 6A:23A-14.1 will withdrawal \$246,315 from Capital Reserve for the 2021-2022 budget,

**WHEREAS**, the Pitman Board of Education recognizes school staff and Board members will incur travel expenses related to and within the scope of their current responsibilities and for travel that promotes the delivery of instruction or furthers the efficient operation of the school district; and

**WHEREAS**, N.J.A.C. 6A:23B-1.1 et seq. requires Board members to receive approval of these expenses by a majority of the full voting membership of the Board and staff members to receive prior approval of these expenses by the Superintendent of Schools and a majority of the full voting membership of the Board; and

**WHEREAS**, a Board of Education may establish an annual school year threshold of \$3,000 per staff member where Board approval shall be required in a given school year (July 1 through June 30); and

**WHEREAS**, travel and related expenses not in compliance with N.J.A.C. 6A:23B-1.1 et seq., but deemed by the Board of Education to be necessary and unavoidable as noted on the approved Board Out of District Travel and Reimbursement Forms; and

**WHEREAS**, the Board of Education approves all travel not in compliance with N.J.A.C. 6A:23B-1.1 et seq. as being necessary and unavoidable as noted on the approved Board of Education Out of District Travel and Reimbursement Forms; and

**WHEREAS**, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23B-1.2(b), to a maximum expenditure of \$45,000 for all staff and board members; now

**BE IT FURTHER RESOLVED**, that a public hearing be held Wednesday, May 5, 2021 at the Pitman High School Media Center in Pitman, New Jersey at 7:00 p.m. for the purpose of conducting a public hearing on the budget for the 2021/2022 School Year.”

10. “That the Pitman Board of Education adopts the following resolution appointing Steve Eckman, Inc. as Risk Management Consultant for the 2021/2022 school year.”

**ATLANTIC & CAPE MAY COUNTIES ASSOCIATION OF  
SCHOOL BUSINESS OFFICIALS JOINT INSURANCE FUND  
(ACCASBOJIF) RESOLUTION APPOINTING A RISK MANAGEMENT CONSULTANT**

**WHEREAS**, the Pitman Board of Education hereinafter referred to as DISTRICT, is a member of the Atlantic & Cape May Counties Association of School Business Officials Joint Insurance Fund, a self-insurance pooling fund; and

**WHEREAS**, the Bylaws of said Fund require that each DISTRICT appoint a Risk Management Consultant, hereinafter referred to as RMC, to perform various professional services as detailed in the Bylaws; and

**WHEREAS**, the Bylaws indicate a fee as indicated in the attached Risk Management Consultant Agreement which expenditure represents reasonable compensation for the services required and was included in the cost considered by the DISTRICT; and

**WHEREAS**, the Public School Contracts Law (NJSA 18A:18A-1 et. seq.) defines Insurance as an Extraordinary Unspecifiable Service requiring that the awarding of contracts without competitive bidding must be approved by resolution of this DISTRICT;

**NOW THEREFORE**, be it resolved that the DISTRICT does hereby appoint Len Eckman, Inc. as its RMC and;

**BE IT FURTHER RESOLVED** that the DISTRICT’s Business Official/Board Secretary is hereby authorized and directed to execute the Risk Management Consultant Agreement annexed hereto.

11. “That the Pitman Board of Education adopts a Risk Management Consultant Agreement with Steve Eckman, Inc. for the 2021/2022 school year.”

**RISK MANAGEMENT CONSULTANT AGREEMENT**

**THIS AGREEMENT**, entered into this 17<sup>th</sup> day of March, 2021, between the Pitman Board of Education hereinafter referred to as DISTRICT, and Len Eckman, Inc. a Corporation of the State of New Jersey, having

its principal office at the following address: 302 Montgomery Avenue, Pitman, NJ 08071, hereinafter referred to as RMC.

**WITNESSETH:**

**WHEREAS**, the RMC has offered to the DISTRICT professional insurance and risk management consulting services as required in the Bylaws of the Atlantic & Cape May Counties School Business Officials Joint Insurance Fund, and;

**WHEREAS**, the DISTRICT desires these Extraordinary Unspecifiable Services pursuant to a resolution adopted by the DISTRICT at a meeting held on the 17<sup>th</sup> day of March, 2021;

**NOW THEREFORE**, the parties in consideration of the mutual promises and covenants set forth herein agree as follows:

1. The RMC, for and in consideration of the amount stated hereinafter agrees to provide services to the DISTRICT as follows:

- A. Annually update or assist in the updating of all exposure data and insurable interests relative to the DISTRICT using the forms, procedures, time lines and methodologies established by the Fund;
- B. Assist the DISTRICT in understanding and selecting the various optional coverages (if any) available through the Fund;
- C. Assist the DISTRICT and/or Fund as required in researching data needed to respond to claims
- D. Assist the DISTRICT in understanding the coverages afforded through the Fund including requesting written coverage clarifications as needed;
- E. Maintain current licensure as a Property/Casualty Producer as required under the New Jersey Producer Licensing Act;
- F. Attend a majority of monthly Fund meetings and all meetings of the Fund Committees on which the RMC serves;
- G. As requested by the DISTRICT, complete Certificate of Insurance request forms and forward same to appropriate parties as designated by the Fund;
- H. Review Certificates of Insurance and Hold Harmless & Indemnity documents received by the district
- I. Accompany Fund Safety Professionals on such periodic loss control inspections as may be conducted and assist the DISTRICT in understanding and implementing any recommendations resulting therefrom as may be requested by the DISTRICT;
- J. Assist the DISTRICT and Fund Safety Professional in establishing and encouraging effective operation of DISTRICT sponsored Safety Committees.
- K. Perform any other services required by the Fund's Bylaws or the DISTRICT.

2. The term of this Agreement shall be for one (1) year from the first day of July, 2021, unless earlier terminated as hereinafter provided in this Agreement.

3. The DISTRICT authorizes the Fund to pay its RMC as compensation for services rendered an amount equal to two percent (2%) of the DISTRICT's annual assessment as promulgated by the Fund. Said fee shall be paid to the RMC in equal installments on a monthly basis. The RMC shall receive no other compensation or commission for the placement or servicing of any DISTRICT coverage with the Fund.

4. For any coverage authorized by the DISTRICT to be placed outside of the Fund, the RMC shall receive as his/her full compensation the normal brokerage commissions paid by the insurance company. The premiums for said policies shall not be added to the Fund's assessment in computing the fee outlined in Item 3 above. The

RMC shall not be entitled to collect a commission from an insurance company or the DISTRICT if the DISTRICT or its employees negotiate the placement of a coverage directly with an insurance company which is outside the Fund.

5. Either party may cancel this Agreement at any time by mailing to the other written notice calling for termination effective at any time not less than ninety (90) days thereafter. Fees shall be prorated to the date of termination.

**Roll Call: 1-11**

**Yes 7: Martin, Miller, Pappalardo, Powell, Savage, Uyehara, Wilson-Doherty,**

**Abstain: 0**

**No: 0**

**Absent: 0**

**CURRICULUM, INSTRUCTION & PERSONNEL COMMITTEE - Savage, Miller, Powell**

**Moved by Board Member: Powell items 3-18, items 1-2 are informational only**

**Second by Board Member: Wilson-Doherty**

1. Student Statistics February 2021:

Date	Elementary	Middle	High	Out of District	Alternate	Total
2/28/2021	502	283	337	20	0	1142
2/29/2020	570	314	354	25	1	1264
1/31/2021	499	283	338	20	0	1140

Suspensions/Reasons: 0

HIB

Reported: 0

Confirmed: 0

2. Fire and Lockdown Drills for the month of February 2021:

School	Date	Time of Drill	Type of Drill	Persons in Building	Persons Participating	Weather Conditions	Time Required
<b>High School</b>	2/5/2021	8:32 AM	Fire	174	174	Cloudy 36°	1 minute
	2/9/2021	8:30 AM	Fire	178	178	Cloudy 30°	1 minute
	2/25/2021	12:15 PM	Non-Fire Evacuation	183	183	Sunny 48°	4 minutes
<b>Middle School</b>	2/16/2021	8:21 AM	Non-Fire Evacuation	143	143	Cloudy 43°	17 minutes
	2/23/2021	2:35 PM	Fire	42	42	Cloudy 45°	5 minutes

<b>Kindle School</b>	2/16/2021	9:05 AM	Fire	117	117	Cloudy 43°	2 minutes
	2/23/2021	10:40 AM	Lockdown	117	117	Cloudy 41°	2 minutes
	2/25/2021	10:30 AM	Lockdown	115	115	Sunny 46°	2 minutes
	2/26/2021	10:30 AM 9:32 AM	Fire	116	116	Sunny 40°	2 minutes 1.5 minutes
<b>Memorial School</b>	2/16/2021	10:45 AM	Fire	75	75	Cloudy 45°	2 minutes
	2/23/2021	10:30 AM	Lockdown	68	68	Cloudy 45°	3 minutes
	2/25/2021	12:38 PM	Fire	70	70	Sunny 48°	2 minutes
<b>Walls School</b>	2/12/2021	10:12 AM	Fire	88	88	Cloudy 25°	3 minutes
	2/16/2021	12:05 PM	Non-Fire Evacuation	86	86	Sunny 43° Overcast	3 minutes
	2/22/2021	9:35 AM	Fire	90	90	46°	3 minutes
	2/25/2021	11:47 AM	Non-Fire Evacuation	91	91	Cloudy 36°	3 minutes
						Sunny 46°	

3. “That additions to the Substitute List for the 2020/2021 school year be approved.”

4. “That the Pitman Board of Education finds the travel and related expenses particular to attendance of staff and board members on the attached list of approved school business leaves (Conference/Workshop/Meeting/Staff Training) are justified and therefore reimbursable.”

5. “That the Pitman Board of Education approves the Use of Facilities as attached.”

6. “That the Pitman Board of Education approves the following leave(s) of absence:

Employee	Location	Type of Leave	FMLA/FLA	Dates
14047823	Memorial	Medical	N/A	2/17/21-3/26/21 (paid donated days) 3/29/21-4/16/21 (unpaid leave)
14148118	Middle School	Medical	N/A	2/25/21-3/5/21 (paid leave) 3/8/21-3/16/21 (unpaid leave)”

7. “That the Pitman Board of Education approves the contracts for homebound instruction for the below listed student(s):

Student ID#	Hours of Instruction	Location	Duration	Fee	Total
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3005913288	8 hours	Bridgeton BOE/Inspira Health Network	10/10/20-10/23/20	\$30.00/hr.	\$240.00
3005913288	10 hours	Inspira/Woodbury Partial Care	11/16/20-11/20/20	\$36.00/hr.	\$360.00
3005913288	20 hours	Inspira/Woodbury Partial Care	12/1/20-12/18/20	\$36.00/hr.	\$720.00
6556554389	18 hours	Bridgeton BOE/Inspira Bridgeton Partial Care	12/2/20-12/14/20	\$30.00/hr.	\$540.00
6556554389	8 hours	Bridgeton BOE/Inspira Bridgeton Partial Care	1/4/21-1/7/21	\$40.00/hr.	\$320.00
3512179096	8 hours	Bridgeton BOE/Inspira Health Network	1/21/21-1/27/21	\$30.00/hr.	\$240.00
1987397156	5 hours	Brookfield Schools/Inspira Elmer	1/18/21- 3/19/21 (approximately two months)	\$36.00/hr.	\$8,460.00
1001600618	5 hours	Brookfield Schools/ Inspira Woodbury	2/16/21-TBD	\$36.00/hr	
2533998120	40 hours	Hampton House	2/24/21 - 3/24/21 (approximately two months)	\$37.00/hr.	\$1,480.00”

8. “That the Pitman Board of Education approves the following state responsible pupils for educational services from October 9, 2020 through June 30, 2021:

Student ID #	Placement	Tuition Cost	One on One Aide
5724868413	Memorial School	\$12,999.91	N/A
1671836331	Memorial School	\$12,999.91	N/A
9442338392	Walls School	\$14,152.55	N/A”

9. “That the Pitman Board of Education enter into a Parental Transportation Agreement for the following route:

Start/End Date	Route #	Destination	Cost
1/11/2021 - 6/30/2021	P2	Bankbridge Development Center	\$603.75”

10. “That the Pitman Board of Education approves the Professional Development contract for NJPSAFEA for the following: Synchronous Professional Learning Sessions: Multi-Tiered System of Support, May 14, 2021 (two sessions) delivered via Zoom at a cost of \$3,200.00, and Asynchronous Professional Learning Sessions (Tier 2 Interventions for Middle School Math and Tier 2 Interventions for Middle School ELA - two hours for each session) delivered via Canvas at a cost of \$3,200.00 (purchased through local funds).”

11. “That the Pitman Board of Education approves the following volunteer coach/advisor for the 2020/2021 school year (*Italics – In-house*):

<b>Name</b>	<b>Position</b>
Steve Behl	Golf Coach’s Aide”

12. “That the Pitman Board of Education approves the appointment of Kara Rohlf, French Teacher at Pitman High School, effective on or about April 30, 2021 through June 30, 2021, for the 2020/2021 school year, at a prorated salary of \$52,577.00 MA/Step 1, with benefits (pending receipt of proper paperwork), at the recommendation of the Superintendent of Schools. Salary in accord with the negotiated agreement with the Pitman Education Association.” (Replacing Erin Cunningham)

13. “That the Pitman Board of Education approves the appointment of Erica Rager, Replacement English Teacher at Pitman High School, effective on or about April 8, 2021 through on or about June 14, 2021, for the 2020/2021 school year, at a prorated salary of \$48,300.00 BA/Step 1, no benefits, (pending receipt of proper paperwork), at the recommendation of the Superintendent of Schools. Salary in accord within the negotiated agreement with the Pitman Education Association.”

14. “That the Pitman Board of Education approves the extension of the appointment of Eileen Rothstein, Fifth Teacher at W.C.K. Walls School (remote), effective September 2, 2020 through on or about June 14, 2021, for the 2020/2021 school year, at a prorated salary of \$50,700.00 BA/Step 7, with benefits, at the recommendation of the Superintendent of Schools. Salary in accord with the negotiated agreement with the Pitman Education Association.”

15. “That the Pitman Board of Education approves the retirement resignation, with regret, of Jacqueline Goetz, Teacher at Memorial School, effective June 30, 2021.”

16. “That the Pitman of Education approves Pitman High School to enter into a cooperative sports program for golf with the Clayton School District for the 2021 spring season.”

17. “That the Pitman Board of Education retroactively approves the salaries for the 2019/2020 school year as follows:

<b>Non-Tenured Teachers</b>		
<b>1st Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Joseph Ivins	BA/1	\$47,797.00 (prorated)
Ryan Kraft	BA/1	\$47,797.00
Christina Lawrence	BA/7	\$50,197.00 prorated
Shana Redkoles	BA+30/10	\$58,428.00 prorated
Laura Spadafora	MA/5-6	\$53,774.00
<b>2<sup>nd</sup> Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Kathryn Beaver	MA/15	\$75,579.00

Rebecca Chiselko	MA+15/14	\$72,395.00
Joseph Dalessandro	MA+30/2	\$53,637.00
Stephanie Donaldson (0.5)	MA/4	\$53,074.00
Shana Taub	BA/5-6	\$49,497.00 (prorated)
Daniel Ward	MA/1	\$52,074.00
Sarah Weng	BA/13	\$63,402.00
<b>3<sup>rd</sup> Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Jon Botbyl	BA/14	\$67,302.00
Jennifer Cuesta	BA+30/9	\$56,523.00
Christine Giessuebel (0.5)	BA/3	\$24,049.00
Sarah Mickle	BA/13	\$63,402.00
M. Chris Thomas	MA/9	\$58,324.00
Michelle Tucci	MA/17	\$84,497.00
<b>4th Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Olivia Dunn	BA/5-6	\$49,497.00
Karen Martin	BA/14	\$67,302.00 (prorated)
Jeffrey McAfee	MA/12	\$64,829.00

<b>TENURED TEACHERS</b>		
<b>Teacher</b>	<b>Degree/Step</b>	<b>Salary</b>
Elizabeth Altamuro	MA/11	\$62,429.00
Robin Arabia	BA/10	\$55,952.00
Nicole Beach	BA+30/10	\$58,428.00
Melissa Bianchini	BS/18	\$84,302.00
Paul Blass	MA+60/18	\$91,730.00
Meghan Bourquin	BA/11	\$58,152.00
Laurie Boyle	BA/14	\$67,302.00
Jacqueline Bradley	BA/18	\$84,302.00
Kimberly Bridges	BA/18	\$84,302.00
Melinda Brokenshire	MA/18	\$88,579.00
Samantha Cangiano	BA/13	\$63,402.00
Anthony Cappello	BA/18	\$84,302.00
Steven Carey	MA+60/17	\$87,630.00
Aimee Casey	BA/18	\$84,302.00
Kevin Casey	MA+30/18	\$90,042.00
Tonya Catando	BA/17	\$80,202.00
Christopher Chapman	MA/12	\$64,829.00
Kristin Chapman	MA/15	\$75,579.00
Vincent Chiaro	BA/7	\$50,197.00
Edward Cieslak	MA/14	\$71,579.00
Doris Cioffi	MA/18	\$88,579.00
Stefanie Collum	BA/18	\$84,302.00
Alice Contravo	MA/8	\$56,424.00

Steven Cooke	BA/5-6	\$49,497.00
Soultana Costas	BA/18	\$84,302.00
Maryellen Covely	BA/18	\$84,302.00
Erica Crowley	BA/5-6	\$49,497.00
Erin Cunningham	MA/15	\$75,579.00
Sean Cunningham	BA/11	\$58,152.00
John Cutsavage	BA+30/18	\$86,778.00
Erica Davidson	MA+60/18	\$91,730.00
Patricia Deroian	BA/18	\$84,302.00
Patricia DiJoseph	BA/18	\$84,302.00
Robert DiTizio	BA/11	\$58,152.00
Irene Donnelly	MA+30/16	\$81,442.00
Stephanie Dougherty	MA/9	\$58,324.00 (prorated)
Laurie Drank	BA/18	\$84,302.00
Susann Driscoll	MA/13	\$67,679.00
Jill DuBois	BA/16	\$75,702.00
Matthew Elmuccio	MA/15	\$75,579.00
Amanda Esposito	MA/7	\$54,474.00
Dare Euler	MA+30/18	\$90,042.00
Jason Evans	BA/13	\$63,402.00
Denise Everett	BA+30/18	\$86,778.00
Michael Finley	BA/7	\$50,197.00
Stephen Gangloff	BA/18	\$84,302.00
Christina Gargano-Lupo	BA/7	\$50,197.00
Tracy Gerace	MA/18	\$88,579.00
Jenifer Gillin	MA/17	\$84,479.00
Dana Giorgianni	BA/18	\$84,302.00
Jacqueline Goetz	BS/18	\$84,302.00
Suzanne Granato-Castro	BA/18	\$84,302.00
Kandice Hanrahan	BA/18	\$84,302.00
Stephen Hare	BA+30/18	\$86,778.00
Matthew Healy	BA+30/10	\$58,428.00
Kimberly Hemmes	MA/18	\$88,579.00
Barbara Hess	BA/15	\$71,302.00
Stacie L. Hess	MA+60/18	\$91,730.00
Anne Himmer	BA/16	\$75,702.00
Katherine Hoh	MA+15/18	\$89,395.00
John Hopely	MA+30/15	\$77,042.00
Valerie Hossler	BS/18	\$84,302.00
Roseann Humphreys	MA+60/18	\$91,730.00
Sean Kahoun	BA+30/18	\$86,778.00
Aliana Katz	BA/7	\$50,197.00
Megan Kinder	BA/18	\$84,302.00
Rose Knowles	MA/18	\$88,579.00
Karen Kowalski	BA/18	\$84,302.00
Stephanie Lai	BA/18	\$84,302.00
Bethany Lawlor	MA/10	\$60,229.00

Deborah Leach	BA/18	\$84,302.00
Christe Leakan	MA+60/18	\$91,730.00
Christine Lenentine	MA+15/11	\$63,245.00
Heather Lester	MA/9	\$58,324.00
Megan Jean Leypoldt	BA/14	\$67,302.00
Catherine Liebmann-Jacobo	MA/18	\$88,579.00
Lisa Lopes (0.8)	BA/14	\$53,842.00
Lisa Lyons	BA/11	\$58,152.00
Laura Malinowski	MA+15/14	\$72,395.00
Rita Marquez-Williams	BA/18	\$84,302.00
Jennifer Massari	MA/10	\$60,229.00
Melanie Matthews	MA+60/18	\$91,730.00
Lauren Mecholsky	MA/8	\$56,424.00
Daniel Miller	BA+30/15	\$73,778.00
Jody Miller	BA/18	\$84,302.00
Janine Morrison	BA/14	\$67,302.00
Jessica Morrone	MA/12	\$64,829.00
Diana Neff	MA/14	\$71,579.00
Matthew Newcomb	BA/17	\$80,202.00
Shelly Nichols	BA/12	\$60,552.00
Christina Ognibene	MA/9	\$58,324.00 (prorated)
Denise Pallies	MA+15/18	\$89,395.00
Michelle Panchelli-Cappello	BA/18	\$84,302.00
Carrie Parkin	MA+15/13	\$68,495.00
Tracey Pinque	MA/18	\$88,579.00
Laura Pirrone	BA/18	\$84,302.00
Lauren Plum	BA/7	\$50,197.00
Patrick Polimeni	BA+30/18	\$86,778.00
Linda Pramov	BA/15	\$71,302.00
Roy Rambo	BA/18	\$84,302.00
Eugene Reid	BA/18	\$84,302.00
Karen Roberts	BA/11	\$58,152.00
Laura Rodi	MA/18	\$88,579.00
Susan Rosenberger	BA/18	\$84,302.00
Patrice Rowan	MA/13	\$67,679.00
Jaclyn Schanz	MA/13	\$67,679.00
Carrie Schwank	BA/16	\$75,702.00
Tracey Siner	BA/18	\$84,302.00
Christina Skanes	MA/12	\$64,829.00
Matthew Smick	MA/10	\$60,229.00
Jeffrey Smith	BA/18	\$84,302.00
Melody Smythe	BA/10	\$55,952.00
Stacy Specht	MA/15	\$75,579.00
Brad Spicer	MA+45/18	\$90,380.00
Lori Staman	BA/15	\$71,302.00
Robert Tender	MA/14	\$71,579.00
Diane Thomas	MA+30/12	\$66,292.00
Cynthia Thompson	MA+15/18	\$89,395.00

Kristie Thompson	MA/14	\$71,579.00
Jaclyn Thorpe	MA/16	\$79,979.00
Thomas Tocco	MA/7	\$54,474.00
Sherri Tulini	MA/14	\$71,579.00
Norman VanFossen	BS/18	\$84,302.00
Cynthia Vidal	MA/18	\$88,579.00
Alicia Walsh	MA/14	\$71,579.00
Kaitlin Weber	BA/9	\$54,047.00
Nicole Weber	MA/5-6	\$53,774.00
Cassandra Wright	MA+30/5-6	\$55,237.00
Michael Yeager	MA/18	\$88,579.00
Jillian Young	MA/10	\$60,229.00

<b>MAINTENANCE/GROUNDS</b>			
<b>Name</b>	<b>Months</b>	<b>Position</b>	<b>Salary/Step</b>
William Macy Campbell	12	Groundskeeper	\$56,557.00
Jeffrey Flood	12	Maintenance	\$56,557.00
Paul Maden	12	Maintenance	\$56,557.00
Thomas Rumaker	12	Food Truck/ Messenger/Custodian	\$56,557.00
Paul Schnetzler	12	Maintenance/Grounds (25 hours per week)	\$28,197.00/J
Christopher Williams	12	Maintenance/Grounds	\$56,557.00

<b>CUSTODIANS</b>		
<b>Name</b>	<b>Months</b>	<b>Salary/Step</b>
Richard Barr	12	\$34,092.00/K
Linda Bennett	12	\$33,892.00/L
Cheryl Buckingham (PT)	12	\$20,553.00/Q
Kyle Chrzanowski	12	\$33,492.00/N
Susan Conover	12	\$50,624.00/A
David Hampton	12	\$50,624.00/A
Kevin Hoffman	12	\$50,624.00/A
Wilfredo Maldonado	12	\$33,692.00/M
Paul Pike	12	\$48,182.00/B
Justin Pino	12	\$32,892.00/Q
Daniel Reader	12	\$33,492.00/N
Christopher Sowinski	12	\$32,892.00/Q (prorated)
Jose Torres	12	\$50,624.00/A
Thomas Tulini	12	\$50,624.00/A

<b>SECRETARIES</b>		
<b>Name</b>	<b>Months</b>	<b>Salary/Step</b>
Joanne Chmielewski	10	\$44,893.00/B
Mary Clark	12	\$53,872.00/B
Lisa DePiano	10	\$45,227.00/A

Gina Heil	12	\$53,072.00/D
Roseanna McGinn	10	\$45,227.00/A
Stacey McIlvaine	10	\$43,227.00/G
Lori Moore	12	\$52,272.00/F
Deborah Raneiro	10	\$45,227.00/A
Shannon Vallaster	10	\$44,893.00/B
Diane Zimmerman	10	\$45,227.00/A

<b>OFFICE AIDES</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Jennifer Christinzio	Kindle	20/week	\$13.68
Donna Platt	Walls	20/week	\$14.47
Christine Rainey	Memorial	20/week	\$12.59

<b>LIBRARY AIDES</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Beth Franchi	Memorial	15 hours/week	\$15.89/A/Degree
Shannon Monteith	Kindle/Walls	29.5 hours/week 9/1/19-12/13/19	\$14.36/D/Degree
	Kindle	15 hours/week 12/16/19-6/30/20	\$14.36/D/Degree

<b>LUNCHROOM AIDE</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Virginia Hopkins	High	29.5 hours/week	\$14.03

<b>CAFETERIA STAFF</b>		
<b>Name</b>	<b>Salary/Step</b>	<b>Hours/Days</b>
Patricia Adams	\$14.02	Up to 3.00 hours
Denise Danner	\$14.02	Up to 4.00 hours
Virginia DeSimine	\$10.00 \$11.00 (effective 1/1/20)	Up to 1.50 hours
Bonnie Fluck	\$14.02	Up to 2.60 hours
Christina Georgette	\$14.79	Up to 5.75 hours
Betty Jean Hampton	\$21.07	Up to 5.95 hours
Elizabeth Matteo	\$13.67	Up to 3.60 hours
Erika Morton	\$10.30 \$11.00 (effective 1/1/20)	Up to 4.50 hours
Debra Ricciardelli	\$10.54 \$11.00 (effective 1/1/20)	Up to 5.50 hours
Victoria Rumaker	\$17.11	Up to 5.50 hours
Robin Scipione	\$14.02	Up to 4.40 hours
Suzanne Somogy	\$15.56	Up to 5.50 hours

<b>INSTRUCTIONAL AIDES (FT)</b>	
<b>Name</b>	<b>Salary/Step</b>
Joyce Brewer	\$15.49/A/No Degree
Leslie Dove	\$15.49/A/No Degree
Janet Rainier	\$15.49/A/No Degree
Deborah Vencius	\$15.49/A/No Degree

<b>INSTRUCTIONAL AIDES (PT)</b>		
<b>Name</b>	<b>Hours</b>	<b>Salary/Step</b>
Sally Bierman	29.5 wk	\$15.89/A/Degree
Ashley Bitterman	29.5 wk	\$13.14/H/60 Credits
Ryan Blass	29.5 wk	\$13.24/I/Degree
Dawn Conner	29.5 wk	\$15.89/A/Degree
Patricia Conroy	29.5 wk	\$12.94/J/60 Credits
Denise Curry	29.5 wk	\$14.61/C/60 Credits (prorated)
Drew Davenport	29.5 wk	\$13.24/I/Degree
Nancy Davenport	29.5 wk	\$15.49/A/0 Credits
Alberta Foster	29.5 wk	\$15.49/A/0 Credits
Vincent Gray	29.5 wk	\$12.74/J/0 Credits
Debra Guarni	29.5 wk	\$15.06/B/60 Credits
Amy Hansen	29.5 wk	\$13.50/E/0 Credits
Christine Heier	29.5 wk	\$15.49/A/0 Credits
Marilyn Hicks	29.5 wk.	\$13.14/H/60 Credits
Diana Joyce	29.5 wk	\$15.89/A/Degree
Mary Ellen McGaley	29.5 wk	\$12.94/H/0 Credits
Aaron Miller	29.5 wk	\$12.94/H/0 Credits
Michelle Natali-Muldoon	29.5 wk	\$15.89/A/Degree
Jennifer Nicastro	29.5 wk	\$13.70/E/60 Credits
Kelly Rollins	29.5 wk	\$13.50/E/0 Credits
Megan Rulon	29.5 wk	\$13.90/E/Degree
Venessa Schiavone	29.5 wk	\$13.50/E/0 Credits
Barbara Schmidt	29.5 wk	\$15.49/A/0 Credits
Autumn Schoen	29.5 wk	\$13.90/E/Degree
Jennifer Shalaway	29.5 wk	\$15.89/A/Degree
Jennifer Strockbine	29.5 wk	\$15.89/A/Degree
Theresa VanMater	29.5 wk	\$15.26/B/Degree
Diane Walker	29.5 wk	\$15.89/A/Degree
Nora Weirich	29.5 wk	\$15.49/A/0 Credits
Ann Marie Weitzel	29.5 wk	\$15.69/A/60 Credits
Nicholas Wenzke	29.5 wk	\$13.34/F/60 Credits
Jennifer Williams	29.5 wk	\$15.89/A/Degree
Cindy Wood	29.5 wk	\$15.69/A/60 Credits

<b>NON-PEA STAFF</b>		
<b>Name</b>	<b>Position</b>	<b>Salary</b>
Brian Burton	Facilities Manager	\$75,000.00



Ashlee Sheppard	Occupational Therapist (MA/4)	\$53,074.00
Jennifer Smith	Athletic Trainer (FT)	\$47,511.00
Daniel Thomas	Instructional Assistant (FT)	\$15.45/hr.

<b>CENTRAL OFFICE SECRETARIES</b>		
<b>Name</b>	<b>Position</b>	<b>Salary</b>
Angela Addeo	Executive Secretary to Superintendent	\$65,362.00
Colleen Flaherty	Secretary to District Administration (Curriculum, Technology, Facilities)/Panther Club Coordinator	\$54,075.00
April Furey	Secretary to Business Administrator/Board Secretary	\$41,500.00
Carisa Rose	Account Specialist	\$55,620.00
Terri Schultz	Payroll/Benefits Secretary	\$50,000.00
Stacie Streater	Secretary to Director of Curriculum and Instruction	\$51,000.00

<b>PANTHER CLUB SITE LEADERS (Contracted)</b>				
<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Rate</b>	<b>Hours/Week</b>
Kellianne Barr	Walls	AM/PM	\$17.00	25.75
Jessica Romer	Kindle	AM/PM	\$14.65	25.75
			9/1/19-4/30/20	
		Extended	\$15.75	
			5/1/20-6/30/20	29.5"

18. "That the Pitman Board of Education retroactively approves the salaries for the 2020/2021 school year as follows:

<b>NON-TENURED TEACHERS</b>		
<b>1st Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Matthew Kennedy	BA/6-7	\$50,700.00
Joseph Lippincott	MA/10	\$60,729.00
Eileen Rothstein	BA/6-7	\$50,700.00
Samantha Sheridan (.59)	MA/3	\$31,197.00 (prorated)
Phillip Verespy	BA/9	\$54,500.00 (prorated)
<b>2<sup>nd</sup> Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Ryan Kraft	BA/2	\$48,400.00
Christina Lawrence	BA/8	\$52,600.00
Shana Redkoles	BA+30/11	\$61,128.00
Laura Spadafora	MA/6-7	\$54,977.00

<b>3<sup>rd</sup> Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Kathryn Beaver	MA/16	\$80,479.00
Rebecca Chiselko	MA+15/15	\$76,895.00
Joseph Dalessandro	MA+30/3	\$54,340.00
Daniel Ward	MA/2 (9/1/20-12/31/20)	\$52,677.00
	MA+15/1 (1/1/21-6/30/21)	\$53,393.00
Sarah Weng	BA/14	\$67,802.00
<b>4<sup>th</sup> Year Personnel</b>	<b>Degree/Step</b>	<b>Salary</b>
Jon Botbyl	BA/15	\$71,802.00
Jennifer Cuesta	BA+30/10	\$58,928.00
Sarah Mickle	BA/14	\$67,802.00
M. Chris Thomas	MA/10	\$60,729.00
Michelle Tucci	MA/18	\$89,479.00

<b>TENURED TEACHERS</b>		
<b>Teacher</b>	<b>Degree/Step</b>	<b>Salary</b>
Elizabeth Altamuro	MA/12	\$65,329.00
Robin Arabia	BA/11	\$58,652.00
Nicole Beach	BA+30/11	\$61,128.00
Melissa Bianchini	BS/18	\$85,202.00
Paul Blass	MA+60/18	\$92,630.00
Meghan Bourquin	BA/12	\$61,052.00
Laurie Boyle	BA/15	\$71,802.00
Jacqueline Bradley	BA/18	\$85,202.00
Kimberly Bridges	BA/18	\$85,202.00
Samantha Cangiano	BA/14	\$67,802.00
Anthony Cappello	BA/18	\$85,202.00
Steven Carey	MA+60/18	\$92,630.00 (prorated)
Aimee Casey	BA/18	\$85,202.00
Kevin Casey	MA+45/18	\$91,280.00
Tonya Catando	BA/18	\$85,202.00
Christopher Chapman	MA/13	\$68,179.00
Kristin Chapman	MA/16	\$80,479.00
Vincent Chiaro	BA/8	\$52,600.00
Edward Cieslak	MA/15	\$76,079.00
Doris Cioffi	MA/18	\$89,479.00
Stefanie Collum	BA/18	\$85,202.00
Alice Contravo	MA/9	\$58,777.00
Steven Cooke	BA/6-7	\$50,700.00
Soultana Costas	BA/18	\$85,202.00
Erica Crowley	BA/6-7	\$50,700.00
Erin Cunningham	MA/16	\$80,479.00 (prorated)

Sean Cunningham	BA/12	\$61,052.00
Erica Davidson	MA+60/18	\$92,630.00
Patricia Deroian	BA/18	\$85,202.00
Patricia DiJoseph	BA/18	\$85,202.00
Robert DiTizio	BA/12	\$61,052.00
Irene Donnelly	MA+30/17	\$86,442.00
Susann Driscoll	MA/14	\$72,079.00
Jill DuBois	BA/17	\$80,702.00
Matthew Elmuccio	MA/16	\$80,479.00
Amanda Esposito	MA/8	\$56,877.00
Dare Euler	MA+30/18	\$90,942.00
Jason Evans	BA/14	\$67,802.00
Michael Finley	BA/8	\$52,600.00
Stephen Gangloff	BA/18	\$85,202.00
Christina Gargano-Lupo	BA/8	\$52,600.00
Tracy Gerace	MA/18	\$89,479.00
Jenifer Gillin	MA/18	\$89,479.00
Dana Giorgianni	BA/18	\$85,202.00
Jacqueline Goetz	BS/18	\$85,202.00
Suzanne Granato-Castro	BA/18	\$85,202.00
Kandice Hanrahan	BA/18	\$85,202.00
Stephen Hare	BA+30/18	\$87,678.00
Kimberly Hemmes	MA/18	\$89,479.00
Barbara Hess	BA/16	\$76,202.00
Stacie L. Hess	MA+60/18	\$92,630.00
Anne Himmer	BA/17	\$80,702.00
Katherine Hoh	MA+15/18	\$90,295.00
John Hopely	MA+30/16	\$81,942.00
Valerie Hossler	BS/18	\$85,202.00
Roseann Humphreys	MA+60/18	\$92,630.00
Sean Kahoun	BA+30/18	\$87,678.00
Aliana Katz	BA+8	\$52,600.00
Megan Kinder	BA/18	\$85,202.00
Rose Knowles	MA/18	\$89,479.00
Karen Kowalski	BA/18	\$85,202.00
Stephanie Lai	BA/18	\$85,202.00
Bethany Lawlor	MA/11	\$62,929.00
Deborah Leach	BA/18	\$85,202.00
Christe Leakan	MA+60/18	\$92,630.00
Christine Lenentine	MA+15/12	\$66,145.00
Heather Lester	MA/10	\$60,729.00
Megan Jean Leypoldt	BA/15	\$71,802.00
Catherine Liebmann-Jacobo	MA/18	\$89,479.00
Lisa Lopes (0.8)	BA/15	\$57,442.00
Lisa Lyons	BA/12	\$61,052.00
Laura Malinowski	MA+15/15	\$76,895.00
Rita Marquez-Williams	BA/18	\$85,202.00
Jennifer Massari	MA/11	\$62,929.00

Jeffrey McAfee	MA/13	\$68,179.00
Lauren Mecholsky	MA/9	\$58,777.00
Daniel Miller	BA+30/16	\$78,678.00
Jody Miller	BS/18	\$85,202.00
Janine Morrison	BA/15	\$71,802.00
Jessica Morrone	MA/13	\$68,179.00
Diana Neff	MA/15	\$76,079.00
Matthew Newcomb	BA/18	85,202.00
Shelly Nichols	BA/13	\$63,902.00
Denise Pallies	MA+15/18	\$90,295.00
Michelle Panchelli-Cappello	BA/18	\$85,202.00
Carrie Parkin	MA+15/14	\$72,895.00
Tracey Pinque	MA/18	\$89,479.00
Laura Pirrone	BA/18	\$85,202.00
Lauren Plum	BA/8	\$52,600.00
Patrick Polimeni	BA+30/18	\$87,678.00
Linda Pramov	BA/16	\$76,202.00
Roy Rambo	BA/18	\$85,202.00
Eugene Reid	BA/18	\$85,202.00
Karen Roberts	BA/12	\$61,052.00
Laura Rodi	MA/18	\$89,479.00
Susan Rosenberger	BA/18	\$85,202.00
Patrice Rowan	MA/14	\$72,079.00
Jaclyn Schanz	MA/14	\$72,079.00
Carrie Schwank	BA/17	\$80,702.00
Tracey Siner	BA/18	\$85,202.00
Christina Skanes	MA/13	\$68,179.00
Matthew Smick	MA/11	\$62,929.00
Jeffrey Smith	BA/18	\$85,202.00
Melody Smythe	BA/11	\$58,652.00
Stacy Specht	MA/16	\$80,479.00
Brad Spicer	MA+45/18	\$91,280.00
Lori Staman	BA/16	\$76,202.00
Robert Tender	MA/15	\$76,079.00
Diane Thomas	MA+30/13	\$69,642.00
Cynthia Thompson	MA+15/18	\$90,295.00
Kristie Thompson	MA/15	\$76,079.00
Jaclyn Thorpe	MA/17	\$84,979.00
Thomas Tocco	MA/8	\$56,877.00
Sherri Tulini	MA/15	\$76,079.00
Norman VanFossen	BS/18	\$85,202.00
Cynthia Vidal	MA/18	\$89,479.00
Alicia Walsh	MA/15	\$76,079.00
Kaitlin Weber	BA/10	\$56,452.00
Nicole Weber	MA/6-7	\$54,977.00
Cassandra Wright	MA+30/6-7	\$56,440.00
Michael Yeager	MA/18	\$89,479.00
Jillian Young	MA/11	\$62,929.00

<b>MAINTENANCE/GROUNDS</b>			
<b>Name</b>	<b>Months</b>	<b>Position</b>	<b>Salary/Step</b>
William Macy Campbell	12	Groundskeeper	\$58,157.00
Jeffrey Flood	12	Maintenance	\$58,157.00
Paul Maden	12	Maintenance	\$58,157.00
Thomas Rumaker	12	Food Truck/ Messenger/Custodian	\$58,157.00
Paul Schnetzler (PT)	12	Maintenance/Grounds (25 hours per week)	\$30,381.00/I
Christopher Williams	12	Maintenance/Grounds	\$58,157.00

<b>CUSTODIANS</b>		
<b>Name</b>	<b>Months</b>	<b>Salary/Step</b>
Richard Barr	12	\$36,412.00/J
Cheryl Buckingham (PT)	12 (25 hours per week)	\$21,320.00/P
Kyle Chrzanowski	12	\$34,712.00/M
Susan Conover	12	\$51,524.00/A
David Hampton	12	\$51,524.00/A
Kevin Hoffman	12	\$51,524.00/A
Wilfredo Maldonado	12	\$34,912.00/L
Paul Pike	12	\$51,524.00/A
Justin Pino	12	\$34,112.00/P
Daniel Reader	12	\$34,712.00/M
Christopher Sowinski	12	\$34,112.00/P
Jose Torres	12	\$51,524.00/A
Thomas Tulini	12	\$51,524.00/A

<b>SECRETARIES</b>		
<b>Name</b>	<b>Months</b>	<b>Salary/Step</b>
Joanne Chmielewski	10	\$46,480.00/A
Mary Clark	12	\$55,776.00/A
Gina Heil	12	\$54,976.00/C
Roseanna McGinn	10	\$46,480.00/A
Stacey McIlvaine	12	\$53,376.00/G
Lori Moore	12	\$54,175.00/E
Donna Platt	10	\$44,480.00/G
Deborah Raneiro	10	\$46,480.00/A
Shannon Vallaster	10	\$46,480.00/A
Diane Zimmerman	10	\$46,480.00/A

<b>OFFICE AIDES</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Jennifer Christinzio	Kindle	Up to 20 hours/week	\$14.12
Deanna Davenport	Walls	Up to 20 hours /week	\$12.00

		(effective week of 3/22/21 - originally approved as 16 hours per week)	
Christine Rainey	Memorial	Up to 20 hours/week	\$13.00

<b>LIBRARY AIDES</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Beth Franchi	Memorial	Up to 15 hours/week	\$16.24/A Degree
Shannon Monteith	Kindle	Up to 15 hours/week	\$15.07/C Degree

<b>LUNCHROOM AIDE</b>			
<b>Name</b>	<b>School</b>	<b>Hours</b>	<b>Salary</b>
Virginia Hopkins	High	Up to 29.5 hours/week	\$14.48

<b>CAFETERIA STAFF</b>		
<b>Name</b>	<b>Salary/Step</b>	<b>Hours/Days</b>
Virginia DeSimine	\$11.00 \$12.00 (effective 1/1/21)	Up to 1.50 hours
Bonnie Fluck	\$14.47	Up to 2.60 hours
Christina Georgette	\$15.27	Up to 5.75 hours
Betty Jean Hampton	\$21.76	Up to 5.95 hours
Elizabeth Matteo	\$14.11	Up to 3.60 hours
Erika Morton	\$11.00 \$12.00 (effective 1/1/21)	Up to 4.50 hours
Debra Riccardelli	\$11.00 \$12.00 (effective 1/1/21)	Up to 5.50 hours
Victoria Rumaker	\$17.66	Up to 5.50 hours
Robin Scipione	\$14.47	Up to 4.40 hours
Suzanne Somogy	\$16.07	Up to 5.50 hours

<b>INSTRUCTIONAL AIDES (FT)</b>	
<b>Name</b>	<b>Salary/Step</b>
Leslie Dove	\$15.84/A/No Degree
Janet Rainier	\$15.84/A/No Degree
Deborah Vencius	\$15.84/A/No Degree

<b>INSTRUCTIONAL AIDES (PT)</b>		
<b>Name</b>	<b>Hours</b>	<b>Salary/Step</b>
Sally Bierman	29.5 wk	\$16.24/A/Degree
Ashley Bitterman	29.5 wk	\$13.42/G/60 Credits
Dawn Conner	29.5 wk	\$16.24/A/Degree
Drew Davenport	29.5 wk	\$13.52/H/Degree
Nancy Davenport	29.5 wk	\$15.84/A/0 Credits
Alberta Foster	29.5 wk	\$15.84/A/0 Credits

Debra Guarni	29.5 wk	\$16.04/A/60 Credits
Amy Hansen	29.5 wk	\$14.17/D/0 Credits
Christine Heier	29.5 wk	\$15.84/A/0 Credits
Marilyn Hicks	29.5 wk.	\$13.42/G/60 Credits
Diana Joyce	29.5 wk	\$16.24/A/Degree
Mary Ellen McGaley	29.5 wk	\$13.22/G/0 Credits
Aaron Miller	29.5 wk	\$13.22/G/0 Credits
Michelle Natali-Muldoon	29.5 wk	\$16.24/A/Degree
Jennifer Nicastro	29.5 wk	\$14.37/D/60 Credits
Barbara Schmidt	29.5 wk	\$15.84/A/0 Credits
Autumn Schoen	29.5 wk	\$14.57/D/Degree
Jennifer Shalaway	29.5 wk	\$16.24/A/Degree
Jennifer Strockbine	29.5 wk	\$16.24/A/Degree
Theresa VanMater	29.5 wk	\$16.24/A/Degree
Diane Walker	29.5 wk	\$16.24/A/Degree
Nora Weirich	29.5 wk	\$15.84/A/0 Credits
Ann Marie Weitzel	29.5 wk	\$16.04/A/60 Credits
Jennifer Williams	29.5 wk	\$16.24/A/Degree
Cindy Wood	29.5 wk	\$16.04/A/60 Credits

<b>NON-PEA STAFF</b>		
<b>Name</b>	<b>Position</b>	<b>Salary</b>
Brian Burton	Facilities Manager	\$77,438.00
Ashlee Sheppard	Occupational Therapist (MA/5)	\$54,277.00
Jennifer Smith	Athletic Trainer (FT)	\$49,055.00
Daniel Thomas	Instructional Assistant (FT)	\$15.95/hr.

<b>SYSTEM ADMINISTRATORS/COMPUTER TECHNICIANS</b>		
<b>Name</b>	<b>Title</b>	<b>Salary</b>
Maximilian Pozza	System Administrator/Computer Technician	\$54,290.00
Jonathan Wagner	System Administrator/Computer Technician	\$53,113.00

<b>CENTRAL OFFICE SECRETARIES</b>		
<b>Name</b>	<b>Title</b>	<b>Salary</b>
Angela Addeo	Executive Secretary to Superintendent	\$67,486.00
Colleen Flaherty	Secretary to District Administration (Curriculum, Technology, Facilities)/Panther Club Coordinator	\$55,832.00
April Furey	Secretary to Business Administrator/Board Secretary	\$42,849.00
Carisa Rose	Account Specialist	\$57,428.00
Terri Schultz	Payroll/Benefits Secretary	\$51,625.00

Stacie Streater	Secretary to Director of Curriculum and Instruction	\$52,658.00
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<b>PANTHER CLUB SITE LEADERS (Contracted)</b>				
<b>Name</b>	<b>School</b>	<b>Position</b>	<b>Rate</b>	<b>Hours/Week</b>
Kellianne Barr	Walls	AM/PM	\$17.55	25.75
Jessica Romer	Memorial	Extended	\$16.26	29.5"

**Roll Call: 3-14 (items 1-2 informational)**

**Yes 7: Martin, Miller Pappalardo, Powell, Savage, Uyehara, Wilson-Doherty,**

**Abstain: 0**

**No: 0**

**Absent: 0**

## **COMMUNICATION & POLICY COMMITTEE - Powell, Wilson-Doherty, Pappalardo**

**Moved by Board Member: Pappalardo**

**Second by Board Member: Savage**

### **1. Bylaw 0145 Board Member Resignation and Removal (M) (Revised)**

*Info: Bylaw 0145 addresses when a Board member must resign, must be removed, or may be removed from the Board in accordance with New Jersey statute. This Bylaw has been revised to remove the option provided to a Board to only count "regular" Board meetings when attempting to remove a Board member for missing three consecutive meetings in accordance with N.J.S.A. 18A:12-3. The revision broadens a Board's authority to remove a Board member who misses three consecutive meetings without good cause. In addition, the revised Bylaw Guide indicates a Board member will be provided at least forty-eight hours' notice in advance of the meeting in which a vote is to be taken to remove the member.*

"That Bylaw 0145 (M)(Revised) be approved for **second** reading."

### **2. Regulation 2464 Gifted and Talented Students (M)(Revised)**

*Info: This regulation is being revised to include all assessments used currently as well as the timeline for identification.*

"That Regulation 2464 (M)(Revised) be approved for **first** reading."

### **3. Policy/Regulation 5330.01 Administration of Medical Cannabis (M)(Revised)**

*Info: N.J.S.A. 18A:40-12.22 requires school districts to develop a policy authorizing parents, guardians, and primary caregivers to assist a student in the medical administration of cannabis while on school grounds, aboard a school bus, or attending a school-sponsored event. The primary revision here is a change in terminology from "marijuana" to "cannabis". There were several other revisions to the statutes including the addition of definitions for "Commission", "designated caregiver", "health care practitioner", and "registration with the Commission".*

"That Policy/Regulation 5330.01 (M)(Revised) be approved for **first** reading."

### **4. Policy 7425 Lead Testing of Water in Schools (M)(Revised) Regulation 7425 Lead Testing of Water in Schools (M) (New)**



*Info: Policy 7425 has been revised to reflect the recent changes in N.J.A.C. 6A:26-12.4 which require school districts to test for lead in the water outlets in school facilities. All school districts are required to test drinking water outlets in the designated Statewide testing year, which will be every third school year beginning with the 2021-2022 school year. This is a significant change from the previous administrative code which required lead screenings every six years after the initial screening. In addition, the school district is now required to review the final laboratory results within seventy-two hours upon receipt. The revised administrative code outlines the procedures the school district must follow in regard to the lead testing schedule, laboratory results and analysis, the school district's exemption from testing requirements, and school district reimbursement.*

“That Policy 7425 (M)(Revised) and Regulation 7425 (M)(New) be approved for **first** reading.”

5. **Policy/Regulation 7430 School Safety (M) - Abolished**

“That Policy/Regulation 7430 (M) be abolished.”

6. **Policy 2415 Every Student Succeeds Act (M)(Revised)**

*Info: Policy 2415 has been revised to list the general provisions of the ESSA. The revised Policy provides some general updates and removes listing all the individual Title programs as this list is not required to be included in a Policy. The revised Policy also updates the Academic Standards, Academic Assessments, and Accountability section as the ESSA now requires each State to develop its own accountability system to be included in a State Plan that must be approved by the United States Department of Education (USDOE). The NJDOE waiver language in the current Policy that permitted the State to receive waivers from the USDOE on certain NCLB requirements has also been removed from the Policy as it is no longer applicable.*

“That Policy 2415 (M)(Revised) be approved for **first** reading.”

7. **Policy 2415.01 Academic Standards, Academic Assessment, and Accountability (M) - Abolished**

”That Policy 2415.01 (M) be abolished.”

8. **Policy 2415.02 Title I - Fiscal Responsibilities (M)(Revised)**

*Info: Policy 2415.02 has been revised to provide an additional section, “Supplement, Not Supplant.” Policy 2415.02 is mandated for a school district that receives Title I funds.*

“That Policy 2415.02 (M)(Revised) be approved for **first** reading.”

9. **Policy 2415.03 Highly Qualified Teachers (M) - Abolished**

“That Policy 2415.03 (M) be abolished.”

10. **Policy 2415.05 Student Surveys, Analysis, and/or Evaluations (M)(Revised)**

*Info: Policy 2415.05 addresses the issue of a school district obtaining the written consent from parents for their child to participate in a survey, analysis, or evaluation funded in whole or in part by the USDOE. Policy 2415.05 has been revised to remove the NCLB citation at the end of the Policy and to provide an updated definition of “minor” student. “9 – Social Security Number” is not a PPRA protected information area, but is a protected information area under the New Jersey law, N.J.S.A. 18A:36-34, which is outlined in Policy 9560 – Administration of School Surveys.*

“That Policy 2415.05 (M)(Revised) be approved for **first** reading.”

11. **Policy/Regulation 2415.20 Every Student Succeeds Act Complaints (M)(Revised)**

*Info: The ESEA requires a complaint procedure for resolving complaints filed by an individual or organization alleging a school district or the NJDOE violated the provisions of the ESSA. Policy and Regulation 2415.20 have been revised updating the provisions of the complaint procedure to be in compliance with the ESSA.*

“That Policy/Regulation 2415.20 (M)(Revised) be approved for **first** reading.”

12. **Policy 4125 Employment of Support Staff Members (M)(Revised)**

*Info: This revision updates the term NCLB to ESSA.*

“That Policy 4125 (M)(Revise) be approved for **first** reading.”

13. **Policy 6360 Political Contributions (M)(Revised)**

*Info: Policy 6360 states a Political Contribution Disclosure (PCD) Form is required for Board of Education contracts for contracted educational services provided under NCLB in excess of \$17,500 as per the Department of Community Affairs – Local Finance Notice – June 4, 2007. The Policy has been revised to remove the provision referencing “contracted educational services provided under NCLB and has been replaced with any “educational services provided under any Federally funded program” which would include any ESSA program. Policy 6360 is mandated.*

“That Policy 6360 (M)(Revised) be approved for **first** reading.”

14. **Policy 8330 Student Records (M)(Revised)**

*Info: Policy 8330 references a provision of NCLB that addresses student information being provided to military recruiters, an institution of higher education, or prospective employers if a school district prepares a student information directory. The ESSA made only minor changes to this provision of NCLB, which are addressed in N.J.S.A. 18A:36-19.1 and outlined in further detail in Policy 9713.*

“That Policy 8330 (M) (Revised) be approved for **first** reading.”

15. **Policy 9713 Recruitment by Special Interest Groups (M)(Revised)**

*Info: Policy 9713 addresses the requirements outlined in N.J.S.A. 18A:36-19.1 and in the ESSA. The ESSA made several minor changes in the requirements:*

*A minor student may only opt out of their information being disclosed with parent consent; and*

*The school district must annually notify parents of the opt out provision.*

*These revisions required in the ESSA are already required by N.J.S.A. 18A:36-19.1 and are included in Policy 9713. However, the current Policy 9713 has two options, one developed for elementary school districts and one for school districts with secondary schools. The updated Policy 9713 has been revised to combine the two options noting special requirements for secondary school students only. In addition, the revised Policy recommends notice for a recruiter to request permission to recruit on school premises be at least forty-five working days prior to the visit.*

“That Policy 9713 (M)(Revised) be approved for **first** reading.”

**Roll Call: 1-15**

**Yes 7: Martin, Miller Pappalardo, Powell, Savage, Uyehara, Wislon-Doherty,**

**Abstain: 0**

**No: 0**

**Absent: 0**

**PUBLIC HEARING – (15 minutes)**

*This is public comment and not a dialogue between the board and the public. Commenters may send their written questions and remarks via email to [boepublichearing@pitman.k12.nj.us](mailto:boepublichearing@pitman.k12.nj.us). We ask that you only send one message during each comment period. During the meeting public comment will be monitored, and comments and questions will be read aloud into the public record. At the close of public comment, we will respond to questions to the best of our ability. If we do not have the information available at that time and, if appropriate, we will get back to you.*

**ADJOURNMENT at 8:37 p.m.**

**Motioned by Board Member: Powell**

**Second by Board Member: Martin**

That the meeting be adjourned at .”

**Voice vote, with all in favor of adjournment.**

Respectfully Submitted by:

Kelly Brazelton, Board Secretary