

**MISSION STATEMENT:** We are committed to or exceeding the NJ Student Learning Standards at all grade levels in all areas, and providing a safe and supportive environment where all students are inspired, empowered, and encouraged to maximize their unique potential.

**VISION STATEMENT:** Students will become life-long learners, critical thinkers, and creative problem solvers who achieve success as valuable and contributing members of society.

**WORKSHOP MEETING** on May 6, 2019, Administration Building, One Crest Way, Aberdeen, NJ.

**I. CALL TO ORDER**

President, Ms. Friedman called the Committee of the Whole Meeting to order at 7:01 pm.

**II. PLEDGE OF ALLEGIANCE**

**III. STATEMENT OF ADEQUATE NOTICE**

Ms. Friedman read the following Statement:

“The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or agreed upon. In accordance with the provision of this act, the Matawan-Aberdeen Regional School District Board of Education advertised this meeting on February 1, 2019 in the Asbury Park Press and the Star Ledger. This notice was sent to the Municipal Clerks of the Borough of Matawan and the Township of Aberdeen, and the Matawan-Aberdeen Joint Free Public Library. The notice was also placed on the district’s web site.”

**IV. ROLL CALL**

Present:	Ms. Allison Friedman - President	Ms. Anissa Esposito - Vice President
	Mr. Kevin Ahearn	Dr. Jeff Delaney
	Mr. John Montone	Ms. Randi Moore
	Ms. Shari Whalen	

Absent: Mr. Weymouth Brittingham, Ms. Joelle Nappi

Also Present: Dr. Joseph Majka, Superintendent of Schools  
Mr. John Bombardier, Assistant Superintendent for Curriculum and Instruction  
Mr. Alex Ferreira, School Business Administrator/Board Secretary  
Ms. Nelyda Perez, Assistant Superintendent for Special Services and Programs  
Mr. Michael Liebmann, Director of Personnel

**V. SUPERINTENDENT’S REPORT**

- Dr. Majka introduced Mr. Ferreira
- Mr. Ferreira introduced Ms. Kaeser, Transportation Coordinator
- Ms. Kaeser provided the Board with a short policy implementation update
  - Hazardous
    - Update on point system
    - Timeline on next steps
  - Subscription
    - Review of timeline process
    - Review of bid process
    - Timeline of bid
    - Parental concerns on application timeline
    - Status of parents that did not submit applications

- Board discussion on timeline and unforeseen concerns
  - Points for elementary students
  - Discussion on mandated parents taking waivers
  - Discussion on grandfathering students

**VI. BOARD PRESIDENT’S REPORT**

Board President, Ms. Friedman made the following statements:

- NJSBA county meeting
  - Presentation to Dr. Delaney on 10 years of service
  - Ms. Friedman presented Dr. Delaney with NJSBA+ certificate
  - Publication of article by Dr. Rawls
  - CARC Gala – Dr. Majka, honoree
  - Ms. Perez award by NJASA
  - Teacher appreciation week

**VII. CURRICULUM AND INSTRUCTION**

Mr. Bombardier reviewed the Curriculum and Instruction Agenda requesting that the Board take action this evening on Items A1 and B1. The remainder of the items will be presented for action at the May 20, 2019 Regular Action Meeting.

A motion was moved by Ms. Esposito and seconded by Ms. Whalen.

**B. OTHER**

2. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the Leadership Academy students to participate in an overnight team-building retreat at the Princeton-Blairstown Center in Blairstown, NJ on September 22 and September 23, 2019.

**Rationale:** The purpose of this retreat will be to allow the Civic Leadership students to have the opportunity to develop new skills that strengthen their leadership, team building, conflict resolution, communication and decision making skills. The character traits that the students will learn while on this trip will navigate them in the right direction starting the new school year.

**Cost:** \$3,660.00

**Account #:** 11-190-100-610-30-0000-0

3. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following new courses for the Matawan-Aberdeen Middle School and Matawan Regional High School for the 2019 – 2020 school year:

- Course Title:** Junior Civic Leadership Design & Sustainability Lab- New proposed course – MS  
 STEAM Experience 1 –STEAM: Simple Machines – Name change – MS  
 STEAM Experience 11 – STEAM: Interactive Circuits Design – New proposed course - MS  
 PLTW Automation – STEAM Robotics – Name change - MS  
 Foundations of Lab Biology – New course - 2.5 credits - HS  
 Accuplacer Next Generation Lab (ELA/Math) – New proposed course - HS  
 Comp 129: Information Technology (Brookdale) – New course - 2.5 credits - HS  
 Humanities Seminar – New course - 5 credits - HS

**Rationale:** Supports District Goal #1; Improve achievement for all students.

4. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following new textbooks for the 2019 – 2020 school year:

Information Technology (ISBN #1323787143) for Comp 129: Brookdale Course – HS - \$2,500.00

Subject and Strategy (ISBN # 131913951) for Brookdale 121 – HS - \$1,500.00

**Rationale:** As per NJDOE regulations, all districts must have a written policy and procedure for textbook replacement. The Matawan-Aberdeen Regional School District reviews and evaluates textbooks every five years to ensure alignment to state standards and content relevance. Textbooks are re-evaluated when curriculum guides are revised, new courses are established, and/or when programmatic changes occur.

**Cost:** \$4,000.00

**Account #**11-190-100-640-04-0000-0

**VIII. SPECIAL SERVICES**

Ms. Perez reviewed the Special Services Agenda requesting the Board take action on Item 1. The remainder of the items will be presented for action at the May 20, 2019 Regular Action Meeting.

A motion was moved by Ms. Moore and seconded by Ms. Esposito.

2. The Superintendent recommends the Matawan-Aberdeen Regional School District Board of Education approve the following tuition adjustments for the 2015-2016 School Year.

Student	Classification	School	Cost	Effective Dates
158065	Multiply Disabled	The Children’s Center	\$217.33 –tuition was originally approved for \$62,033.44 on 8/25/15. Actual Cost \$62,250.77	9/18/15-6/24/16 (retroactive)
157082	Intellectual Disability Moderate	The Children’s Center	\$217.33 –tuition was originally approved for \$62,033.44 on 8/25/15. Actual Cost \$62,250.77	9/18/15-6/24/16 (retroactive)
54	Intellectual Disability Moderate	The Children’s Center	\$217.33 –tuition was originally approved for \$62,033.44 on 8/25/15. Actual Cost \$62,250.77	9/18/15-6/24/16 (retroactive)

Cost: \$651.99

Account#: 11-000-100-566-09-0000-0

Rationale: The Out of District Schools were audited. Therefore, there was a tuition and/or extraordinary service adjustment.

3. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve bedside instruction for the following student:

Student	Provider	Cost	Effective Dates
158397	MMC	\$750.00	4/11/19-4/25/19 (retroactive)

Cost: \$750.00

Account#: 11-219-100-320-09-0000-0

4. The Superintendent recommends the Matawan-Aberdeen Regional School District Board of Education approve the following students to attend an Out of District Placement for the 2018-2019 School Year.

Student	Classification	School	Cost	Effective Dates
160344	Emotionally Disturbed	CPC Behavioral Healthcare	\$15,624.00	4/11/19-6/30/19 (retroactive)

Cost: \$15,624.00

Account#: 11-000-100-566-09-0000-0

5. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following service contract for the 2019-2020 School Year.

Provider	Cost	Services	Effective Dates
Effective School Solutions	\$482,200.00	In district therapeutic services @ MAMS and HS	7/1/19-6/30/20

Cost: NTE: \$482,200.00

Account #: 11-000-219-490-09-0000-1

Rationale: Effective School Solutions will provide therapeutic mental health services through licensed professionals to students in public school districts.

**IX. PERSONNEL**

Mr. Liebmann reviewed the Personnel Agenda requesting the Board take action on Items 1, 2, 3, and 4. The remainder of the items will be presented for action at the May 20, 2019 Regular Action Meeting.

A motion was moved by Ms. Whalen and seconded by Dr. Delaney.

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following:

**A. LEAVE OF ABSENCE**

Policy: 4151 Attendance Patterns  
4151.1 Personal Illness and Injury/Health and Hardship

Name	Loc	Position	Type of Leave	With/ W/O Pay	Effective Dates
Rogers, Kimberly HS.TCH.LANG.ARTS.06	HS	Teacher of English	Personal Leave	Without Pay	4/29/19 (Retroactive)
Diaz-Valle, Evelyn CL.ADMSP.TA.01	CL	Instructional Assistant	Personal Leave	Without Pay	4/8/19-5/10/19 Retroactive
Debek, Ewa CO.TRN.DRIVER.17	CO	Bus/Van Driver	Medical Leave	With Pay	4/19/19-5/1/19 (Retroactive)
Zibbell, James CO.CST.SOCIAL.WKR.02	MA	CST Social Worker	Medical Leave	With Pay	4/29/19-5/14/19 (Retroactive)

**B. APPOINTMENTS**

Policy: 4111/4211 Recruiting, Selection and Hiring  
4142/4242 Salary Checks and Deductions  
4122 Substitute Teachers Student Teachers/Interns  
4213/4214 Assignment/Transfer

**1. Appointments**

Name	Loc	Position	Step	Salary/ Stipend	# Int	Replace Reason	Effective Dates
TBD CO.ADMSP.TA.ACCT	CO	Accountant/ Purchasing Supervisor	N/A	TBD	TBD	Badalamenti (Resignation)	TBD-6/30/19
TBD CO.TRN.ASST.02	CO	Transportation Assistant	TBD	TBD	TBD	Howell (Transfer)	TBD-6/30/19
TBD CO.TRN.ASST.05	CO	Transportation Assistant	TBD	TBD	TBD	Giammarino (Resignation)	TBD-6/30/19
TBD CO.TRN.DRIVER.25	CO	Bus/Van Driver P/T	TBD	TBD	TBD	Lavoie (Transfer)	TBD-6/30/19
TBD CO.TRN.DRIVER.11	CO	Bus/Van Driver	TBD	TBD	TBD	Paul-Witt (Resignation)	TBD-6/30/19
TBD CO.TRN.DRIVER.02	CO	Bus/Van Driver	TBD	TBD	TBD	DeVincenzo (Resignation)	TBD-6/30/19

Note: The law on background checks requires ultimate clearance prior to any employment becoming final, in addition to pre-employment paperwork

**2. Mentor – 2018/2019 School Year**

Name	Subject	Location

**Rationale:** To assist first year teachers in the performance of their duties and adjustments to the challenges of their teaching assignment; reduce novice teacher attrition; improve the effectiveness of new teachers; and enhance knowledge of and strategies related to the CCSS to facilitate student achievement and growth by implementing the Board Approved Mentoring Plan pursuant to NJAC 6A:9B-6.

**Cost:** None to the District. Provisional Teacher assumes total responsibility for paying the Mentor Teacher.

**3. College Student Observers/Teachers/Interns 2018/2019 School Year**

Name	College	Cooperating Teacher Administrator	School/Area

**Rationale:** Student will be able to complete course work requirements toward degree and certification.  
**Cost:** None to the Board

**4. Home Instruction 2018-2019 School Year**

I.D.	Subject	Loc	Classroom Teacher	Home Instruction Teacher	Hrs Per Week	No. of Weeks	Total Hrs Per Subject/ Class	Effective Dates
158365	Math	MA	Lambert, Lynn	Wietecha, Corinne	2.5	7	17.5	4/11/19-6/11/19 (Retroactive)
158365	Science	MA	Hillyer, Patricia	Hillyer, Patricia	2.5	7	17.5	4/11/19-6/11/19 (Retroactive)
158365	Social Studies	MA	Grigoli, Jeremy	Miller, David	2.5	7	17.5	4/11/19-6/11/19 (Retroactive)
158365	Language Arts	MA	Monro, Christine	D’Agostino, Nicole	2.5	7	17.5	4/11/19-6/11/19 (Retroactive)
161469	Algebra 2	HS	Colburn, Kendra	Marzella, Dana	3-1/3	4	13-1/3	4/26/19-5/29/19 (Retroactive)
161469	US History 2	HS	Walter, Cathleen	Brubaker, Mark	3-1/3	4	13-1/3	4/26/19-5/29/19 (Retroactive)
161469	English 3	HS	Segui, Jessica	Brubaker, Mark	3-1/3	4	13-1/3	4/26/19-5/29/19 (Retroactive)
162445	Geometry	HS	Komito, Marc	Wietecha, Corinne	2.5	9	22.50	4/23/19-6/24/19 (Retroactive)
162445	U S History 2	HS	Carnovsky, Robert	Carnovsky, Robert	2.5	9	22.50	4/23/19-6/24/19 (Retroactive)
162445	English 3	HS	Segui, Jessica	Castelli, Courtney	2.5	9	22.50	4/23/19-6/24/19 (Retroactive)
162445	Lab Chemistry	HS	Mohammed, Patrick	Milan, Gregory	2.5	9	22.50	4/23/19-6/24/19 (Retroactive)

**Account #:** General Education 11-150-100-101-11-0000-1 \$45.00/Hour  
**Account #:** Special Education 11-219-100-101-11-0000-1 \$45.00/Hour

**5. Extra-Curricular Activities – 2019-2020**

Name	Loc	Activity	Position	2018/2019 Step/Stipends	Effective Date
<b>Athletic Activities</b>					
<b>Non Athletic Activities</b>					
<b>Hourly Activities</b>					
Carrante, Marlene MA.ADMSPT.IA.02	MA	Instructional Assistant	One-To-One Aide	Per Diem Rate	2018/2019 & 2019/2020 School Year

**6. 2019/2020 Summer Bus/Van Drivers & Transportation Assistants**

Name	Position	Name	Position

**7. 2019/2020 District Translators/Hearing Impaired Sign Language Interpreter**

Name	Loc	Language

**Effective:** 2019/2020 School Year  
**Translator:** \$30.00/Hour – Hearing Impaired Sign Language Interpreter \$50.00/Hour

**8. Volunteers**

Name	Loc	Activity	Effective Date

**Note:** The law on background checks requires ultimate clearance prior to any employment becoming final, in addition to pre-employment paperwork

**9. Substitute Principal – 2018/2019 School Year** Jeffrey Hudanish #6257 \$300.00/Day-Additional \$4,000.00

**10. Staff Array Changes – 2018/2019 School Year**

Name	Loc/Fte	Current Assignment	Loc/Fte	New Assignment	Effective Dates/Reason

**11. Other**

- a.** 2019/2020 Mentor Plan – **Personnel Attachment #2** (To be available for May 20, 2019 Regular Action Meeting)
- b.** Comprehensive Equity Plan 2019/2020, 2020/2021, 2021/2022 – **Personnel Attachment #3** (To be available for May 20, 2019 Regular Action Meeting)

**X. POLICY**

- None

**XI. FINANCE/TRANSPORTATION**

Mr. Ferreira reviewed the Finance/Transportation Agenda requesting the Board take action on Items 1, 2, 3, and 4. The remainder of the items will be presented for action at the May 20, 2019 Regular Action Meeting.

A motion was moved by Ms. Esposito and seconded by Dr. Delaney.

**5. Payroll for April 2019 and Bills List for May 2019** (Available for review in Board Secretary’s Office)  
Policy #6470 Payment of Claims

<b>April 2019, Payroll</b>	\$3,916,522.33
<b>May 2019, Bills List</b>	\$
<b>TOTAL</b>	<b>\$</b>

**6. Transfer of Funds for March 2019** (Available for review in Board Secretary’s Office)  
Policy # 6422 Budget Transfers

WHEREAS, N.J.A.C. 6A:23A-16.10(a)1 prohibits a district Board of Education from approving an encumbrance or expenditure that, when added to the total of existing encumbrances and expenditures, does not exceed the amount appropriated by the district board of education in the applicable line item account established pursuant to N.J.A.C. 18A:22-8.1., and

WHEREAS, N.J.A.C. 6A:23A-16.10(c)1 requires presentation of a report showing all transfers between line item accounts at every regular district board of education meeting,

NOW, THEREFORE BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the report of line item transfers for **March 2019** as presented.

**7. S-1701 Reporting for March 2019**  
Board Secretary Report for **March 2019**

BE IT RESOLVED, that the Report of the Secretary to the Board of Education and the Report of the Treasurer of School Monies for **March 2019**, which are in agreement, be accepted as submitted and attached to and made part of the minutes of this meeting.

BE IT FURTHER RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education, pursuant to N.J.A.C. 6A:23A-16.10(c)4, certify that as of **March 31, 2019**, after review of the Board Secretary’s monthly financial reports (appropriations section) and Treasurer’s Report, and upon consultation with appropriate district officials, to the best of our knowledge no major account or fund has been over-expended in violation of N.J.A.C. 6A:23A-16.10(a)1 and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

\_\_\_\_\_  
Alex Ferreira  
Board Secretary

May 20, 2019  
Date

**8. Designation of Approved Tax Shelter Annuities**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the following companies to provide Tax Shelter Annuity salary reduction agreements for the 2019/20 school year pursuant to Policy 6520.

- AXA Equitable
- AIG VALIC
- Metlife
- Lincoln Investment Planning, Inc.
- NY Life Insurance & Annuity Corp.



**9. Annual Appointments**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the following annual appointments for the 2019/20 school year:

Affirmative Action Officer	Mr. Alex Ferreira
Affirmative Action Officer for Contracts	Mr. Alex Ferreira
Anti-Bullying Coordinator	Mr. Michael Liebmann
Asbestos Management/AHERA Coordinator	Mr. Adam Nasr
Assistant School Board Secretary	Ms. Patti Lagarenne
Chemical Hygiene Officer	Mr. Adam Nasr
District School Safety Specialist	Mr. Aaron Eyler
Gender-Equity Officer	Mr. Michael Liebmann
Homeless Liaison	Ms. Nelyda Perez
Indoor Air Quality Officer	Mr. Adam Nasr
Integrated Pest Management Coordinator	Mr. Adam Nasr
Public Agency Compliance Officer	Mr. Alex Ferreira
Right to Know Officer	Mr. Adam Nasr
Safety and Health Officer	Mr. Adam Nasr
School Board Secretary	Mr. Alex Ferreira
School Funds Investor	Mr. Alex Ferreira
School Physician	Dr. Matthew Speesler
Section 504 Plan Officer	Ms. Nelyda Perez
Substance Awareness Coordinator	Ms. Jennise Nieves
Title IX Coordinator	TBD
Treasurer of School Monies	Mr. Kenneth Jannarone

**10. Approval of Depositories**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education designate the below listed Financial Institutions, Fund and Corporation as depositories for the Matawan-Aberdeen Regional School District Board of Education funds and that the Financial Institutions be required to be insured by either the SLIC or the FDIC and/or as required by both Federal and State statutes:

- Investors Bank
- New Jersey Asset & Rebate Management Program
- Bank of America

BE IT FURTHER RESOLVED, that the Board Secretary be authorized to wire transfer Board of Education funds between Board of Education accounts only; and

BE IT FURTHER RESOLVED, that the Board Secretary be authorized to enter into agreements with the State to allow the State to initiate credit entries to Board of Education accounts in its depositories by automatic deposits when appropriate; and

BE IT FURTHER RESOLVED, that any and all endorsements on behalf of the Board of Education upon checks, drafts, notes or instruments for depositor or collection made may be written or stamped endorsements of the Board of Education without any designation of the person making such endorsements; and

BE IT FURTHER RESOLVED, that the Board Secretary be authorized on behalf of the Board of Education to change existing account types and establish new Statement Savings, NOW, Special Checking and/or Money Market Investment Accounts, in any one or all of the above depositories when in the best interest of the Board of Education; and

BE IT FURTHER RESOLVED, that any funds on deposit in Board of Education accounts be subject to withdrawal at any time upon presentation of warrants, checks, notes, bonds, bond coupons or other instruments or orders for the payment of money when signed, live or facsimile; and

BE IT FURTHER RESOLVED, that the Board Secretary is hereby authorized to deliver, upon demand, specimen facsimile signatures of required authorities to the above approved depositories; and

BE IT FURTHER RESOLVED, that the Board Secretary is hereby authorized on behalf of the Board of Education to:

- a. Withdraw from depositories and give receipt for, or authorize depositories to deliver to bearer or to any person designated by the Board Secretary, all or any documents and securities or other property held by the depositories for any purpose
- b. Authorize the depositories to purchase or sell CDs, Repurchase Agreements and other securities, and
- c. Execute and deliver all instructs required by the depositories in connection with any of the foregoing resolutions and affix thereto the seal of the Board of Education.

**11. Authorized Signatures**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education authorize the following signatures for money market, checking and savings accounts:

<b>Accounts</b>	<b>Authorized Signature</b>
Custodian Account (All of the following persons)	Board President (Facsimile); School Board Administrator (Facsimile); and Treasurer of School Monies (Facsimile)
Payroll Agency Account	Treasurer or School Board Administrator (Facsimile)
Payroll Account	Treasurer or School Board Administrator (Facsimile)
Unemployment Compensation Trust	School Board Administrator Only
Matawan Regional High School (MRHS) Athletic Activities Account	MRHS Principal, Athletic Director and School Board Administrator or Assistant School Business Administrator
Matawan-Aberdeen Regional School District Student Activities Accounts	Principals, School Board Administrator or Assistant School Business Administrator
Scholarship Account	School Board Administrator and Assistant School Board Administrator
Food Services Account	School Board Administrator and Assistant School Board Administrator

**12. Representative Requesting Grant Funding**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the Superintendent of Schools as the representative permitted to request federal and state grant funding for the 2019/20 school year.

**13. Line Item Transfers**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education designate the Superintendent of Schools to approve line item budget transfers between regular board meetings subject to Board ratification for the 2019/20 school year.

**14. Adoption of the Uniform Minimum Chart of Accounts**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education authorize the Uniform Minimum Chart of Accounts for New Jersey Public Schools for the 2019/20 school year.

**15. Appointment of District Qualified Purchasing Agent for the 2019/20 School Year**

WHEREAS, 18A:18A-2 provides that a board of education shall assign the authority, responsibility and accountability for the purchasing activity of the board of education to a person or persons who shall have the power to prepare advertisements, to advertise for and receive bids and to award contracts as permitted by this chapter; and

WHEREAS, 18A:18A-3 provides that contracts, awarded by the purchasing agent (who is a Qualified Purchasing Agent) that do not exceed in the aggregate in a contract year the bid threshold (\$40,000), may be awarded by the purchasing agent without advertising for bids when so authorized by board resolution; and

WHEREAS, 18A:18A-37.c provides that all contracts that are in the aggregate less than 15% of the bid threshold (\$6,000) may be awarded by the purchasing agent without soliciting competitive quotations if so authorized by board resolution.

NOW, THEREFORE, BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education, pursuant to the statues cited above, hereby appoint Alex Ferreira (who is a Qualified Purchasing Agent) as its duly authorized qualified purchasing agent and is duly assigned the authority, responsibility and accountability for the purchasing activity of the Matawan-Aberdeen Regional School District Board of Education; and

BE IT FURTHER RESOLVED, that Alex Ferreira, is hereby authorized to award contracts on behalf of the Matawan-Aberdeen Regional School District Board of Education that are in the aggregate less than 15% of the bid threshold (\$6,000) without soliciting competitive quotations; and

BE IT FURTHER RESOLVED, that Alex Ferreira, is hereby authorized to seek competitive quotations, when applicable and practicable and award contracts on behalf of the Matawan-Aberdeen Regional School District Board of Education when contracts in the aggregate exceed 15% of the bid threshold (currently \$6,000) but are less than the bid threshold of \$40,000.

**16. District Transportation Officer for the 2019/20 School Year**

WHEREAS, pursuant to Administrative Code 6A:27-9.2 et seq. the Matawan-Aberdeen Regional School District Board of Education needs to appoint a District Transportation Officer for the 2019/20 School Year responsible for distributing specifications.

BE IT RESOLVED, the Matawan-Aberdeen Regional School District Board of Education hereby appoints the School Business Administrator to assume the role of the District Transportation Officer responsible for distributing specifications.

**17. New Jersey Cooperative Bid Maintenance Program for the 2019/20 School Year**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the Educational Data Services, Inc. with offices located at 236 Midland Avenue, Saddle Brook, NJ 07663 to provide Maintenance, Right to Know, and Cooperative Skilled Trades through the New Jersey Cooperative Bid Maintenance Program for the 2019/20 school year at a total cost not to exceed \$16,230. Funds are or will be available for this purpose and appropriated from Account # 11-000-251-330.

**18. Resolution Authorizing the Procurement of Goods and Services through State Agency for the 2019/20 School Year**

WHEREAS, N.J.S.A 18A:18A-10 provides that “A board of education, without advertising for bids, or after having rejected all bids obtained pursuant to advertising therefore, by resolution may purchase any

goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of the State by the Division of Purchase and Property”; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education has the need, on a timely basis, to procure goods and services utilizing state contracts; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education desires to authorize its purchasing agent for the 2019/20 to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the State by the Division of Purchase and Property utilizing various vendors that have State Contracts. The Purchasing Agent shall make known to the Board the Commodity/Service, Vendor and State Contract Number utilized.

**19. Resolution Authorizing the Procurement of Goods and Services through the Educational Services Commission of New Jersey**

WHEREAS, N.J.S.A. 18A:18A-10 (shared services purchasing) provides that, a Board of Education, by Board resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of an established cooperative pricing system; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education has the need, on a timely basis to procure goods and services utilizing the Educational Services Commission of New Jersey Cooperative Pricing System contracts; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education desires to authorize its Purchasing Agent for the 2019/20 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the Educational Services Commission of New Jersey Cooperative Pricing System utilizing various vendors that have participating contracts. The Purchasing Agent shall make known to the Board, the Commodity/Service, Vendor and Contract Number utilized.

**20. Resolution Authorizing the Procurement of Goods and Services through the Monmouth-Ocean Educational Services Commission**

WHEREAS, N.J.S.A. 18A:18A-10 (shared services purchasing) provides that, a Board of Education, by Board resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of an established cooperative pricing system; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education has the need, on a timely basis to procure goods and services utilizing the Monmouth-Ocean Educational Services Commission Cooperative Pricing System contracts; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education desires to authorize its Purchasing Agent for the 2019/20 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the Monmouth-Ocean Educational Services Commission Cooperative Pricing

System utilizing various vendors that have participating contracts. The Purchasing Agent shall make known to the Board, the Commodity/Service, Vendor and Contract Number utilized.

**21. Resolution Authorizing the Procurement of Goods and Services through the Hunterdon County Educational Services Commission**

WHEREAS, N.J.S.A. 18A:18A-10 (shared services purchasing) provides that a Board of Education, by Board resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of an established cooperative pricing system; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education has the need, on a timely basis to procure goods and services utilizing the Hunterdon County Educational Services Commission Cooperative Pricing System contracts; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education desires to authorize its Purchasing Agent for the 2019/20 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the Hunterdon County Educational Services Commission Cooperative Pricing System utilizing various vendors that have participating contracts. The Purchasing Agent shall make known to the Board, the Commodity/Service, Vendor and Contract Number utilized.

**22. Resolution Authorizing the Procurement of Goods and Services through the Somerset County Cooperative Pricing System**

WHEREAS, N.J.S.A. 18A:18A-10 (shared services purchasing) provides that a Board of Education, by Board resolution may purchase any goods or services pursuant to a contract or contracts for such goods or services entered into on behalf of an established cooperative pricing system; and

WHEREAS, the Matawan- Aberdeen Regional School District Board of Education has the need, on a timely basis to procure goods and services utilizing the Somerset County Cooperative Pricing System contracts; and

WHEREAS, the Matawan- Aberdeen Regional School District Board of Education desires to authorize its Purchasing Agent for the 2019/20 school year to make any and all purchases necessary to meet the needs of the school district throughout the school year.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education does hereby authorize the district purchasing agent to make purchases of goods and services entered into on behalf of the Somerset County Cooperative Pricing System utilizing various vendors that have participating contracts. The Purchasing Agent shall make known to the Board, the Commodity/Service, Vendor and Contract Number utilized.

**23. Appointment of Insurance Brokers**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education appoint the following as the district’s insurance brokers for the period of July 1, 2019 through June 30, 2020.

<b>Broker</b>	<b>Type of Insurance</b>
Arthur J. Gallagher 707 State Road Princeton, NJ 08542	General Comprehensive and Liability Automobile Liability Professional Liability (per claim and aggregate) Excess Umbrella Employer Liability (each incident) Workers Compensation

Broker	Type of Insurance
Brown & Brown Benefit Advisors 1129 Broad St, Suite 101 Shrewsbury, NJ 07702	Health Prescription Dental

**24. Appointment of Architect of Record**

WHEREAS, the Matawan-Aberdeen Regional School District requires professional architectural services to be performed estimated to be in the amount of \$TBD for the school year 2019/20; and

WHEREAS, the firm of Fraytak, Veisz, Hopkins, Duthie, P.C. (FVHD Architects-Planners) 1515 Lower Ferry Road, Trenton, New Jersey 08628, are architects in the State of New Jersey and are willing to perform said services; and

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education appoint Fraytak, Veisz, Hopkins, Duthie, P.C. (FVHD Architects-Planners) and that the foregoing appointment is made without competitive bidding as “professional service” under the provisions of the Public Schools Contract Law (N.J.S.A. 18A:18A-5.a.(1)) since “professional services” contracts are specifically excluded from the requirement of bidding, and the awarded services meets the definition of “professional services” pursuant to N.J.S.A. 18A:18A-2h as “services rendered or performed by a person authorized by law to practice a recognized profession and whose practice is regulated by law and the performance of which services requires knowledge of an advanced type in a field of learning acquired by a prolonged formal course of specialized instruction and study as distinguished from general academic instruction or apprenticeship and training.”

Compensation for this contract shall be set at the following rate schedule:

Principal	\$160.00
Associate	\$145.00
Project Architect	\$125.00
Site Planner	\$125.00
Specification Writer	\$115.00
Roofing Specialist	\$115.00
Interior Design	\$110.00
Senior Drafters	\$110.00
Construction Observer	\$105.00
Junior Drafters	\$ 90.00
Support Personnel	\$ 75.00
Additional Services for Consultants – 1.5 times the amount billed to Architect for such services.	
Reproduction Expense – Unit Costs – Photo Copies @ \$.20 per page	
Blue and Blackline Prints –	
24 x 36	\$1.45 per sheet
30 x 42	\$2.15 per sheet
34 x 44	\$2.60 per sheet
36 x 48	\$2.80 per sheet

**25. Appointment of Asbestos Project Management for the 2019/20 School Year**

WHEREAS, asbestos project management and testing is required in connection to capital projects at Matawan Regional High School, Matawan Aberdeen Middle School, Ravine Drive Elementary School, Strathmore Elementary School, Cambridge Park Pre-School, Cliffwood Avenue Elementary School, and Lloyd Road Elementary School; and

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education (the “Board”) has approved Environmental Connection, Inc. with principal offices located at 120 North Warren Street, Trenton, NJ 08608, as the district’s asbestos monitor for 2019/20 school year (the “Work”).

NOW, THEREFORE, BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education appoint Environmental Connection, Inc. to provide asbestos abatement design, project management, monitoring, and testing without competitive bidding as “professional services” under the provisions of the Public Schools Contract Law (N.J.S.A. 18A:18A-5a(1)) since “professional services” contracts are specially excluded from the requirement of bidding, and the awarded service meets the definition of “professional services” pursuant to N.J.S.A. 18A:18A-2h. as “services rendered or performed by a person authorized by law to practice a recognized profession and whose practice is regulated by law and the performance of which services requires knowledge of an advanced type in a field of learning acquired by a prolonged formal course of specialized instruction and study as distinguished from general academic instruction or apprenticeship and training.”

Compensation for this contract shall set at the following rate schedule:

- Principal - \$190.00/hr
- Certified Industrial Hygienist - \$150.00/hr
- Senior Industrial Hygienist/Senior Project Manager - \$110.00/hr
- Project Manager - \$90.00/hr
- Lead Inspector/Risk Assessor - \$90.00
- AHERA Asbestos Management Planner - \$90.00/hr
- AHERA Asbestos Building Inspector - \$70.00/hr
- Asbestos Safety Technician - \$70.00/hr
- Industrial Hygienist, Technical Monitor - \$70.00/hr
- Drafting/CADD Operator - \$60.00/hr
- Word Processing/Contract Coordinator/Administrative - \$45.00/hr

**26. Appointment of Asbestos Management Services**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education renew Environmental Connection Inc. for asbestos management services in connection with monitoring, and abatement training for the 2019/20 school year at a Professional Fee Estimate of \$TBD based on the fee schedule on file in the Board Secretary’s Office. Funds are or will be available and appropriated from Account # 11-000-262-340.

**27. Appointment of Board Attorney**

WHEREAS, there exists a need for legal services for the Matawan-Aberdeen Regional School District Board of Education estimated to be in the amount of \$TBD, appropriated from Account # 11-000-230-331 for the 2019/20 school year; and

WHEREAS, such legal services can be provided only by a licensed attorney, and David B. Rubin, P.C. and the Busch Law Group, 450 Main Street, Metuchen, NJ 08840 is so recognized as such; and

WHEREAS, the Matawan-Aberdeen Regional School District in the County of Monmouth hereby appoints David B. Rubin, P.C. and the Busch Law Group to serve as Board Attorney; and

WHEREAS, funds in the amount of \$TBD are or will be available for this purpose and appropriated from Account # 11-000-230-331.

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education appoint David B. Rubin, P.C. and the Busch Law Group as Board Counsel and that the foregoing appointment is made without competitive bidding as “professional service” under the provisions of the Public Schools Contract Law (N.J.S.A. 18A:18A-5a(1)) since “professional services” contracts are specially excluded from the requirement of bidding, and the awarded service meets the definition of “professional services” pursuant to N.J.S.A. 18A:18A-2h as “services rendered or performed

by a person authorized by law to practice a recognized profession and whose practice is regulated by law and the performance of which services requires knowledge of an advanced type in a field of learning acquired by a prolonged formal course of specialized instruction and study as distinguished from general academic instruction or apprenticeship and training.”

Compensation for this contract shall be set at \$175.00 per hour, plus reimbursement for all costs and disbursements reasonably incurred in the performance of his duties.

**28. Appointment of Board Negotiations Attorney**

WHEREAS, there exists a need for labor attorney services for the Matawan-Aberdeen Regional School District Board of Education estimated to be in the amount of \$TBD, appropriated from Account # 11-000-230-331 for the 2019/20 school year; and

WHEREAS, such legal services can be provided only with the Weiner Law Group, 629 Parsippany Rd., Parsippany, NJ 07054 is so recognized as such; and

WHEREAS, the Matawan-Aberdeen Regional School District in the County of Monmouth hereby appoints Weiner Law Group, 629 Parsippany Rd., Parsippany, NJ 07054 to serve as Board labor attorneys; and

NOW, THEREFORE, BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education appoint Weiner Law Group, 629 Parsippany Rd., Parsippany, NJ 07054 to provide labor attorney services and that the foregoing appointment is made without competitive bidding as “professional services” under the provisions of the Public Schools Contract Law (N.J.S.A. 18A:18A-5a(1)) since “professional services” contracts are specially excluded from the requirement of bidding, and the awarded service meets the definition of “professional services” pursuant to N.J.S.A. 18A:18A-2h as “services rendered or performed by a person authorized by law to practice a recognized profession and whose practice is regulated by law and the performance of which services requires knowledge of an advanced type in a field of learning acquired by a prolonged formal course of specialized instruction and study as distinguished from general academic instruction or apprenticeship and training.”

Compensation for this contract shall be set at \$TBD per hour, plus reimbursement for all costs and disbursements reasonably incurred in the performance of his/her duties.

**29. Appointment of Auditor Services for 2019/20 School Year**

WHEREAS, there exists a need for auditing services and to hire an auditor estimated to be in the amount of \$33,375, appropriated from Account # 11-000-230-332; and

WHEREAS, such auditing services can be provided only by a licensed auditor and that Suplee, Clooney, & Company, 308 East Broad Street, Westfield, NJ 07090 is so recognized; and

WHEREAS, this action is the award of a non-fair and open contract in accordance with N.J.S.A. 19:44A-20.

NOW, THEREFORE, BE IT RESOLVED, by the Matawan-Aberdeen Regional School District Board of Education in the county of Monmouth, as follows:

- a. The auditing firm of Suplee, Clooney, & Company, 308 East Broad Street, Westfield, NJ 07090 is hereby retained to provide auditing services necessary in conjunction with the engagement letter for the audit of the 2018/19 school year.
- b. The Board of Education appoints John Swisher, to serve in the capacity of auditor.
- c. The contract is awarded without competitive bidding as a “Professional Service” in accordance with the Public School Contracts Law, N.J.S.A. 18A:18A-5a(1), because it is for services performed by person authorized by law to practice a recognized profession.



- d. The Board of Education is required to review the most recent peer review report prior to the engagement of the annual audit, and to acknowledge its review of the peer review report in the minutes that authorizes the engagement of the public school accountant.
- e. The anticipated term of the contract is one (1) year.
- f. John Swisher has completed and submitted a Business Entity Disclosure Certification.
- g. A copy of the resolution as well as the contract shall be placed on file with the Secretary to the Board.

**30. Appointment of Continuing Disclosure Agent**

WHEREAS, the Matawan-Aberdeen Regional School District requires continuing disclosure agent services to be performed for the school year 2019/20; and

WHEREAS, the firm of Phoenix Advisors, LLC 4 West Park Street, Bordentown, NJ 08505 is a continuing disclosure agent in the State of New Jersey and is willing to file the required documents each year for bond or notes that are outstanding.

WHEREAS, funds in the amount of \$1,500 are or will be available for this purpose and appropriated from Account # 11-000-230-339; and

NOW, THEREFORE, BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education appoint Phoenix Advisors, LLC 4 West Park Street, Bordentown, NJ 08505.

**31. Renewal of Systems 3000**

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education has a need for Computer Software Maintenance services for the 2019/20 school year to assist the district in daily usage of budget, payroll, personnel and accounts payable; and

WHEREAS, it has been determined that the required services are specialized in nature, require expertise in the field of computers and is not reasonably possible to describe the required services with written bid specifications.

NOW, THEREFORE, BE IT RESOLVED, by the Matawan-Aberdeen Regional School District Board of Education in the county of Monmouth, as follows:

The Matawan-Aberdeen Regional School District Board of Education shall award a contract for the 2019/20 fiscal year to Systems 3000, Eatontown, NJ 07724. The amount of the contract is \$TBD.

Funds are or will be available for this purpose and appropriated from Accounts 11-000-230-340 and 11-000-251-340.

**32. Renewal for Realtime Information Technology, Inc.**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education in accordance with N.J.S.A.18A:18A-5 approve the renewal of a contract with Realtime Information Technology, Inc. for student software system including: Student Information System; Food Service Module; Lesson Planner; I&RS Manager and Notification/Alert System. Total Renewal Fee for period July 1, 2019-June 30, 2020 is \$63,933. Funds are or will be available for the Core System and appropriated from Account # 11-000-218-390.

**33. Renewal of Frontline Education**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education in accordance with 18A:18A-5 approve the renewal of a contract with Frontline Education for IEP-Direct, unlimited for internal employees (\$TBD) and Applicant Tracking, unlimited usage for internal employees (\$TBD). Total Renewal Fee for period July 1, 2019 - June 30, 2020 is \$TBD. Funds are or will be available appropriated from Accounts 11-000-219-390 and 11-000-230-340.

**34. Renewal of District Work Order and Facility Use Software for the 2019/20 School Year**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education in accordance with 18A:18A-5 approve the renewal of a contract with Dude Solutions for Provision of Maintenance Essentials Pro and Event Essentials Pro services for management of work orders and facility use. Total Renewal Fee for period July 1, 2019-June 30, 2020 is \$TBD. Funds are or will be available from Account # 11-000-261-420.

**35. Appointment for Empowering Education One School at a Time Services for the 2019/20 School Year**

WHEREAS, there exists a need for Empowering Education One School at a Time (e2e Exchange), services for the 2019/20 school year; and

WHEREAS, such (e2e Exchange) services can be provided only by an e2e Exchange firm, and the firm of e2e Exchange is so recognized; and

WHEREAS, funds in the amount not to exceed \$TBD are or will be available for this purpose and appropriated from Account #11-000-252-340; and

WHEREAS, this action is the award of a non-fair and open contract in accordance with N.J.S.A. 19:44A-20.

NOW, THEREFORE, BE IT RESOLVED, by the Matawan-Aberdeen Regional School District Board of Education in the county of Monmouth, as follows:

The Board authorizes the firm e2e Exchange of 6627 Turnstone Lane, Bradenton, FL 34202 to E-Rate Services.

**36. Appointment of Policy Services Provider**

WHEREAS, there exists a need for Board policies and procedures services for the 2019/20 school year; and

WHEREAS, such services can be provided on by a policies and procedures firm, and the firm of Strauss Esmay Associates, LLC is so recognized; and

WHEREAS, funds in the amount not to exceed \$TBD are or will be available for this purpose and appropriated from Account # 11-000-230-590; and

WHEREAS, this action is the award of a non-fair and open contract in accordance with N.J.S.A. 19:44A-20.

NOW, THEREFORE, BE IT RESOLVED, by the Matawan-Aberdeen Regional School District Board of Education in the county of Monmouth, as follows:

The Board authorizes the firm Strauss Esmay, Associates, LLC of 1886 Hinds Road, Toms River, NJ to provide board policies and procedures services.

**37. Approval to Pay Outstanding Recurring Monthly Expenses**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the School Business Administrator be granted the ability to pay any outstanding recurring expenses as needed between Regular Action Meetings. (The bills list will be approved at the following Board meeting.); and

BE IT FURTHER RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education allow the School Business Administrator/Board Secretary to authorize individual purchases of up to \$10,000 of goods and services for the 2019/20 school year.

**38. Appointment of Claims Auditor**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the Business Administrator/Board Secretary to be designated as the Board of Education’s Claims Auditor with authorization, as provided by N.J.S.A. TBD amended, to direct pre-payment of claims for Debt Service, Payroll, Fixed Charges and any other claim or demand which would be in the best interest of the Board to pay promptly.

**39. Appointment of Custodian of Records – Public Access to Records**

WHEREAS, P.L. 2001, c.404 (C.47:1A-7), known as the Public Access Law, amends and supplements P.L. 1963, c.73, P.L. 1995, c.23 and P.L. 1998, c.17 regarding public access to government records; and

WHEREAS, the law designates that a person be designated as the custodian of a government record; and

WHEREAS, copies of permitted government records must be provided to persons upon written request and upon prepayment of fess prescribed by law or regulation; and

WHEREAS, except as otherwise provided by law or regulation, the fee assessed for copying of a government records shall be \$0.5 per pay for letter sized pages and smaller, and \$0.7 per page for legal sized pages and larger.

NOW, THEREFORE BE IT RESOLVED that the Matawan-Aberdeen Regional School District Board of Education appoints the Business Administrator/Board Secretary as the custodian of government records for the 2019/20 school year; and

BE IT FURTHER RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the OPRA Form by any person who requests access to a government record; and

BE IT FURTHER RESOLVED, that the fees should be reviewed and approved annually by the Board of Education.

**40. Approval of Doctrine of Necessity**

WHEREAS, the School Ethics Act, N.J.S.A. 18A:12-21 et seq. was enacted by the New Jersey State Legislature to ensure and preserve public confidence in school board members and school administrators and to prove specific ethical standards to guide their conduct; and

WHEREAS, questions have arisen regarding how a Board should invoke the Doctrine of Necessity when a quorum of a board of education has conflicts of interest on a matter required to be voted upon; and

WHEREAS, the School Ethics Commission has provided some guidance in Public Advisory Opinion A03-98 (April 1, 1998) but finds that there is a need to repeat and clarify its opinion; and

WHEREAS, the opinion set forth that, when it is necessary for a Board to invoke the Doctrine of Necessity, the Board should state publicly that it is doing so, the reason that such action is necessary and the specific nature of the conflicts of interest; and

WHEREAS, the opinion further provided that if the Board must invoke the Doctrine of Necessity not just to vote, but also to form a negotiations committee because it is without even three members to serve as a committee, then the Board must determine whether to act as a committee of the whole or to choose a smaller negotiations committee from among its members after stating publicly its reason for doing so as set forth above; and,

WHEREAS, in keeping with the Legislative purpose as set forth in N.J.S.A. 18A:12-22(a) the School Ethics Commission views public disclosure of conflicts of interest to be paramount when it is necessary to invoke the Doctrine of Necessity.

NOW, THEREFORE BE IT RESOLVED that the School Ethics Commission hereby requires Boards of Education and Charter School Boards of Trustees that must invoke the Doctrine of Necessity to adopt a resolution setting forth that they are invoking the Doctrine, the reason for doing so and the specific nature of the conflicts of interest; and

BE IT FURTHER RESOLVED that Board of Education and Charter School Boards of Trustees that invoke the Doctrine are directed to read the resolution at a regularly scheduled public meeting, post it where it posts public notices for thirty (30) days and provide the Commission with a copy; and

BE IT FURTHER RESOLVED that the Commission shall distribute this Resolution to the county superintendents for distribution to the school districts and charter schools, the New Jersey School Boards Association, the New Jersey Principals and Supervisors Association, the New Jersey Association of School Administrators, the New Jersey Association of School; Business Officials and the New Jersey Education Association.

**41. Renewal for Refuse and Recycling for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education, in accordance with N.J.S.A. 18A:18A-42, (renewal of contracts) renew the contract with Sakoutis Brothers Disposal for the 2019/20 school year as per Bid Specifications and by the Hazlet Board of Education. The renewal will commence on July 1, 2019 with a 0% increase. The total renewal fee for the 2019/20 is not to exceed \$12,951.00.

**Account:** 11-000-262-422

**42. Renewal of Food Services Management Company for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education renew the contract with Chartwells as the District’s Food Service Management Company (FSMC) for the 2019/20 School year in accordance with the following terms and conditions:

This addendum begins on July 1, 2019 and ends on June 30, 2020.

**A. Management Fee(s) / Guarantees**

1) Fees

Management Fee Chartwells shall charge the School Food Authority a Management Fee of twelve thousand dollars (\$12,240) per month for 10 months for an annual total of one hundred twenty thousand dollars (\$122,400) during the academic year.

2) Guarantee

Conditional Guaranteed Return Chartwells guarantees that the return to the SFA from the Food Service Program for the school year will be \$TBD. If the annual operating statement shows a return less than \$TBD, Chartwells will reduce its Management Fee by the difference between the actual and the guaranteed amount, but in no event shall the reimbursement obligation exceed the amount of Chartwells’ Management Fee, as set forth above. The Guaranteed Return is based on the following conditions and assumptions remaining in effect for the school year.

**43. Establishment of Meal Prices for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education adopt the following price schedule as calculated under the Paid Lunch Equity (PLE) Tool for the 2019/20 School Year.

	<b>Breakfast</b>	<b>Adult</b>	<b>Lunch</b>	<b>Adult</b>
<b>Elementary</b>	\$TBD	\$TBD	\$TBD	\$TBD
<b>Middle School</b>	\$TBD	\$TBD	\$TBD	\$TBD
<b>High School</b>	\$TBD	\$TBD	\$TBD	\$TBD
<b>Reduced</b>	\$0.30		\$0.40	

\*Sandwich Central  
 \*\*Premium Lunch

Note: a 'la carte options may change due to USDA nutritional guidelines. A full listing of a 'la carte menu and pricing will be available on the district’s website under the Finance Department.

**44. Approval of the 2019/20 Tax Payment Schedule**

BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approve the payment schedule to receive the general fund tax levy and the debt service fund tax levy for the 2019/20 school year.

<b>Tax Payment Schedules</b>			
<b>Township of Aberdeen</b>		<b>10-1210-000-1</b>	<b>40-1210-000-1</b>
<b>Date Due 2019</b>	<b>Amount Due</b>	<b>General Fund</b>	<b>Debt Service</b>
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
<b>Total 2019</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

		<b>10-1210-000-1</b>	<b>40-1210-000-1</b>
<b>Date Due 2020</b>	<b>Amount Due</b>	<b>General Fund</b>	<b>Debt Service</b>
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD
<b>Total 2020</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

<b>Total 2019/20 School Year</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
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Tax Payment Schedules				
Borough of Matawan				
		10-1210-000-2	40-1210-000-2	
Date Due 2019	Amount Due	General Fund	Debt Service	
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
<b>Total 2019</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

		10-1210-000-2	40-1210-000-2	
Date Due 2020	Amount Due	General Fund	Debt Service	
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
TBD	TBD	TBD	TBD	TBD
<b>Total 2020</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>

<b>Total 2019/20 School Year</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>	<b>TBD</b>
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**45. 2018/19 Medical Benefits Incentives Payment**

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education recognizes that in order to adequately attract and maintain qualified personnel the district must continue to offer a competitive benefits package; and

WHEREAS, the introduction of financial incentives for employees to voluntarily transition to a new medical insurance plan is one alternative to make the benefits package more competitive; and

WHEREAS, introducing such incentives will provide betterment to the financial position of the school district and the employee;

THEREFORE BE IT RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education approved the one time payment in the amount of \$TBD for the 2018/19 School Year;

BE IT FURTHER RESOLVED, that the Matawan-Aberdeen Regional School District Board of Education directed the School Business Administrator to create a procedure for the implementation and administration of payment on May 7, 2018.

**46. Approval of Shared Services Agreement with Aberdeen Township for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional Board of Education in accordance with N.J.S.A. 40:A-1 et seq., The Local Public Contracts Law (shared services agreements) and N.J.S.A.18A:18A-42 (renewal of contracts), renew its joint agreement with Aberdeen Township for the mutual provision of services in the 2019/20 school year as described below:

Services provided by Aberdeen Township

- Removal of snow
- Purchase of fuel
- Purchase of deicing materials
- Maintenance of the Board’s parking lots
- Seasonal environmental services
- Participation in the Township of Aberdeen Cooperative Pricing System

Services provided by the Board

- Use of Board facilities pursuant to Policy 7510
- Striping of the Guisti Field
- Summer busing
- Technology consulting

**47. Approval of Shared Services Agreement with Matawan Borough for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional Board of Education in accordance with N.J.S.A. 40:A-1 et seq., The Local Public Contracts Law (shared services agreements) and N.J.S.A.18A:18A-42 (renewal of contracts), renew its joint agreement with Matawan Borough for the mutual provision of services in the 2019/20 school year as described below:

Services provided by Matawan Borough

- Removal of snow
- Purchase of fuel
- Purchase of deicing materials
- Maintenance of the Board’s parking lots
- Seasonal environmental services
- Participation in the Matawan Borough Cooperative Pricing System

Services provided by the Board

- Use of Board facilities pursuant to Policy 7510
- Summer busing
- Technology consulting

**48. Repair/Maintenance of District Refrigeration Equipment for the 2019/20 School Year**

In accordance with N.J.S.A. 18A:18A-10(a) and N.J.A.C. 5:34-7.29(c), the Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following purchase, in the following amount to be made through the State Contract Pricing System.

<b>Vendor</b>	Multi-Temp Mechanical, Inc./ATTV, Inc.
<b>State Contract #</b>	8557
<b>Account</b>	11-000-261-420-12-0000-0 and 61-910-310-420-11-0000-0
<b>Amount</b>	Not to Exceed \$25,000
<b>Description</b>	District Refrigeration Equipment Maintenance, Inspection and Repair

**49. Receipt of Bids and Award of Contract for Student Transportation Services (Bid T-20-03) for the 2019/20 School Years**

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education (the “Board”) prepared the bid specifications to secure Student Transportation Services for the 2019/20 School years (hereinafter the “Work”); and

WHEREAS, the Board subsequently solicited bid proposals for the Work; and

WHEREAS, on April 30, 2019 the following bid proposals were received and publicly read;

Vendor	Amount
TBD	TBD

NOW, THEREFORE BE IT RESOLVED that the Board of Education hereby awards the Contract for Work to the lowest responsible bidder as referenced below in the following values and amounts:

Vendor	Amount
TBD	TBD

**50. Nonpublic Transportation Routes Bid T20-02 and Rebid T20-04 for School Year 19/20**

WHEREAS, the Matawan-Aberdeen Regional School District Board of Education (the "Board") prepared bid specifications to secure Nonpublic Transportation Routes for the 2019/20 School year (hereinafter the "Work"); and

WHEREAS, on March 19, 2019 and April 17, 2019, the Board subsequently solicited bid proposals for the Work and;

WHEREAS, the Board has advertised for Nonpublic Transportation Routes pursuant to N.J.S.A. TBD on two occasions where no proposals were received and;

NOW, THEREFORE BE IT RESOLVED that pursuant to N.J.S.A. TBD, the School Business Administrator is directed to negotiate the services.

**51. Designation of Proprietary Equipment**

WHEREAS, the Matawan-Aberdeen Regional School District ("Board") has determined to undertake a project including ATC Control Replacements, Cylinder Core Locks and Fire Alarm Devices, (hereinafter collectively referred to as "the Project."); and

WHEREAS, based upon the advice and recommendation of its design professionals, the Board determined that it is in its best interests to require the use of brand name products for these replacements, modification and upgrades; and

WHEREAS, the specifications for the Project identify the ATC Controls by Johnson Controls, Cylinder Core Locks by Best Key System and Fire Alarm Devices by Edwards/General Electric as the only acceptable products for these replacements, modification and/or upgrades for the following reasons;

To follow the District/Building Standards

NOW, THEREFORE, BE IT RESOLVED, that the Board authorizes the specifications for the ATC Controls Replacements to name equipment manufactured by Johnson Controls, the Cylinder Core Locks Replacement to name equipment manufactured by Best Key System and Fire Alarm Devices Replacement and Expansion to name equipment manufactured by Edwards/General Electric.

**52. Non-resident Students of Staff Members**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following non-resident student enrollment for the 2019/20 school year pursuant to Policy 5111. Students will be approved on an annual basis.

Staff Member ID	Grade	School Requested
TBD	TBD	TBD

**53. Nursing Services for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve a School Nursing Services agreement with Educational Services Commission of New Jersey, New Jersey state approved Cooperative Pricing System for the 2019/20 school year to provide registered nursing services to the district at the following rates for services described:

Substitute School Nurse	\$41.75 per hour
RN	\$41.75 per hour
<b>Account:</b> 11-000-213-320	<b>NTE:</b> \$15,000.00



**54. Nursing Services for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve a School Nursing Services agreement with Monmouth-Ocean Educational Services Commission of Tinton Falls, New Jersey for the 2019/20 school year to provide registered nursing services to the district at the following rates for services described:

RN	\$56.00 per hour
LPN	\$44.50 per hour
Account: 11-000-213-320	NTE: \$15,000.00

**55. NJ State Interscholastic Athletic Association (NJSIAA) Membership Resolution for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education adopt the New Jersey State Interscholastic Athletic Association (NJSIAA) Membership Resolution for the 2019/20 School year. The school district must enroll with the NJSIAA in order to participate in the approved interschool athletic program sponsored by the NJSIAA.

**56. Renewal of Data Management Assessment System CC 19-02 for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education renew the contract with Advanced Assessment Systems Inc. doing business as LinkIt!, 80 Fifth Avenue, New York NY to provide data management and assessment for students and teachers for the 2019/20 school year.  
11-000-218-390

**57. Renewal of Professional Development CC 19-03 for the 2019/20 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education renew the contract with Staff Development Workshops, 1427 Fourteenth Street, Lakewood, NJ to provide professional development and coaching support for teachers for the 2019/20 school year.  
Title II-A (PD) 20-270-200-320

**58. Teacher of the Year Recognition Luncheon**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the recognition of the 2018/19 Teachers of the Year and the Educational Services Professionals of the Year pursuant to the Governor's Educator of the Year Program, and the approval of the staff members and administrators to attend the Monmouth County Educator of the Year Luncheon on May 23, 2019, at Monmouth University, at the cost of \$570.00.

**59. Fire and Evacuation Drills**

The following Fire and Evacuation Drills occurred during April 2019:

School Name	Security Drill Type	Date & Time
Cambridge Park Pre-school	Bomb Threat	4/4/19 @ 10:00 am
Cambridge Park Pre-school	Fire Drill	4/1/19 @ 1:45 pm
Strathmore Elementary School	Bomb Threat	4/2/19 @ 2:00 pm
Strathmore Elementary School	Fire Drill	4/3/19 @ 2:05 pm
Cliffwood Elementary School	Bomb Threat	4/2/19 @ 11:00 am
Cliffwood Elementary School	Fire Drill	4/10/19 @ 2:30 pm
Lloyd Road Elementary School	Fire Drill	4/4/19 @ 9:06 am
Lloyd Road Elementary School	Evacuation	4/8/19 @ 1:45 pm
Matawan-Aberdeen Middle School	Fire Drill	4/10/19 @ 2:05 pm
Matawan-Aberdeen Middle School	Shelter in Place Medical Emergency	4/15/19 @ 8:55 am

School Name	Security Drill Type	Date & Time
Ravine Drive Elementary School	Fire Drill	4/2/19 @ 9:31 am
Ravine Drive Elementary School	Shelter in Place	4/4/19 @ 2:10 pm
Matawan Regional High School	Fire Drill	4/4/19 @ 1:30 pm
Matawan Regional High School	Lock Down	4/5/19 @ 9:15 am

**B. TRANSPORTATION**

**1. Inter-local Agreement Resolution - Borough of Matawan**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education shall enter into an Inter-local Government Services Agreement with the Borough of Matawan, pursuant to the provisions of N.J.S.A. 18A:20-22 and N.J.S.A. 40:8A-1, et seq., for the purposes permitted under the statutes, including, but not limited to the use of school district buses to be used for the Borough’s 2019 summer recreation program. All costs for the use of the buses and bus drivers shall be paid by Matawan Borough.

**2. Inter-local Agreement Resolution - Township of Aberdeen**

Matawan-Aberdeen Regional School District shall enter into an Inter-local Government Services Agreement with the Township of Aberdeen, pursuant to the provisions of N.J.S.A. 18A:20-22 and NJSA 40:8A-1, et seq., for the purposes permitted under the statutes, including, but not limited to the use of school district buses to be used for the Township’s 2019 summer recreation program. All costs for the use of the buses and bus drivers shall be paid by Aberdeen Township.

**3. Award of Transportation Route for the 2018/19 School Year**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following Transportation Route for the 2018/19 school year.

RTE #	Destination	Contractor	# of Days	Per Diem	Eff. Dates	Cost
850	Cliffwood School	Unlimited Auto’s	61	\$140.00	3/25/19-6/30/19	\$8,540

**Rationale:** Route 850 is required to transport homeless student

**XII. PUBLIC COMMENTS RELATING TO AGENDA ITEMS**

- P1 – Question on finance agenda item pertaining to asbestos contracts

**XIII. ACTION ON AGENDA ITEMS**

**CURRICULUM AND INSTRUCTION**

The following item was then approved by a unanimous roll call vote.

**A. TRAVEL**

Pursuant to travel policy #6471, the following staff is approved for travel related to training and workshops. This travel is deemed educationally necessary and fiscally prudent, and all travel expenditures shall be directly related to and within the scope of the staff member’s current responsibilities and the district’s Professional Development Plan. **(Curriculum & Instruction Attachment #1)**

**Policy:** #6471 Travel/Reimbursable Expenses  
**Rationale:** Required estimates to abide by law and policy

**B. OTHER**

1. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve two (2) Chinese Foreign Exchange students (student ID # 163807 & 163808) to attend Matawan-Aberdeen Middle School from May 7, 2019 through June 24, 2019.

**Rationale:** The district’s student exchange partnership will provide learning and immersion experiences for both exchange and non-exchange students as they learn about each other’s country, culture, traditions, academics and electives. Exchange students will be placed into the appropriate grade level courses and will follow a regular student schedule based upon their grade level placement.

**Cost:** Funding will be provided via the Student Exchange Visitor Program (SEVP). Transportation will be the responsibility of the host family.

**SPECIAL SERVICES**

1. The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following evaluators/agencies on an as needed basis for the 2018-2019 School Year.

Service Provider	Cost	Effective Date
Livingston Educational Center 748 Morris Tpke South, Suite 207 Short Hills, NJ 07078	Educational Evaluations (up to 4 tests) \$1250.00-\$1800.00	5/1/19-6/30/19 (retroactive)
Atlantic Speech Pathology Services Kendy Ker 4606 Spring Street Wall, NJ 07753	\$125.00 per hour for Speech Therapy Evaluation	5/1/19-6/30/19 (retroactive)
Avon Occupational Therapy Inc. Susan Foley 400 Woodland Drive Avon, NJ 07717	\$990.00 for Independent Educational Occupational Therapy Evaluation	5/4/19-6/30/19 (retroactive)

**PERSONNEL**

The following items were then approved by a unanimous roll call vote. Ms. Moore abstained due to a conflict.

**1. HIB Report**

The Superintendent recommends the approval of the Harassment, Intimidation and Bullying (HIB) Report as reported during Executive Session of the Matawan Aberdeen Board of Education Meeting of April 29, 2019.

Incidents Reported	Confirmed Incidents
9	3

**2. 2019/2020 Annual Appointments - Appointments/Reappointments**

The Superintendent recommends: that the Board of Education approve the appointment/reappointment of the individuals listed on the Rehire List – MARS D Staff 2019/2020 School Year. **Personnel Attachment #1**

The Board also directs the Superintendent or his designee to notify those individuals of their appointment/reappointment in accordance with the contractual provisions pertaining.

All appointments/reappointments are subject to all applicable laws, regulations, policies, and bargaining agreements. In the case of unforeseen budgetary constraints or enrollment/placement changes, additional non-renewals or reductions in force may be required. Reassignments and transfers may be made by the Superintendent via recommendation to the Board at any time in accordance with applicable statutes, regulations, or policies. All of the above is also subject to any applicable provision or individually executed contracts.

**Effective Date:** 2019/2020 School year and/or fiscal year and or/ short-term contract, as appropriate for the category so assigned.

**3. Resignations/Retirements**

Policy: 4121.1 Individual Contracts Certificated Staff  
4212.1 Individual Contracts Non-Certificated Staff

Name	Loc	Position	Reason	Hire Date	Effective Date
<b>Staff Resignation</b>					
Altman, Robyn LR.TCH.SPECIAL.ED.12	LR	Teacher of Special Education	Resignation	9/1/15	6/30/19
Van De Water, Erin CP.TCH.SPECIAL.ED.09	CP	Teacher of Special Education	Resignation	3/22/13	5/3/19 Amended Date – Originally Approved for 5/10/19

**4. Staff Array Changes – 2018/2019 School Year**

Name	Loc/Fte	Current Assignment	Loc/Fte	New Assignment	Effective Dates/Reason
Falciglia, Melissa CP.TCH.SPECIAL.ED.05	CP/1.00	Preschool Teacher	MA/1.00	Special Education Self Contained Autism Program MA.TCH.SPECIAL.ED.04	5/20/19-6/30/19 (Wilensky LOA)
Prewitt, Caroline CP.ADMSP.T.IA.06	CP/1.00	Instructional Assistant	CP/1.00	Pre-school Teacher CP.TCH.SPECIAL.ED.09 Step C-01 \$49,495.00 - Prorated	5/6/19-6/5/19 (Van De Water Resignation)

**FINANCE/TRANSPORTATION**

The following item was then approved by a unanimous roll call vote.

**A. BUSINESS OPERATIONS**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve the following:

**1. Agreement with Horizon Blue Cross Blue Shield of New Jersey**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education enter into an agreement with Horizon Blue Cross Blue Shield of New Jersey. The rates are guaranteed from July 1, 2019 through June 30, 2020. The district’s monthly premium rates are as follows:

Coverage Type	Horizon Direct Access Design 7 \$10	Horizon Direct Access Design 7 \$15	Horizon Direct Access Design 8 \$15	Horizon Direct Access Design 7 \$15/25	Horizon Direct Access Design 8 \$15/25
Single	\$964.91	\$918.31	\$908.24	\$879.65	\$891.26
2 Adults	\$1,929.32	\$1,836.65	\$1,816.51	\$1,759.28	\$1,782.51
Family	\$2,759.14	\$2,626.38	\$2,597.57	\$2,515.80	\$2,549.01
Parent/Child	\$1,794.25	\$1,716.62	\$1,697.79	\$1,636.15	\$1,657.75

Coverage Type	Horizon Direct Access Design 7 \$20/30	Horizon Direct Access Design 7 \$20/35	Horizon POS 10 \$20	Horizon OMNIA	*Horizon HDHP with MyWay HSA
Single	\$837.62	\$720.35	\$760.38	\$693.19	\$839.71
2 Adults	\$1,675.22	\$1,440.69	\$1,520.71	\$1,386.00	\$1,678.97
Family	\$2,395.59	\$2,060.22	\$2,174.68	\$1,982.13	\$2,401.12
Parent/Child	\$1,557.97	\$1,339.85	\$1,414.30	\$1,288.96	\$1,561.43

\*For the 2019/20 medical plan year, the Board of Education agrees to contribute up to 50% of the employee’s deductible for the High Deductible Health Benefits Plan only.

**2. Approval of Prescription Plan**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education approve a contract with BeneCard for prescription benefits coverage effective July 1, 2019 through June 30, 2020. The rates are listed below:

Coverage Type	Rate
Single	\$228.73
2 Adults	\$457.45
Family	\$606.12
Parent/Child	\$377.39

**3. Approval of Dental Plan**

The Superintendent recommends that the Matawan-Aberdeen Regional School District Board of Education enter into an agreement with Delta Dental. The rates are guaranteed from July 1, 2019 through June 30, 2020. The district’s monthly premium rates are as follows:

Premier Plan	\$94.26
PPO Preferred Plan	\$116.26

**4. Travel and Related Expense Reimbursement for 2019/20**

WHEREAS, the Matawan-Aberdeen Regional School District 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:23A-7.2 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, the Matawan-Aberdeen Regional School District Board of Education has expended \$32,525 as of this date;

NOW, THEREFORE BE IT RESOLVED, the Board of Education approves travel and related expense reimbursements in accordance with N.J.A.C. 6A:23A-7.3, to a maximum expenditure of \$113,363 for all staff and board members for the 2019/20 school year.

**XIV. UNFINISHED BUSINESS**

- None

**XV. NEW BUSINESS**

- None

**XVI. PUBLIC COMMENTS RELATING TO ADDITIONAL MATTERS**

- None

**XVII. EXECUTIVE SESSION**

Be It Resolved, that a closed session be convened for the purpose of discussing Privacy Matters and Personnel Matters. The subject matter of these discussions will be disclosed to the public when the reason for confidentiality subsides. Although the Board cannot guarantee it, the length of the Executive Session is estimated to be 45 minutes after which the public meeting of the Board shall reconvene and proceed with business. Action will not take place.

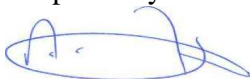
It was moved by Ms. Esposito seconded by Ms. Moore that the Board convene in Executive Session and approved by a unanimous voice vote at 7:46 pm.

The Board returned to Open Session at 8:25 pm.

**XVIII. ADJOURNMENT**

On a motion by Ms. Esposito seconded by Dr. Delaney and a unanimous roll call vote the Board adjourned the meeting at 8:26 pm.

Respectfully submitted,



Alex Ferreira  
School Business Administrator/Board Secretary

**MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT  
BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING  
MAY 6, 2019**

*Curriculum and Instruction Attachment #1*

<b>NAME</b>	<b>BLDG</b>	<b>DATES</b>	<b>LOCATION</b>	<b>TITLE</b>	<b>REGIS FEE</b>	<b>Transportation</b>	<b>LODGING</b>	<b>MEALS/ MISC.</b>	<b>TOTAL</b>	<b>SUB YES/NO</b>
Rohlander, Katie	HS	5/3/2019 (retroactive)	Life Prep Counseling Toms River, NJ	Life Prep Counseling Parent Collaboration	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	YES
Bombardier, John	CO	5/15/2019, 5/16/2019	Caesars Hotel Atlantic City, NJ	NJASA Spring Leadership Conference	\$475.00**	\$60.10**	\$94.00**	\$189.00**	\$818.10**	NO
Majka, Joseph	CO	5/15/2019, 5/16/2019	Caesars Hotel Atlantic City, NJ	NJASA Spring Leadership Conference	\$475.00***	\$44.19***	\$94.00***	\$189.00***	\$802.19***	NO
Goetz, Gabriella	HS	5/17/2019	Hamilton Technology Center Hamilton, NJ	New Jersey Department of Education Sandy Hook Promise - Signs of Suicide Implementer Training	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	NO
Casserly, Kathleen	HS	5/31/2019	Brookdale Community College Lincroft, NJ	Brookdale Articulation Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	YES
Frischia, Mary Jane	HS	5/31/2019	Brookdale Community College Lincroft, NJ	Brookdale Articulation Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	YES
Miseo, Rachel	HS	5/31/2019	Brookdale Community College Lincroft, NJ	Brookdale Articulation Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	YES
Segui, Jessica	HS	5/31/2019	Brookdale Community College Lincroft, NJ	Brookdale Articulation Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	YES

**MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT  
BOARD OF EDUCATION COMMITTEE OF THE WHOLE MEETING  
MAY 6, 2019**

NAME	BLDG	DATES	LOCATION	TITLE	REGIS FEE	Transportation	LODGING	MEALS/ MISC.	TOTAL	SUB YES/NO
Zupkus, Emily	HS	6/25/2019 (previously approved 4/8/19 agenda - date change)	Rutgers Parsippany, NJ	Cutting, Self-Mutilation, and Suicide	\$129.00*	\$23.99*	\$0.00	\$0.00	\$152.99*	NO
								<b>TOTAL</b>	<b>\$1,773.28</b>	
*Amount being charged to Account #1-000-223-580-04-0000-0										
**Amount being charged to Account #11-000-221-580-04-0000-2										
***Amount being charged to Account #11-000-230-580-01-0000-0										
Substitutes costs will vary as follows: BA with Certification - \$118.50 per day; BA only - \$104.56 per day, NTE: \$474.00										
REQUIRED ESTIMATES TO ABIDE BY LAW AND POLICY. ALL AMOUNTS ARE NOT TO EXCEED.										



	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
<b>MRAA (Pending Negotiations)</b>							
1	ABRAHAMSEN	RICHARD	12	MA.ADM.PRIN.ASST.01	TBD	TBD	Assistant Principal
2	BERA	KELLY	12	ST.ADM.PRIN	TBD	TBD	Principal
3	CRONIN	SEAN	12	HS.ADM.PRIN.ASST.01	TBD	TBD	Assistant Principal
4	DOUGLAS	TYNIESHA	12	MA.ADM.PRIN.ASST.02	TBD	TBD	Assistant Principal
5	EYLER	AARON	12	HS.ADM.PRIN	TBD	TBD	Principal
6	JANOVER	PATRICIA	12	RD.ADM.PRIN	TBD	TBD	Principal
7	JERABEK	JOSEPH	12	LR.ADM.PRIN	TBD	TBD	Principal
8	KAESER	REGINA	12	CO.ADMSPTRN.COORD	TBD	TBD	Transportation Coordinator
9	LAZUR	MARGARET	12	CO.ADM.ASST.DIR.PRIN	TBD	TBD	Assistant Director/Assistant Principal
10	LIOTTI	FRANK	12	HS.ADM.PRIN.ASST.02	TBD	TBD	Assistant Principal
11	NASR	ADAM	12	CO.O&M.DIRECTOR	TBD	TBD	Director of Facilities
12	OLSEN	CRISTINA	12	LR.ADM.PRIN.ASST	TBD	TBD	Assistant Principal
13	RAWLS-DILL	ELFORD	12	CO.ADM.DIR.C&I.6-12	TBD	TBD	Director C&I
14	RUSCAVAGE	MICHELE	12	CP.PREK-3.EARLYCHILD	TBD	TBD	PreK-3 Early Childhood Administrator
15	TOBIA	MONA	12	CO.ADM.DIR.PREK.5	TBD	TBD	Director C&I
16	TYBURCZY	PHILIP	12	HS.ADM.AP.DIR.ATHLET	TBD	TBD	Assistant Principal
17	VAN HORN	MARK	12	CL.ADM.PRIN	TBD	TBD	Principal
18	WELLS	MICHAEL	12	MA.ADM.PRIN	TBD	TBD	Principal
19	ZITAROSA	CELESTINE	12	HS.ADM.PRIN.ASST.03	TBD	TBD	Assistant Principal
<b>MAREA</b>							
1	ABRAMOWITZ	FELECIA	10	CL.TCH.ELEM.KD.02	STEP C-11	\$ 84,050.00	Teacher
2	ACOSTA	ALICIA	10	MA.TCH.PHYSED.01	STEP E-11	\$ 91,099.00	Teacher
3	ADELSON	BRENDA	10	LR.TCH.BASIC.SK.01	STEP E-11	\$ 91,099.00	Teacher
4	AIELLO	NICOLE	10	CL.TCH.SPECIAL.ED.04	STEP E-04	\$ 57,990.00	Teacher
5	ALBANESE	AZUREE	10	ST.TCH.PHYSED.02	STEP E-09	\$ 78,540.00	Teacher
6	ALLI	ASMA	10	CL.TCH.ESL.01	STEP-10	\$ 86,400.00	Teacher
7	ALSTON	LISA	10	ST.ADMSPTRN.IA.03	STEP-07A	\$ 16,802.60	Instructional Assistant
8	ALVAREZ	RACHEL	10	CO.CST.SOCIAL.WKR.05	STEP F-07	\$ 70,815.00	CST School Social Worker
9	ALVAREZ	DAWN	10	RD.TCH.ELEM.KD.01	STEP E-11	\$ 91,099.00	Teacher
10	ANDERSON	SONALI	10	CL.TCH.ELEM.KD.01	STEP E-11	\$ 91,099.00	Teacher
11	ANTISTA	MARIA	10	HS.TCH.PE.10	STEP C-04	\$ 50,965.00	Teacher
12	ANZANO	ALBERT	10	HS.TCH.VOCPRACART.02	STEP E-11	\$ 91,099.00	Teacher
13	APPLE	MICHAEL	10	MA.TCH.SPECIAL.ED.20	STEP E-04	\$ 57,990.00	Teacher
14	ARENELLA	DANIELLE	10	RD.TCH.ES.01	STEP E-02	\$ 57,190.00	Library-Media/Technology
15	ASHED	JILLIAN	10	LR.TCH.SPECIAL.ED.07	STEP C-03	\$ 50,465.00	Teacher
16	BACHARDE	TIFFANY	10	RD.TCH.ELEM.01.05	STEP D-9.5	\$ 79,132.50	Teacher
17	BAKLEY	SARAH	10	CO.CST.LDT/C.03	STEP E-11	\$ 91,099.00	CST LDT/C
18	BALDASSERINI	ANDRE	10	HS.TCH.FINEART.MU.01	STEP C-7.5	\$ 64,015.00	Teacher
19	BALDWIN	KELLY	10	HS.TCH.SPECIAL.ED.01	STEP E-05	\$ 60,350.00	Teacher
20	BANAFATO	FRANK	10	ST.ADMSPTRN.IA.02	STEP-07A	\$ 28,970.00	Instructional Assistant
21	BARILKA	CASEY	10	LR.TCH.BASIC.SK.04	STEP C-11	\$ 85,000.00	Teacher
22	BARKAWITZ	EDWARD	10	CO.TRN.DRIVER.05	STEP 9-9A	\$ 36,818.15	Bus/Van Driver
23	BARRETT	EDWARD	10	HS.TCH.SPECIAL.ED.12	STEP E-07	\$ 68,540.00	Teacher
24	BARRY	TARA	10	RD.TCH.ELEM.01.01	STEP E 5.5	\$ 62,190.00	Teacher
25	BARSI	JENNIFER	10	ST.TCH.ELEM.01.03	STEP E-9.5	\$ 81,332.50	Teacher
26	BARTOLOTTA	GEENA	10	CO.TRN.DRIVER.04	STEP-04	\$ 32,174.42	Bus/Van Driver
27	BASILE	ADAM	12	CO.O&M.MECH.04	STEP M-02	\$ 47,230.00	Mechanic
28	BAUER	JENNIFER	10	CO.CST.OT.01	STEP F-10	\$ 86,400.00	CST Occupational Therapist
29	BAUER	LISA	10	CL.TCH.ACAD.TALENTED	STEP E-11	\$ 92,049.00	Teacher
30	BAUMERT	DEANA	10	MA.TCH.SPECIAL.ED.15	STEP F-05	\$ 62,625.00	Teacher
31	BEATRICE	KATHLEEN	12	CO.TRN.DISPATCER	STEP-05	\$ 51,287.00	Transportation Dispatcher
32	BEBEL	HELEN	10	MA.TCH.SOCIAL.01	STEP E-11	\$ 46,024.50	Teacher (SABBATICAL 19/20 - 50% Salary)
33	BENNETT	BRITTANY	10	MA.TCH.SPECIAL.ED.18	STEP C-04	\$ 50,965.00	Teacher
34	BERDEL	BRAD	10	HS.ADMSPTRN.HL.MONT.04	STEP-04	\$ 23,445.00	Hallway Safety & Security Monitor
35	BERGRIN	BARBARA	10	LR.TCH.SPECIAL.ED.13	STEP C-11	\$ 85,700.00	Teacher
36	BERMAN	LAUREN	10	CL.TCH.BASIC.SK.04	STEP E-11	\$ 91,099.00	Teacher
37	BERNSTEIN	DANIEL	10	HS.TCH.BUSINESS.02	STEP E-04	\$ 57,990.00	Teacher
38	BIAGIANTI	MARY	10	LR.TCH.SPECIAL.ED.02	STEP E-11	\$ 91,099.00	Teacher
39	BINNS	DAPHNE	10	CO.CST.SOCIAL.WKR.06	STEP E-09	\$ 78,540.00	CST School Social Worker
40	BLACK	LAURA	10	MA.TCH.LANG.ARTS.10	STEP E-05	\$ 60,350.00	Teacher
41	BLAKE	SAMANTHA	10	RD.TCH.SPECIAL.ED.04	STEP C-03	\$ 50,465.00	Teacher
42	BLISS	JACQUELINE	10	MA.TCH.SPECIAL.ED.21	STEP E-03	\$ 57,490.00	Teacher
43	BLODGETT	MADELEINE	10	HS.TCH.WORLD.LANG.08	STEP E-11	\$ 90,199.00	Teacher

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
44	BLOSS	JUSTIN	10	HS.TCH.SOCIAL.08	STEP F-04	\$ 60,265.00	Teacher
45	BOCCHIERI	MICHELLE	10	MA.ADMSP.T.IA.04	STEP-03	\$ 23,770.00	Instructional Assistant
46	BORCHERS	SHERI	10	HS.TCH.SCIENCE.01	STEP E-06	\$ 64,030.00	Teacher
47	BOWERS	GILLIAN	10	ST.TCH.ELEM.02.03	STEP E-5.5	\$ 62,190.00	Teacher
48	BOWMAN	JENNIFER	10	CL.TCH.PHYSED.01	STEP C-02	\$ 50,165.00	Teacher
49	BRERETON	HELEN	10	ST.TCH.BASIC.SK.03	STEP E-11	\$ 91,099.00	Teacher
50	BROPHY	EILEEN	10	LR.TCH.ELEM.05.01	STEP E-11	\$ 92,049.00	Teacher
51	BROWN	LISA	10	CP.ADMSP.T.IA.01	STEP-12	\$ 35,875.00	Instructional Assistant
52	BROWN	ERIC	10	HS.TCH.PE.01	STEP C-04	\$ 50,965.00	Teacher
53	BRUBAKER	MARK	10	HS.TCH.SPECIAL.ED.02	STEP E-04	\$ 57,990.00	Teacher
54	BRUDER	ANGELA	10	RD.TCH.ELEM.03.01	STEP C-5.5	\$ 55,165.00	Teacher
55	BRUDNER	HILLARY	10	CL.ADMSP.T.IA.15	STEP-10	\$ 33,475.00	Instructional Assistant
56	BUCHANAN	LAURA	10	RD.TCH.ELEM.01.04	STEP F-06	\$ 66,305.00	Teacher
57	BUNZEL	RICHARD	10	CO.TRN.DRIVER.13	STEP-10	\$ 39,152.30	Bus/Van Driver
58	BURDEN	COLLEEN	10	ST.TCH.ELEM.KD.01	STEP E-11	\$ 91,099.00	Teacher
59	BURFEINDT	CRAIG	10	HS.TCH.VOCPRACART.03	STEP C-11	\$ 84,050.00	Teacher
60	BURLEW	BRIANNA	10	RD.TCH.SPECIAL.ED.03	STEP C-02	\$ 50,165.00	Teacher
61	BURNS	KEVIN	10	HS.TCH.MATH.01	STEP E-04	\$ 57,990.00	Teacher
62	BUTLER	CHARLENE	10	CL.TCH.ELEM.03.01	STEP C-11	\$ 85,000.00	Teacher
63	CACOPARDO	MARYANN	10	CL.TCH.BASIC.SK.02	STEP F-11	\$ 94,400.00	Teacher
64	CAGNINA	ERIN	10	ST.TCH.BASIC.SK.02	STEP F-11	\$ 93,450.00	Teacher
65	CAHILL	LAURA	10	MA.TCH.MATH.03	STEP C-06	\$ 57,005.00	Teacher
66	CALANDRA	DEBRA	10	CL.ADMSP.T.IA.14	STEP-04	\$ 24,180.00	Instructional Assistant
67	CALDWELL	SHEILA	10	CL.TCH.ES.NURSE.01	STEP D-11	\$ 88,950.00	Nurse
68	CALVOSA	HELENA	10	CO.CST.SPEECH.10	STEP E-04	\$ 57,990.00	CST Speech Therapist
69	CANNELLA	MARY	10	HS.ADMSP.T.IA.05	STEP-09	\$ 30,760.00	Personal Aide
70	CARDINOZA	KIMBERLY	10	CO.CST.BEHAVIOR.02	STEP E-10	\$ 84,125.00	CST Behaviorist
71	CARNOVSKY	ROBERT	10	HS.TCH.SOCIAL.01	STEP E-11	\$ 91,099.00	Teacher
72	CARNOVSKY	SHARON	10	LR.TCH.PHYSED.02	STEP C-09	\$ 71,515.00	Teacher
73	CARRANTE	MARLENE	10	MA.ADMSP.T.IA.02	STEP-09	\$ 32,045.00	Instructional Assistant
74	CASSERLY	KATHLEEN	10	HS.TCH.SPECIAL.ED.07	STEP F-09	\$ 80,815.00	Teacher
75	CASTELLI	COURTNEY	10	HS.TCH.LANG.ARTS.08	STEP F-06	\$ 70,815.00	Teacher
76	CERTA	ANTHONY	10	HS.TCH.SPECIAL.ED.16	STEP C-04	\$ 50,965.00	Teacher
77	CHALMERS	JESSIE	10	LR.TCH.SPECIAL.ED.08	STEP E-04	\$ 57,990.00	Teacher
78	CHAN-PHILIPPI	JENNIFER	10	CP.TCH.SPECIAL.ED.07	STEP E-08	\$ 73,540.00	Teacher
79	CHERENCE	CHRISTINE	10	CL.LITERACY.INTERV.1	STEP E-01	\$ 45,592.00	Teacher
80	CHODKIEWICZ	BETH	10	MA.TCH.SPECIAL.ED.03	STEP-F11	\$ 95,100.00	Teacher
81	CHRISTATHAKIS	NICHOLAS	10	HS.TCH.LANG.ARTS.04	STEP E-03	\$ 57,490.00	Teacher
82	CHRISTIE	ALLISON	10	ST.TCH.FINEARTS.ART	STEP E-09	\$ 78,540.00	Teacher
83	CHURCH	PATRICIA	10	RD.TCH.PE.01	STEP C-11	\$ 84,050.00	Teacher
84	CIAMBRUSCHINI	DINA	10	CL.TCH.SPECIAL.ED.07	STEP C-05	\$ 53,325.00	Teacher
85	CINQUEGRANA	SUSAN	10	CO.TRN.DRIVER.03	STEP-10	\$ 39,152.30	Bus/Van Driver
86	CLARK	JANET	10	CO.TRN.ASST.08	STEP-01	\$ 15,891.12	Transportation Assistant
87	CLAUDIO	SHANNON	10	HS.TCH.VOCPRACART.01	STEP E-07	\$ 68,540.00	Teacher
88	COCCIO	ISABELLE	10	HS.ADMSP.T.IA.07	STEP-07A	\$ 27,485.00	Instructional Assistant
89	COLAO	RAQUEL	10	LR.TCH.BASIC.SK.05	STEP E-11	\$ 91,099.00	Teacher
90	COLBURN	KENDRA	10	HS.TCH.MATH.02	STEP E-11	\$ 90,600.00	Teacher
91	COLLINS	SHARON	10	CL.ADMSP.T.IA.03	STEP-09	\$ 30,760.00	Personal Aide
92	CONCEICAO	BRANDON	10	HS.ADMSP.T.IA.09	STEP-04	\$ 24,180.00	Instructional Assistant
93	CORDI	NICOLE	10	ST.TCH.ELEM.KD.04	STEP C-04	\$ 50,965.00	Teacher
94	CORNACCHIA	MARIO	10	HS.TCH.MATH.03	STEP F-11	\$ 93,450.00	Teacher
95	COSENTINO	KARINA	10	LR.TCH.ELEM.05.04	STEP F-09	\$ 80,815.00	Teacher
96	COTTER	KEVIN	10	HS.TCH.FINEART.MU.02	STEP C-08	\$ 66,515.00	Teacher
97	COUGHLIN	CHARLOTTE	10	HS.TCH.WORLD.LANG.04	STEP E-11	\$ 91,099.00	Teacher
98	CRAPARO	MICHAEL	10	HS.TCH.SOCIAL.03	STEP E-05	\$ 60,350.00	Teacher
99	CRAWFORD	EMILY	10	MA.TCH.LANG.ARTS.01	STEP E-06	\$ 64,030.00	Teacher
100	CULLEN	MELISSA	10	ST.TCH.ELEM.01.04	STEP E-10	\$ 84,125.00	Teacher
101	CZIMCHARO	JOSEPH	12	CO.O&M.MECH.03	STEP M-08	\$ 66,838.00	Mechanic
102	D' AGOSTINO	NICOLE	10	RD.TCH.SPECIAL.ED.05	STEP E-04	\$ 57,990.00	Teacher
103	D' ANGELO	CHRISTINE	10	CO.CST.SPEECH.09	STEP F-09	\$ 80,815.00	CST Speech Therapist

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
104	DANSKY	SAMANTHA	10	MA.TCH.LANG.ARTS.04	STEP E-04	\$ 57,990.00	Teacher
105	DAVENPORT	KRYSTAL	12	HS.ADMSP.T.SEC.01	STEP-02	\$ 29,055.00	Secretary 12 Months
106	DAVIDSON	DEBRA	10	CL.ADMSP.T.IA.09	STEP-03	\$ 23,090.00	Instructional Assistant
107	DAWSON	VANESSA	10	RD.TCH.BASIC.SK.02	STEP E-7.5	\$ 71,040.00	Teacher
108	DE BE VOISE	MARGARET	10	MA.TCH.SCIENCE.01	STEP F-11	\$ 95,100.00	Teacher
109	DE COSTA	FLORENCE	10	HS.TCH.ES.05	STEP F-11	\$ 93,450.00	Guidance Counselor
110	DE FILIPPO	JONI	10	ST.TCH.ELEM.03.01	STEP C-04	\$ 50,965.00	Teacher
111	DE GENNARO	SARA	10	CO.TRN.ASST.03	STEP-01	\$ 15,891.12	Transportation Assistant
112	DE MICHELE	KAREN	10	LR.ADMSP.T.IA.02	STEP-05	\$ 25,470.00	Instructional Assistant
113	DE MONTE	AGNES	10	CL.ADMSP.T.IA.06	STEP-05	\$ 23,685.00	Personal Aide
114	DEAN	BRIAN	10	MA.TCH.PHYSED.04	STEP C-11	\$ 84,050.00	Teacher
115	DEBEK	EWA	10	CO.TRN.DRIVER.17	STEP-10	\$ 39,152.30	Bus/Van Driver
116	DECKER	CELESTE	10	LR.TCH.SPECIAL.ED.14	STEP C-04	\$ 50,965.00	Teacher
117	DEEGAN	DAVID	10	MA.TCH.COMPUTER.01	STEP E-11	\$ 91,099.00	Teacher
118	DELA ROSA HONA	LARA	10	ST.ADMSP.T.IA.05	STEP-07	\$ 27,815.00	Instructional Assistant
119	DELLERT	DEIRDRE	10	HS.TCH.PE.02	STEP E-11	\$ 92,749.00	Teacher
120	DHUME	VALERIE	10	CL.ADMSP.T.IA.19	STEP-06A	\$ 25,755.00	Instructional Assistant
121	DI BRIENZA	KERRI	10	ST.TCH.ES.01	STEP F-09	\$ 80,815.00	Library-Media/Technology
122	DI CAPUA	MICHELE	10.5	ST.ADMSP.T.SEC.02	STEP-05	\$ 25,615.00	Secretary 10.5 Months
123	DI LIBERTI	LARISA	10	LR.TCH.FINEARTS.MU01	STEP E-11	\$ 92,049.00	Teacher
124	DI NOIA	THERESA	10	MA.TCH.LANG.ARTS.03	STEP E-11	\$ 91,099.00	Teacher
125	DI PALMA	NADINE	10.5	CL.ADMSP.T.SEC.02	STEP-04	\$ 24,575.00	Secretary 10.5 Months
126	DIAZ	DAVID	12	CO.TCN.TECH.02	STEP-09	\$ 51,548.00	Technician B
127	DIAZ VALLE	EVELYN	10	CL.ADMSP.T.IA.01	STEP-11	\$ 33,825.00	Instructional Assistant
128	DIDIO	BLAIR	10	HS.TCH.ES.02	STEP F-04	\$ 60,265.00	School Counselor
129	DIMARIO	JOSEPH	10	MA.TCH.SOCIAL.02	STEP E-11	\$ 91,099.00	Teacher
130	DONAGHUE	LORI	10	RD.ADMSP.T.IA.01	STEP-09	\$ 31,815.00	Instructional Assistant
131	DONOVAN	COLIN	10	LR.TCH.PHYSED.01	STEP C-11	\$ 84,050.00	Teacher
132	DONOVAN	JILL	10	RD.TCH.ELEM.02.03	STEP E-11	\$ 91,099.00	Teacher
133	DOWNEY	TERESA	10	MA.TCH.WORLD.LANG.02	STEP F-11	\$ 94,400.00	Teacher
134	DOYLE	MARY ELLEN	10	RD.TCH.ELEM.KD.02	STEP C-11	\$ 85,000.00	Teacher
135	DU BROSKY	WENONA	10	LR.TCH.ELEM.05.08	STEP F-11	\$ 94,400.00	Teacher
136	DUKES	JENNIFER	10	CO.TRN.DRIVER.22	STEP-05	\$ 32,518.40	Bus/Van Driver
137	EDELSTEIN	JOY	10	MA.ADMSP.T.IA.03	STEP-09	\$ 31,565.00	Instructional Assistant
138	EISENBERG	RANDI	10	LR.TCH.ELEM.04.11	STEP E-11	\$ 91,099.00	Teacher
139	FAJARDO	CAROL	10	HS.TCH.WORLD.LANG.03	STEP C-11	\$ 85,000.00	Teacher
140	FALCIGLIA	MELISSA	10	CP.TCH.SPECIAL.ED.05	STEP E-5.5	\$ 62,190.00	Teacher
141	FEEN	KATHLEEN	10	MA.TCH.ES.02	STEP F-09	\$ 80,815.00	Guidance Counselor
142	FEIHL	ANN MARGARET	10	MA.ADMSP.T.IA.06	STEP-05	\$ 24,490.00	Instructional Assistant
143	FICO	KRISTINA	10	RD.TCH.ELEM.01.02	STEP E-04	\$ 57,990.00	Teacher
144	FIEDLER	CHARNELL	10	CL.ADMSP.T.IA.16	STEP-3	\$ 23,770.00	Instructional Assistant
145	FINERAN	MELISSA	10	CO.TRN.DRIVER.06	STEP-10	\$ 39,152.30	Bus/Van Driver
146	FINERAN	HEATHER	10	CO.TRN.DRIVER.14	STEP-07	\$ 34,422.57	Bus/Van Driver
147	FINS	TRACI	10	CL.TCH.ELEM.02.02	STEP E-04	\$ 57,990.00	Teacher
148	FIORILLI	CHRISTINA	10	MA.TCH.MATH.07	STEP E-11	\$ 91,099.00	Teacher
149	FISCHER	ALEXIS	10	LR.TCH.ELEM.04.03	STEP C-03	\$ 50,465.00	Teacher
150	FISCO	KRISTEN	10	RD.TCH.SPECIAL.ED.01	STEP E-6.5	\$ 66,285.00	Teacher
151	FITZGERALD	CONOR	10	HS.TCH.SPECIAL.ED.17	STEP E-03	\$ 57,490.00	Teacher
152	FLYNN	NANCY	10	LR.TCH.BASIC.SK.03	STEP F-11	\$ 94,400.00	Teacher
153	FOLCHETTI	MARY ANN	10	ST.ADMSP.T.IA.08	STEP-06	\$ 24,555.00	Personal Aide
154	FORD	JENNIFER	10	ST.TCH.SPECIAL.ED.03	STEP E-05	\$ 60,350.00	Teacher
155	FOTI	STEPHANIE	10	LR.TCH.SPECIAL.ED.06	STEP E-5.5	\$ 62,190.00	Teacher
156	FRICCHIONE	ANNE MARIE	10	MA.TCH.WORLD.LANG.03	STEP D-11	\$ 88,950.00	Teacher
157	FRISCIA	MARY JANE	10	HS.TCH.SPECIAL.ED.04	STEP E-11	\$ 91,099.00	Teacher
158	FRISINA	SALVATORE	10	HS.TCH.SPECIAL.ED.08	STEP E-04	\$ 57,990.00	Teacher
159	FURMAN	JESSICA	10	MA.TCH.LANG.ARTS.13	STEP E-5.5	\$ 62,190.00	Teacher
160	GALLAGHER	AMY	10	CO.CST.SPEECH.06	STEP E-11	\$ 91,099.00	CST Speech Therapist
161	GALLO	MARIA	10	BCC.TRANS.COUNSELOR	STEP F-11	\$ 94,400.00	Teacher
162	GARRETT	CAROLINA	10	MA.TCH.WORLD.LANG.01	STEP E-08	\$ 73,540.00	Teacher
163	GASCOT	DEJA	10	LR.ADMSP.T.SEC.02	STEP-4	\$ 25,380.00	Secretary 10.5 Months
164	GEORGALAS	FLORENCE	12	ST.ADMSP.T.SEC.01	STEP-14	\$ 57,585.00	Secretary 12 Months
165	GIACCHI	GABRIELLE	12	CO.ADMSP.T.SS.SEC.02	STEP-02	\$ 30,540.00	Secretary 12 Months
166	GIORNALISTA	PATRICIA	12	HS.ADMSP.T.SEC.03	STEP-09	\$ 38,815.00	Secretary 12 Months
167	GODOWSKI	DONNA	10	HS.TCH.ES.NURSE.01	STEP F-11	\$ 93,450.00	Nurse

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
168	GOETZ	GABRIELLA	10	HS.TCH.ES.03	STEP F-04	\$ 60,265.00	Teacher
169	GOETZ	MATTHEW	10	HS.TCH.PE.08	STEP F-05	\$ 62,625.00	Teacher
170	GOLDBERG	DEBORAH	10	HS.TCH.MATH.05	STEP E-11	\$ 91,099.00	Teacher
171	GOLDHEIMER	TARA	10	CL.TCH.ELEM.01.01	STEP C-05	\$ 53,325.00	Teacher
172	GOLDSTONE	CHANI	10	MA.TCH.MATH.04	STEP-11	\$ 93,450.00	Teacher
173	GONZALEZ	NICOLE	10	CL.TCH.BASIC.SK.01	STEP C-09	\$ 71,515.00	Teacher
174	GONZALEZ	LOUIS	12	CO.TCN.TECH.01	STEP-11	\$ 54,688.00	Technician B
175	GOODE	ROSE	10	ST.ADMSP.T.IA.06	STEP-02	\$ 13,496.60	Instructional Assistant
176	GRAY	BARBARA	10	MA.TCH.SPECIAL.ED.10	STEP C-11	\$ 84,050.00	Teacher
177	GRECO	DAWN	10	LR.ADMSP.T.IA.06	STEP-05	\$ 25,170.00	Instructional Assistant
178	GRECO	JOSEPH	10	HS.TCH.MATH.10	STEP E-05	\$ 60,350.00	Teacher
179	GREEN	DANTE	10	HS.ADMSP.T.HL.MONT.02	STEP-02	\$ 13,288.85	Hallway Safety & Security Monitor
180	GREENSPAN	NADINE	10	MA.TCH.FINEART.MU.01	STEP D-11	\$ 90,600.00	Teacher
181	GREGG	JENNIFER	10	MA.TCH.LANG.ARTS.06	STEP C-11	\$ 85,000.00	Teacher
182	GRIFFITH	ELIZABETH	10	CP.ADMSP.T.IA.04	STEP-07A	\$ 28,290.00	Instructional Assistant
183	GRIGOLI	JEREMY	10	MA.TCH.SOCIAL.04	STEP F-11	\$ 93,450.00	Teacher
184	GRILLO	KENDRA	10	RD.ADMSP.T.IA.08	STEP-04	\$ 24,180.00	Instructional Assistant
185	GRIMALDI	MILLIE	12	MA.ADMSP.T.SEC.03	STEP-02	\$ 29,055.00	Secretary 12 Months
186	GROSS	ZACHARY	10	HS.TCH.ES.01	STEP F-05	\$ 62,625.00	Library-Media/Technology
187	GUMINA	LINDA	10	CO.CST.SPEECH.02	STEP E-11	\$ 92,049.00	CST Speech Therapist
188	GURNEY	TARA	10	HS.TCH.FINEARTS.01	STEP E-6.5	\$ 66,285.00	Teacher
189	GWIZDZ	NICOLE	10	LR.TCH.SPECIAL.ED.11	STEP E-4.5	\$ 59,170.00	Teacher
190	HAGAN	SCOTT	10	HS.ADMSP.T.IA.08	STEP-04	\$ 24,180.00	Instructional Assistant
191	HAMPTON	ERIC	10	CO.TRN.DRIVER.07	STEP 7-8	\$ 34,422.57	Bus/Van Driver
192	HAMZIC	HIDAJET	12	CO.O&M.MECH.02	STEP M-15	\$ 72,668.00	Mechanic
193	HANEY	GERARD	10	CO.CST.PSYCH.01	STEP F-07	\$ 70,815.00	CST Psychologist
194	HARNETT	DEBORAH	10	LR.ADMSP.T.IA.03	STEP-09	\$ 32,045.00	Instructional Assistant
195	HARNETT	CHRISTOPHER	10	HS.TCH.SPECIAL.ED.09	STEP E-04	\$ 57,990.00	Teacher
196	HARRINGTON	MEGHAN	10	HS.TCH.SOCIAL.09	STEP E-11	\$ 91,099.00	Teacher
197	HAUGHEY	MICHAEL	10	LR.TCH.ELEM.05.02	STEP C-08	\$ 66,515.00	Teacher
198	HAUSMANN	KATHRYN	10	ST.TCH.BASIC.SK.01	STEP E-6.5	\$ 66,285.00	Teacher
199	HEBDING	EVELYN	10	CL.ADMSP.T.IA.08	STEP-09	\$ 32,495.00	Instructional Assistant
200	HERMAN	CAROLYN	10	LR.TCH.ELEM.04.05	STEP E-6.5	\$ 66,285.00	Teacher
201	HILLYER	PATRICIA	10	MA.TCH.SCIENCE.02	STEP F-11	\$ 94,400.00	Teacher
202	HODNICKY	HELEN	10	HS.TCH.SCIENCE.03	STEP F-11	\$ 93,450.00	Teacher
203	HOLLINGER	JESSICA	10	CO.CST.LDT/C.02	STEP F-11	\$ 93,450.00	LDT/C
204	HOLYNSKYJ	LARISSA	10	ST.TCH.ELEM.02.02	STEP C-11	\$ 84,050.00	Teacher
205	HOR	BROCK	10	HS.TCH.FINEARTS.04	STEP E-8.5	\$ 76,040.00	Teacher
206	HOWELL	MATTHEW	10	CO.TRN.DRIVER.18	STEP-02	\$ 19,512.36	Bus/Van Driver
207	HUDAK	JENNIFER	10	ST.TCH.ELEM.01.01	STEP E-11	\$ 91,099.00	Teacher
208	HUESTON	EMILLY	10	HS.TCH.FINEARTS.02	STEP C-04	\$ 50,965.00	Teacher
209	HUGHES	SUSANNE	10	LR.TCH.FINEARTS.MU02	STEP C-6.5	\$ 59,260.00	Teacher
210	HYNES	GINA	10	MA.TCH.MATH.05	STEP F-10	\$ 86,400.00	Teacher
211	INCORVAIA	CAROLINE	10	CP.ADMSP.T.IA.03	STEP-05	\$ 25,470.00	Instructional Assistant
212	IRONS	MARK	10	MA.TCH.STEM.COACH.01	STEP F-11	\$ 93,450.00	Teacher
213	JACKMAN	NEIL	10	HS.TCH.MATH.06	STEP G-11	\$ 97,950.00	Teacher
214	JAEGER	TARA	10	CO.CST.PSYCH.02	STEP F-04	\$ 60,265.00	CST Psychologist
215	JENNINGS	CASEY	10	ST.TCH.SPECIAL.ED.02	STEP E-02	\$ 57,190.00	Teacher
216	JIMENEZ	ELIZABETH	10	CO.TRN.ASST.10	STEP-01	\$ 17,877.51	Transportation Assistant
217	JOHANNESSEN	MICHELE	10	LR.ADMSP.T.IA.05	STEP-09	\$ 32,245.00	Instructional Assistant
218	JOYCE	KATHLEEN	10	MA.TCH.SPECIAL.ED.02	STEP F-11	\$ 93,450.00	Teacher
219	JUNQUET	KRISTEN	10	MA.TCH.FINEARTS.02	STEP C-03	\$ 50,465.00	Teacher
220	KAISER	HEATHER	10	HS.TCH.SOCIAL.06	STEP F-7.5	\$ 73,315.00	Teacher
221	KAPADIA	VISHAKA	10	RD.TCH.ESL.01	STEP E-05	\$ 60,350.00	Teacher
222	KAPLAN	DANIEL	10	HS.TCH.SCIENCE.04	STEP G-11	\$ 97,950.00	Teacher
223	KARATZIA DEVANEY	NICOLE	10	HS.TCH.PE.03	STEP E-10	\$ 84,125.00	Teacher
224	KAYE	JOHN	10	HS.TCH.PE.04	STEP E-11	\$ 92,049.00	Teacher
225	KELLY	LAUREN	10	CO.CST.SOCIAL.WKR.03	STEP F-05	\$ 62,625.00	CST School Social Worker
226	KINNEMAN	KATELYN	10	HS.TCH.SPECIAL.ED.14	STEP F-04	\$ 60,265.00	Teacher
227	KISH	SHERYL	10	HS.TCH.SPECIAL.ED.10	STEP F-11	\$ 94,400.00	Teacher
228	KLIEMISCH	NICOLE	10	LR.TCH.ELEM.04.12	STEP C-07	\$ 61,515.00	Teacher
229	KOMITO	MARC	10	HS.TCH.MATH.11	STEP F-11	\$ 93,450.00	Teacher
230	KOPKO	DELORES	12	CO.ADMSP.T.RN.SEC.01	STEP-04	\$ 30,055.00	Secretary 12 Months
231	KOPS	LESLIE	10	MA.ADMSP.T.IA.08	STEP-05	\$ 24,790.00	Instructional Assistant

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
232	KRUZIK	JACQUELINE	10	ST.ADMSP.T.IA.01	STEP-09	\$ 32,245.00	Instructional Assistant
233	KUSHWARA	CHRISTINA	10	ST.TCH.ELEM.03.02	STEP F-08	\$ 75,815.00	Teacher
234	KYVELOS	SUSAN	10	LR.TCH.ELEM.05.03	STEP E-11	\$ 91,099.00	Teacher
235	LABRUZZA	SALVATORE	12	CO.O&M.MECH.05	STEP M-08	\$ 63,153.00	Mechanic
236	LAMBERT	LYNNE	10	MA.TCH.MATH.06	STEP E-11	\$ 91,099.00	Teacher
237	LANGER	ANNETTE	10	ST.TCH.ES.NURSE.01	STEP F-11	\$ 94,400.00	Nurse
238	LAPLAGA	ALYSSA	10	CO.CST.SPEECH.08	STEP F-04	\$ 60,265.00	CST Speech Therapist
239	LARA	LISA	10	CO.TRN.DRIVER.23	STEP-05	\$ 32,518.40	Bus/Van Driver
240	LARGIE	JOYCE	10	ST.ADMSP.T.IA.09	STEP-02	\$ 13,496.60	Instructional Assistant
241	LASKO	ANDREW	10	HS.TCH.PE.05	STEP E-11	\$ 92,049.00	Teacher
242	LASKO	DAWN	10	LR.TCH.ELEM.05.11	STEP E-11	\$ 91,099.00	Teacher
243	LATHROP	MARGRET	10	HS.TCH.WORLD.LANG.09	STEP C-11	\$ 84,050.00	Teacher
244	LATIN	DONNA	10	ST.TCH.ELEM.03.03	STEP C-04	\$ 50,965.00	Teacher
245	LAVOIE	NENA	10	CO.TRN.DRIVER.24	STEP-03	\$ 29,472.66	Bus/Van Driver
246	LAYTON	JO ANN	10	MA.TCH.SCIENCE.06	STEP F-09	\$ 80,815.00	Teacher
247	LAYTON	LEAH	10	MA.TCH.SPECIAL.ED.05	STEP E-11	\$ 92,749.00	Teacher
248	LEACH	KRISTINA	10	MA.TCH.ES.03	STEP E-4.5	\$ 59,170.00	Teacher
249	LEHMAN	DAVID	10	LR.TCH.ES.02	STEP E-11	\$ 91,099.00	Teacher
250	LEMMMA	CHERYL	12	MA.ADMSP.T.SEC.02	STEP-09	\$ 39,495.00	Secretary 12 Months
251	LENGE	TATIANA	10	MA.TCH.MATH.08	STEP F-9.5	\$ 83,607.50	Teacher
252	LENIHAN	CHRISTINE	10	RD.TCH.ELEM.KD.03	STEP E-06	\$ 64,030.00	Teacher
253	LEPRE	DENISE	10	RD.TCH.FINEARTS.ART01	STEP C-11	\$ 84,050.00	Teacher
254	LESLIE	KATHRYN	10	LR.TCH.ESL.01	STEP F-11	\$ 93,450.00	Teacher
255	LETOWSKY	BETH	10	RD.ADMSP.T.IA.07	STEP 14	\$ 42,590.00	Instructional Assistant
256	LEUIN	HARVEY	10	HS.TCH.ES.04	STEP E-11	\$ 91,099.00	School Counselor
257	LEVINE	JAMIE	10	CL.TCH.ES.02	STEP E-03	\$ 57,490.00	School Counselor
258	LEVINE NIKOLIC	ALISSA	10	LR.TCH.ELEM.04.06	STEP E-11	\$ 91,099.00	Teacher
259	LIEBOWITZ	KAREN	10.5	RD.ADMSP.T.SEC.02	STEP-07A	\$ 29,690.00	Secretary 10.5 Months
260	LISCIANDRO	TARA	10	HS.TCH.WORLD.LANG.02	STEP D-11	\$ 88,950.00	Teacher
261	LISI	AMANDA	10	LR.TCH.ELEM.04.02	STEP E-02	\$ 57,190.00	Teacher
262	LOGUE	DOREEN	10	CO.TRN.DRIVER.19	STEP-10	\$ 39,152.30	Bus/Van Driver
263	LONGO	ANDREA	10	LR.TCH.SPECIAL.ED.03	STEP C-10	\$ 77,100.00	Teacher
264	LOPEZ	SILVANA	10	CO.TRN.DRIVER.01	STEP 7-8	\$ 34,422.57	Bus/Van Driver
265	LOREFICE	LINDSEY	10	MA.TCH.FINEART.MU.02	STEP E-04	\$ 57,990.00	Teacher
266	LUBNIEWSKI	LAURIE	10	MA.TCH.MATH.01	STEP E-06	\$ 64,030.00	Teacher
267	LYTTLE	BARBARA	10	RD.TCH.SPECIAL.ED.02	STEP F-11	\$ 95,100.00	Teacher
268	MACKEY	LATIEFFA	10	HS.ADMSP.T.IA.04	STEP-05	\$ 25,470.00	Instructional Assistant
269	MAGLIONE	ALLISON	10	CL.TCH.ELEM.03.02	STEP C-4.5	\$ 52,145.00	Teacher
270	MAIDA	MICHELE	10.5	HS.ADMSP.T.SEC.07	STEP-07A	\$ 30,440.00	Secretary 10.5 Months
271	MAIELLO	REGINA	10	CL.TCH.ELEM.02.01	STEP F-7.5	\$ 73,315.00	Teacher
272	MAINIERI	DORA	10	CO.CST.PSYCH.05	STEP F-04	\$ 60,265.00	CST Psychologist
273	MALAVE	ROBERT	10	BCC.TCH.LANG.ARTS.01	STEP E-11	\$ 91,099.00	Teacher
274	MALLOZZI	CATHARINA	10	MA.TCH.ES.NURSE.01	STEP C-08	\$ 66,515.00	Non Instructional Nurse
275	MALTESE	KERRI	10	MA.TCH.LANG.ARTS.07	STEP C-06	\$ 57,005.00	Teacher
276	MAMMANO	AMY	10	LR.TCH.ELEM.05.06	STEP E-11	\$ 91,099.00	Teacher
277	MANCUSO	KATHLEEN	10	HS.TCH.SPECIAL.ED.05	STEP E-04	\$ 57,990.00	Teacher
278	MANISCALCHI	KRISTINE	10	LR.TCH.ELEM.05.07	STEP E-11	\$ 91,099.00	Teacher
279	MAQQAR	JEAND'ARC	10	CP.ADMSP.T.IA.09	STEP-03	\$ 23,770.00	Instructional Assistant
280	MARION	COLLEEN	10	ST.TCH.ELEM.KD.02	STEP F-11	\$ 93,450.00	Teacher
281	MARSH	ANN	10	LR.ADMSP.T.MEDIA.01	STEP-07A	\$ 29,440.00	Secretary 10.5 Months
282	MARSH	CHARLES	10	HS.TCH.SOCIAL.10	STEP E-11	\$ 91,099.00	Teacher
283	MARZELLA	DANA	10	HS.TCH.SPECIAL.ED.15	STEP C-02	\$ 50,165.00	Teacher
284	MASSIMINI	GEOFFREY	10	HS.TCH.SCIENCE.02	STEP C-11	\$ 84,050.00	Teacher
285	MATOS	SILVINO	12	CO.O&M.MECH.01	STEP M-15	\$ 71,868.00	Mechanic
286	MATTHEWS	HELEN	12	CL.ADMSP.T.SEC.01	STEP-03	\$ 32,440.00	Secretary 12 Months
287	MC CABE	KENNETH	10	MA.TCH.PHYSED.02	STEP E-11	\$ 91,099.00	Teacher
288	MC CARTHY	DONNA	10	CO.TRN.DRIVER.15	STEP-03	\$ 31,928.72	Bus/Van Driver
289	MC DEDE	MARIA	10	HS.TCH.LANG.ARTS.07	STEP F-08	\$ 75,815.00	Teacher
290	MC FADDEN	MARY BETH	10	MA.TCH.SPECIAL.ED.06	STEP E-11	\$ 92,749.00	Teacher
291	MC KURTH	DARYL	10	MA.TCH.ES.01	STEP E-09	\$ 78,540.00	School Counselor
292	MC KURTH	JULIE	10	HS.TCH.PE.09	STEP E-08	\$ 73,540.00	Teacher
293	MC NERNEY	KAREN	10	ST.TCH.ELEM.02.01	STEP E-6.5	\$ 66,285.00	Teacher
294	MC PEEK	CATHERINE	10	RD.ADMSP.T.IA.03	STEP-09	\$ 17,840.80	Personal Aide
295	MCGUIRK	LAUREN	10	MA.TCH.SPECIAL.ED.17	STEP D-04	\$ 55,790.00	Teacher

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
296	MEANY	KAREN	10	RD.TCH.BASIC.SK.01	STEP F-11	\$ 94,400.00	Teacher
297	MELIKHOVA	JULIA	10	HS.TCH.SCIENCE.05	STEP E-09	\$ 78,540.00	Teacher
298	MENCONI	KAREN	10	CP.ADMSPPT.IA.02	STEP-02	\$ 23,270.00	Instructional Assistant
299	MERCADO	WILMINA	10	ST.ADMSPPT.IA.07	STEP-02	\$ 13,496.60	Instructional Assistant
300	MERGNER	SUZANNE	10	HS.TCH.PE.06	STEP C-11	\$ 85,000.00	Teacher
301	MESCAL	DEBRA	10	MA.TCH.SCIENCE.03	STEP E-11	\$ 91,099.00	Teacher
302	MILAN	GREGORY	10	HS.TCH.SCIENCE.07	STEP E-11	\$ 91,099.00	Teacher
303	MILES	LAUREN	10	CO.CST.LDT/C.01	STEP E-11	\$ 91,099.00	LDT/C
304	MILLER	ANTHONY	10	HS.ADMSPPT.IA.03	STEP-03	\$ 23,090.00	Instructional Assistant
305	MILLER	CATHERINE	10	LR.TCH.WORLD.LANG.01	STEP E-11	\$ 91,099.00	Teacher
306	MILLER	DAVID	10	MA.TCH.SOCIAL.05	STEP E-11	\$ 91,099.00	Teacher
307	MINGRONE	CHRISTOPHER	10	HS.TCH.SCIENCE.08	STEP E-11	\$ 91,099.00	Teacher
308	MINNECI	FRANCES	10	CL.TCH.ES.01	STEP F-11	\$ 94,400.00	Library-Media/Technology
309	MISEO	RACHEL	10	HS.TCH.LANG.ARTS.11	STEP C-04	\$ 50,965.00	Teacher
310	MOHAMMED	PATRICK	10	HS.TCH.SCIENCE.06	STEP D-06	\$ 61,830.00	Teacher
311	MOLINARI	DOREEN	10	CO.CST.SPEECH.04	STEP D-11	\$ 88,950.00	CST Speech Therapist
312	MOLLER	JENNIFER	10	HS.TCH.LANG.ARTS.01	STEP E-11	\$ 91,099.00	Teacher
313	MOLLER	ROBERT	10	HS.TCH.SOCIAL.04	STEP E-07	\$ 68,540.00	Teacher
314	MONRO	CHRISTINE	10	MA.TCH.LANG.ARTS.05	STEP E-11	\$ 91,099.00	Teacher
315	MONRO	DAVID	10	MA.TCH.SPECIAL.ED.13	STEP E-11	\$ 91,099.00	Teacher
316	MONTANO	MAUREEN	10	MA.TCH.SPECIAL.ED.07	STEP D-11	\$ 90,600.00	Teacher
317	MOORE	SUSAN	10	DIST.HEAD.NURSE	STEP D-11	\$ 88,950.00	District Head Nurse
318	MOORE	RYAN	10	LR.TCH.SPECIAL.ED.09	STEP C-04	\$ 50,965.00	Teacher
319	MORAN	SHARA	10	LR.TCH.ELEM.05.05	STEP C-05	\$ 53,325.00	Teacher
320	MORRISON	HOLLIEANN	10	CL.TCH.SPECIAL.ED.01	STEP C-04	\$ 50,965.00	Teacher
321	MORRISSEY	CHRISTINA	10	RD.TCH.ELEM.02.04	STEP E-11	\$ 92,049.00	Teacher
322	MURPHY	KEVIN	10	HS.TCH.PE.07	STEP E-09	\$ 78,540.00	Teacher
323	MURRAY	PAULA	10	RD.TCH.ELEM.02.01	STEP E-11	\$ 92,049.00	Teacher
324	NAGUIB	MAGY	10	CL.TCH.ELEM.KD.04	STEP C-08	\$ 66,515.00	Teacher
325	NANGANO	JENNIFER	10	CO.CST.PSYCH.03	STEP G-05	\$ 67,125.00	CST Psychologist
326	NATALE	GLORIA	10	CL.TCH.SPECIAL.ED.06	STEP C-04	\$ 50,965.00	Teacher
327	NAU	SARA	10	CL.TCH.BASIC.SK.05	STEP E-11	\$ 92,749.00	Teacher
328	NAZARIAN	GLORIA	10	CO.TRN.ASST.04	STEP-01	\$ 19,291.26	Transportation Assistant
329	NICOLAOU	TARA	10	CL.TCH.SPECIAL.ED.08	STEP E-06	\$ 64,030.00	Teacher
330	NIELSEN	JENNY	10	CO.TRN.ASST.07	STEP-01	\$ 19,863.90	Transportation Assistant
331	NIEVES	JENNISE	10	BCC.HS.ES.SAC.01	STEP F-11	\$ 99,200.00	Substance Abuse Coordinator
332	NILSEN	KRISTINE	10	MA.TCH.LANG.ARTS.09	STEP F-11	\$ 93,450.00	Teacher
333	NORTHINGTON	CLEO	10	CO.TRN.DRIVER.12	STEP-10	\$ 39,152.30	Bus/Van Driver
334	NORWOOD	JANICE	10	LR.ADMSPPT.IA.08	STEP-07	\$ 28,115.00	Instructional Assistant
335	NUNZIANTE	MARYBETH	10	HS.TCH.WORLD.LANG.06	STEP F-11	\$ 93,450.00	Teacher
336	O' BRIEN	DENISE	10	MA.ADMSPPT.IA.07	STEP-09	\$ 32,245.00	Instructional Assistant
337	O' BRIEN	MATTHEW	10	CP.TCH.SPECIAL.ED.04	STEP C-04	\$ 50,965.00	Teacher
338	O' NEILL	MICHELLE	10	HS.TCH.SOCIAL.07	STEP F-3.5	\$ 60,015.00	Teacher
339	OGUREK	MAYRA	10	HS.TCH.WORLD.LANG.07	STEP F-11	\$ 93,450.00	Teacher
340	OLECHNOWICZ	JEFFREY	10	HS.TCH.SCIENCE.12	STEP C-04	\$ 50,965.00	Teacher
341	OLIVEIRA	JESSICA	10	MA.TCH.SPECIAL.ED.19	STEP E-04	\$ 57,990.00	Teacher
342	ORR	DAISY	10	LR.TCH.FINEARTS.ART.01	STEP E-11	\$ 91,099.00	Teacher
343	OSMANOVIC	MILENA	10	CP.ADMSPPT.IA.05	STEP-06	\$ 26,040.00	Instructional Assistant
344	PADGETT	ASHLEY	10	LR.LITERACY.INTERV.1	STEP E-01	\$ 45,592.00	Teacher
345	PALUMBO	CHRISTINE	10	HS.TCH.ES.06	STEP G-04	\$ 64,765.00	School Counselor
346	PALUMBO	SUSAN	12	RD.ADMSPPT.SEC.01	N/A	\$ 53,493.00	Secretary 12 Months
347	PANGBORN	SANDRA	10	LR.TCH.ELEM.04.09	STEP E-11	\$ 91,099.00	Teacher
348	PANICKER	SHREEBA	10	CP.ADMSPPT.IA.08	STEP-04	\$ 24,180.00	Instructional Assistant
349	PAONE-HURD	KRYSTEN	10	RD.TCH.ELEM.03.03	STEP C-2.5	\$ 50,315.00	Teacher
350	PAPE	KIMBERLY	10	HS.TCH.LANG.ARTS.09	STEP F-11	\$ 94,400.00	Teacher
351	PAPPAS	ALYSSA	10	CL.TCH.ELEM.02.03	STEP E-6.5	\$ 66,285.00	Teacher
352	PAPPAS	LAURA	10	CL.TCH.ELEM.03.04	STEP C-8.5	\$ 69,015.00	Teacher
353	PAPPAS	JAMES	10	ST.TCH.PHYSED.01	STEP E-09	\$ 78,540.00	Teacher
354	PATEL	PAYAL	10	CL.ADMSPPT.IA.10	STEP-02	\$ 21,785.00	Instructional Assistant
355	PATTERSON	CORI	10	LR.TCH.ELEM.04.07	STEP C-11	\$ 84,050.00	Teacher
356	PATTWELL	JOURDAN	10	MA.TCH.LANG.ARTS.12	STEP E-04	\$ 57,990.00	Teacher
357	PAULI	KAYLAN	10	CO.CST.SPEECH.11	STEP E-03	\$ 57,490.00	CST Speech Therapist
358	PEASE	ROBERT	10	HS.ADMSPPT.HL.MONT.03	STEP-02	\$ 14,203.85	Hallway Safety & Security Monitor
359	PELLICIONE	HARRIET	12	CO.ADMSPPT.SS.SEC.01	STEP-09	\$ 41,010.00	Secretary 12 Months

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
360	PERCHUK	TARA	10	RD.ADMSP.TA.02	STEP-04	\$ 24,180.00	Instructional Assistant
361	PETERS ESPOSITO	MINDY	10	CL.ADMSP.TA.17	STEP-06	\$ 26,040.00	Instructional Assistant
362	PETERSON	ELLEN	10	LR.TCH.ELEM.04.04	STEP E-11	\$ 91,099.00	Teacher
363	PETRUCCIO	GABRIELLE	10	CL.TCH.ELEM.01.04	STEP E-04	\$ 57,990.00	Teacher
364	PICKELL	LEE	10	HS.TCH.SPECIAL.ED.13	STEP D-07	\$ 66,340.00	Teacher
365	PICKENS	SAMUEL	10	HS.TCH.FINEARTS.03	STEP E-11	\$ 92,049.00	Teacher
366	PIROG	COLLEEN	10	CO.CST.SPEECH.03	STEP E-4.5	\$ 59,170.00	CST Speech Therapist
367	PISANI	LAURA	10	HS.TCH.LANG.ARTS.05	STEP E-11	\$ 91,099.00	Teacher
368	PISANO	SUSAN	10	RD.TCH.ELEM.01.03	STEP E-11	\$ 91,099.00	Teacher
369	POLAKOWSKI	SHANNON	10	CL.TCH.SPECIAL.ED.03	STEP C-10	\$ 77,100.00	Teacher
370	PORTEE WELLS	PATRICIA	10	HS.TCH.WORLD.LANG.01	STEP D-05	\$ 58,150.00	Teacher
371	POTTER	MAGDA	10	CL.ADMSP.TA.11	STEP-04	\$ 23,500.00	Instructional Assistant
372	POULSEN	NICOLE	10	CO.TRN.ASST.06	STEP-01	\$ 19,863.90	Transportation Assistant
373	PREISER	SHERYL	10	ST.TCH.ELEM.03.04	STEP C-07	\$ 61,515.00	Teacher
374	PREUSS	ROSALIE	10	LR.TCH.ES.NURSE.01	STEP D-10	\$ 81,925.00	Nurse
375	PREWITT	CAROLINE	10	CP.ADMSP.TA.06	STEP-06A	\$ 26,260.00	Instructional Assistant
376	PRINZI	MARIA	12	HS.ADMSP.TEC.06	STEP-11	\$ 49,160.00	Secretary 12 Months
377	PROVINES	EFFIE	10	HS.TCH.MATH.08	STEP C-11	\$ 84,050.00	Teacher
378	PRUITT	RONALD	10	CL.TCH.FINEARTS.MU01	STEP C-03	\$ 50,465.00	Teacher
379	RADONCIC	ERMINA	10	CL.ADMSP.TA.05	STEP-06A	\$ 27,240.00	Instructional Assistant
380	RAIOLA	AMY	10	MA.TCH.LANG.ARTS.02	STEP E-07	\$ 68,540.00	Teacher
381	RAMSEY	HOLLY	10	CO.TRN.DRIVER.16	STEP-10	\$ 39,152.30	Bus/Van Driver
382	RAO	RUPA	10	CL.ADMSP.TA.04	STEP-04	\$ 24,180.00	Instructional Assistant
383	RATCLIFFE	JILL	10	LR.ADMSP.TA.01	STEP-13A	\$ 38,770.00	Personal Aide
384	RECHTEN	MICHAEL	12	CO.O&M.MECH.06	STEP M-03	\$ 48,680.00	Mechanic
385	REDMOND	MICHAEL	10	MA.TCH.MATH.11	STEP F-11	\$ 93,450.00	Teacher
386	REINECKE	TAYLOR	10	MA.TCH.SPECIAL.ED.12	STEP D-04	\$ 55,790.00	Teacher
387	REINGLE	PATRICIA	12	HS.ADMSP.TEC.04	STEP-07A	\$ 35,760.00	Secretary 12 Months
388	REISTROM	MEGHAN	10	LR.TCH.SPECIAL.ED.01	STEP E-7.5	\$ 71,040.00	Teacher
389	REYNOLDS	MARY ELLEN	10	CL.ADMSP.TA.12	STEP-07A	\$ 29,170.00	Instructional Assistant
390	REYNOLDS	DUSTIN	10	MA.TCH.SCIENCE.04	STEP C-05	\$ 53,325.00	Teacher
391	RILEY	JESSICA	10	LR.TCH.SPECIAL.ED.04	STEP C-04	\$ 50,965.00	Teacher
392	RILEY	WENDY	10	ST.TCH.ELEM.KD.05	STEP E-10	\$ 84,125.00	Teacher
393	RIPPLE	SUSAN	10	CP.TCH.SPECIAL.ED.01	STEP C-10.5	\$ 80,575.00	Teacher
394	RIZZO	SHANNON	10	CO.TRN.DRIVER.08	STEP-03	\$ 31,928.72	Bus/Van Driver
395	ROBERTS	EDWARD	10	ST.ADMSP.TA.04	STEP-03	\$ 23,770.00	Instructional Assistant
396	ROBLES ARROYO	VANESSA	10	CO.TRN.ASST.09	STEP-01	\$ 19,836.90	Transportation Assistant
397	ROCCO	SANDRA	10	CL.TCH.SPECIAL.ED.09	STEP F-08	\$ 75,815.00	Teacher
398	ROGERS	KIMBERLY	10	HS.TCH.LANG.ARTS.06	STEP E-11	\$ 91,099.00	Teacher
399	ROYSTON	JOANN	10	CL.TCH.ELEM.03.03	STEP C-7.5	\$ 64,015.00	Teacher
400	RUSSO	SUSAN	10	MA.TCH.SPECIAL.ED.09	STEP E-11	\$ 91,099.00	Teacher
401	SA	JOANA	10	HS.TCH.MATH.04	STEP E-04	\$ 57,990.00	Teacher
402	SACCOMONDO	KRISTINA	10	CO.CST.PSYCH.04	STEP F-04	\$ 60,265.00	CST Psychologist
403	SAKOWSKI	DONNA	10	LR.TCH.ELEM.04.01	STEP E-11	\$ 92,049.00	Teacher
404	SALSANO	JILLIEN	10	CO.CST.SOCIAL.WKR.04	STEP F-04	\$ 46,404.05	CST School Social Worker
405	SANDS	NOREEN	10	CP.TCH.SPECIAL.ED.02	STEP E-02	\$ 57,190.00	Teacher
406	SANTOS	LORIANN	10	CL.ADMSP.TA.13	STEP-04	\$ 24,180.00	Instructional Assistant
407	SARAIVA	DAVID	10	RD.TCH.PE.02	STEP C-04	\$ 50,965.00	Teacher
408	SAVIANO	NICOLE	10	CL.TCH.ELEM.02.04	STEP C-03	\$ 50,465.00	Teacher
409	SCATORCHIA	BRIANNA	10	MA.TCH.SPECIAL.ED.22	STEP D-02	\$ 54,990.00	Teacher
410	SCHEUING	ADRIENNE	10	LR.TCH.ELEM.04.13	STEP E-11	\$ 92,749.00	Teacher
411	SCHEUING	JAMES	10	MA.TCH.MATH.10	STEP E-11	\$ 92,049.00	Teacher
412	SCHIFINI	SAMANTHA	10	CO.TRN.DRIVER.09	STEP 7-8	\$ 34,422.57	Bus/Van Driver
413	SCHNAKENBERG	PAULA	12	MA.ADMSP.TEC.01	STEP-09	\$ 40,610.00	Secretary 12 Months
414	SCHNEIDER	LIZA	10	ST.TCH.ELEM.KD.03	STEP C-11	\$ 84,050.00	Teacher
415	SCHUELLER	MELANIE	10	HS.ADMSP.TA.02	STEP-04	\$ 23,500.00	Instructional Assistant
416	SCHULTZ	LISA	10	RD.TCH.ELEM.03.02	STEP E-05	\$ 60,350.00	Teacher
417	SEGUI	JESSICA	10	HS.TCH.LANG.ARTS.02	STEP E-07	\$ 68,540.00	Teacher
418	SERVIDIO	PAUL	10	HS.TCH.SCIENCE.09	STEP G-11	\$ 97,950.00	Teacher
419	SHALHOUB	MARY KATE	10	HS.TCH.SPECIAL.ED.06	STEP C-02	\$ 50,165.00	Teacher
420	SHAW	NORREEN	12	HS.ADMSP.TEC.02	STEP-04	\$ 30,055.00	Secretary 12 Months
421	SIDLEY	KATE	10	CO.CST.SPEECH.07	STEP E-6	\$ 64,030.00	CST Speech Therapist
422	SILANO	SUSAN	10	RD.TCH.BASIC.SK.03	STEP E-09	\$ 78,540.00	Teacher
423	SIX	LAUREN	10	CO.CST.OT.02	STEP F-04	\$ 60,265.00	CST Occupational Therapist

	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
424	SLOAN	MICHELLE	10	HS.TCH.SPECIAL.ED.18	STEP D-08	\$ 71,340.00	Teacher
425	SMALL	ALEXANDRA	10	ST.TCH.SPECIAL.ED.03	STEP C-04	\$ 50,965.00	Teacher
426	SMITH	MEREDITH	10	ST.TCH.ELEM.02.05	STEP E-08	\$ 73,540.00	Teacher
427	SMITH	DEBORAH S.	10	ST.TCH.SPECIAL.ED.01	STEP E-11	\$ 91,099.00	Teacher
428	SMOLOKOFF	MARY BETH	10	MA.TCH.SPECIAL.ED.08	STEP F-11	\$ 93,450.00	Teacher
429	SOBIESKI	CYNTHIA	10	MA.TCH.LANG.ARTS.08	STEP E-06	\$ 64,030.00	Teacher
430	SODONO	LAUREN	10	HS.TCH.LANG.ARTS.10	STEP C-04	\$ 50,965.00	Teacher
431	SOMMER	LYNNE	10	MA.TCH.PHYSED.03	STEP E-11	\$ 91,099.00	Teacher
432	SPAFFORD	DANA	10	MA.TCH.LANG.ARTS.11	STEP F-11	\$ 93,450.00	Teacher
433	SPAGNUOLO	KRISTY	10	CP.TCH.SPECIAL.ED.08	STEP E-04	\$ 57,990.00	Teacher
434	SPAUR	ISABEL	10	ST.TCH.ESL.01	STEP E-11	\$ 91,099.00	Teacher
435	STARR	DIANA	10	MA.TCH.SPECIAL.ED.16	STEP F-4.5	\$ 61,445.00	Teacher
436	STEVENS	RODERICK B	10	MA.TCH.FINEARTS.01	STEP E-11	\$ 91,099.00	Teacher
437	STEVENS	VANESSA	10	MA.TCH.SPECIAL.ED.01	STEP C-11	\$ 84,050.00	Teacher
438	SULLAM	JOANNE	10	RD.TCH.ELEM.KD.04	STEP C-07	\$ 61,515.00	Teacher
439	SULLIVAN	JACQUELINE	10	MA.TCH.SPECIAL.ED.14	STEP E-4.5	\$ 59,170.00	Teacher
440	SVENSON	ALYCIA	10	CL.TCH.ELEM.01.03	STEP C-04	\$ 50,965.00	Teacher
441	SZYMANSKI	BARBARA	10	RD.ADMSP.T.IA.04	STEP 07	\$ 16,306.70	Instructional Assistant
442	TARRAZI	DYLAN	10	MA.TCH.SOCIAL.06	STEP F-9.5	\$ 83,607.50	Teacher
443	TAY	KATHLEEN	10	RD.TCH.ES.02	STEP- E-02	\$ 57,190.00	Guidance Counselor
444	THOMSON	LORI	10	LR.TCH.SPECIAL.ED.10	STEP D-11	\$ 90,600.00	Teacher
445	TOMASELLO	LOUISE	10	HS.TCH.SCIENCE.10	STEP C-07	\$ 61,515.00	Teacher
446	TOMKINS	AMY	10	ST.TCH.ELEM.01.02	STEP E-08	\$ 73,540.00	Teacher
447	TOOMEY	JOANNE	10	MA.TCH.MATH.09	STEP D-09	\$ 76,340.00	Teacher
448	TORRES	ARIANA	12	CO.ADMSP.T.REG.REC.01	STEP-02	\$ 31,340.00	Central Office Registrar
449	TORRES	MELISSA	10	RD.TCH.ELEM.02.02	STEP E-04	\$ 57,990.00	Teacher
450	TOWLE	CATHERINE	10	MA.TCH.SCIENCE.05	STEP E-7.5	\$ 71,040.00	Teacher
451	TREZZA	ANDREA	10	CO.CST.BEHAVIOR.01	STEP E-11	\$ 96,049.00	CST Behaviorist
452	UNTERBURGER	ERICA	10	MA.TCH.SOCIAL.03	STEP C-03	\$ 50,465.00	Teacher
453	URIARTE	ANA	12	CP.ADMSP.T.SEC.01	STEP-09	\$ 39,410.00	Secretary 12 Months
454	VARMA KUMAR	YAMINI	10	HS.TCH.SCIENCE.11	STEP E-07	\$ 68,540.00	Teacher
455	VARRICCHIO	ELISSA ANN	10	LR.TCH.ELEM.04.08	STEP E-5.5	\$ 62,190.00	Teacher
456	VASILENKO	NICHOLAS	10	MA.TCH.PHYSED.06	STEP F-04	\$ 60,265.00	Teacher
457	VERES	LISA	10	MA.ADMSP.T.IA.09	STEP-03	\$ 23,770.00	Instructional Assistant
458	VERGARETTI	KATHLEEN	10	CL.TCH.BASIC.SK.03	STEP F-11	\$ 94,400.00	Teacher
459	VIDAL	MARY	10	CL.ADMSP.T.IA.02	STEP-03	\$ 23,770.00	Instructional Assistant
460	VIDAL	RODOLFO	10	HS.TCH.WORLD.LANG.05	STEP D-9.5	\$ 79,132.50	Teacher
461	WALKER	MARTINE	10	CL.TCH.ELEM.KD.03	STEP F-11	\$ 94,400.00	Teacher
462	WALLACE	EILEEN	10	MA.TCH.PHYSED.05	STEP C-11	\$ 84,050.00	Teacher
463	WALLING	LINDA	10	HS.ADMSP.T.IA.01	STEP-14	\$ 43,270.00	Instructional Assistant
464	WALSH	NANCY	10	LR.ADMSP.T.IA.04	STEP-09	\$ 31,565.00	Instructional Assistant
465	WALSH	MATTHEW	10	HS.TCH.SPECIAL.ED.19	STEP E-05	\$ 60,350.00	Teacher
466	WALTER	CATHLEEN	10	HS.TCH.SOCIAL.05	STEP C-11	\$ 84,050.00	Teacher
467	WANGEN	GEORGETTE	10	MA.TCH.MATH.12	STEP F-6.5	\$ 68,560.00	Teacher
468	WASSMER	DEBORAH	10	CP.ADMSP.T.IA.07	STEP-07	\$ 28,115.00	Instructional Assistant
469	WEAVER	APRIL	10	CO.TRN.DRIVER.21	STEP 7-8	\$ 34,422.57	Bus/Van Driver
470	WEAVER	MARY	10	CO.TRN.ASST.01	STEP-01	\$ 14,897.93	Transportation Assistant
471	WEGRZYN	LOUISE	10	HS.TCH.SOCIAL.02	STEP F-8.5	\$ 78,315.00	Teacher
472	WELLS	MICHAEL	12	HS.ADMSP.T.HL.MONT.01	STEP-02	\$ 13,288.85	Hallway Safety & Security Monitor
473	WELLS	GERARD	10	MA.TCH.FINEART.MU.03	STEP E-11	\$ 92,049.00	Teacher
474	WERNER	KELLI	10	CL.TCH.SPECIAL.ED.02	STEP E-4.5	\$ 59,170.00	Teacher
475	WIETECHA	ROBERT	10	HS.ADMSP.T.IA.06	STEP-05	\$ 25,170.00	Instructional Assistant
476	WIETECHA	CORINNE	10	MA.TCH.MATH.02	STEP E-11	\$ 91,099.00	Teacher
477	WILENSKY	DANIEL	10	MA.TCH.SPECIAL.ED.04	STEP E-05	\$ 60,350.00	Teacher
478	WILLIAMS	DEVENN	10	MA.ADMSP.T.IA.01	STEP-06A	\$ 27,240.00	Instructional Assistant
479	WILSON	TARA	10	MA.TCH.MATH.13	STEP F-07	\$ 70,815.00	Teacher
480	WINCHEL	WENDY	10	ST.TCH.ELEM.02.04	STEP E-8.5	\$ 76,040.00	Teacher
481	WINTHER	MARGARET	10	LR.TCH.ELEM.05.10	STEP C-11	\$ 85,000.00	Teacher



	Last Name	First Name	TYPE	UPC CODE	STEP	2019/2020 GROSS SALARY	POSITION
482	YACCARINE	FRANCESCA	10	LR.TCH.ELEM.04.10	STEP E-03	\$ 57,490.00	Teacher
483	YACOVELLI	CYNTHIA	12	LR.ADMSP.T.SEC.01	STEP-04	\$ 32,455.00	Secretary 12 Months
484	ZANGHI	NANCY	12	HS.ADMSP.T.SEC.05	STEP-09	\$ 41,815.00	Secretary 12 Months
485	ZELLER	KERRI	10	CO.TRN.DRIVER.20	STEP 9-9A	\$ 36,818.15	Bus/Van Driver
486	ZIBBELL	JAMES	10	CO.CST.SOCIAL.WKR.02	STEP F-11	\$ 93,450.00	CST School Social Worker
487	ZIMMER	THERESA	10	LR.TCH.SPECIAL.ED.05	STEP C-10	\$ 77,100.00	Teacher
488	ZITZMAN	DENISE	10	CL.ADMSP.T.IA.07	STEP-06	\$ 24,555.00	Instructional Assistant
489	ZUPKUS	EMILY	10	CO.CST.PSYCH.06	STEP F-07	\$ 70,815.00	CST Psychologist
490	ZWIRKO	TRACY	10	LR.TCH.ELEM.05.09	STEP C-11	\$ 84,050.00	Teacher
<b>NON BARGAINING</b>							
1	ARVANITIS	DEBORAH	12	CO.ADMSP.T.BUS.PR.BEN	Non-Bargaining	TBD	Payroll/Benefits Manager
2	BOMBARDIER	JOHN	12	CO.ADM.ASST.SUPT.C&I	Non-Bargaining	TBD	Assistant Superintendent C&I
3	CAMERON	KATHRYN	12	CO.ADMSP.T.CONF.SEC.6	Non-Bargaining	TBD	Confidential Executive Secretary
4	DELEONARDO	CHRISTINE	12	CO.ADMSP.T.CONF.SEC.5	Non-Bargaining	TBD	Confidential Executive Secretary
5	DUGAL	KEVIN	12	CO.TCN.MANAGER	Non-Bargaining	TBD	Manager of Information Systems & Technology
6	FERRARA	FRANCINE	12	CO.ADMSP.T.CONF.SEC.4	Non-Bargaining	TBD	Confidential Executive Secretary
7	FERREIRA	ALEXANDRE	12	CO.ADM.BUS.ADM.BDSEC	Non-Bargaining	TBD	Business Administrator/Board Secretary
8	GALLAGHER	DARLENE	12	CO.ADMSP.T.CONF.SEC.3	Non-Bargaining	TBD	Confidential Executive Secretary
9	GIAIMO	MARY	12	CO.ADMSP.T.CONF.SEC.2	Non-Bargaining	TBD	Confidential Executive Secretary
10	LAGARENNE	PATRICIA	12	CO.ADM.ASST.BA.BDSEC	Non-Bargaining	TBD	Assistant Business Administrator/Assistant Board Secretary
11	LAZAR	BETSY	12	CO.ADMSP.T.BUS.SEC.01	Non-Bargaining	TBD	Accounts Payable
12	LIEBMANN	MICHAEL	12	CO.ADM.DIR.PERSONNEL	Non-Bargaining	TBD	Director of Personnel
13	MAJKA	JOSEPH	12	CO.ADM.SUPT	Non-Bargaining	\$ 188,305.00	Superintendent of Schools
14	PEREZ	NELYDA	12	CO.ADM.ASST.SUPT.SS	Non-Bargaining	TBD	Assistant Superintendent Special Services
15	PULEO	CARLA	12	CO.ADMSP.T.CONF.SEC.1	Non-Bargaining	TBD	Confidential Executive Secretary
16	RANDAZZO	CATHERINE	12	CO.ADMSP.T.PER.AA.01	Non-Bargaining	TBD	Administrative Assistant/Confidential Executive Secretary