

**RAMAPO INDIAN HILLS REGIONAL HIGH SCHOOL DISTRICT**

Oakland, New Jersey 07436

**REGULAR PUBLIC MEETING MINUTES**

May 13, 2024

Ramapo High School, Cafeteria, 7:00 P.M.

*Action to authorize Executive Session*

Anticipated Public Session, 8:00 P.M.

**REVISED AGENDA**

**1. Call to Order - Roll Call 7:02 PM**

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders                           |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Dr. Lorenz       | <input checked="" type="checkbox"/> Ms. Emmolo, Vice President (via Zoom) |
| <input checked="" type="checkbox"/> Ms. Kiel      | <input checked="" type="checkbox"/> Ms. Mariani*     | <input checked="" type="checkbox"/> Ms. Ansh, President                   |

\*Participated Remotely

**Also present:** Dr. Baker, Interim Superintendent of Schools; Ms. Zeno, Interim Business Administrator/Board Secretary; as was Recording Secretary Ms. Demetriou

**2. Closed Session 7:03 PM**

**BE IT RESOLVED**, by the Ramapo Indian Hills Regional High School District this 13th day of May, 2024 at 7:03 PM as follows:

The Board recessed to closed session in accordance with the Open Public Meetings Law, N.J.S.A.10:4-12b. The general nature of the discussion involved personnel, student related matters and matters confidential by law, and any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.

These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.

Moved by: Ms. Koulikourdis Seconded: Mr. Bogdansky

- |   |  |   |
|---|--|---|
| <input checked="" type="checkbox"/> Mr. Bogdansky | <input checked="" type="checkbox"/> Ms. Koulikourdis | <input checked="" type="checkbox"/> Ms. Souders                           |
| <input checked="" type="checkbox"/> Mr. DeLaite   | <input checked="" type="checkbox"/> Dr. Lorenz       | <input checked="" type="checkbox"/> Ms. Emmolo, Vice President (via Zoom) |
| <input checked="" type="checkbox"/> Ms. Kiel      | <input checked="" type="checkbox"/> Ms. Mariani*     | <input checked="" type="checkbox"/> Ms. Ansh, President                   |

\*Participated Remotely

Closed session was concluded at 8:17 PM, at which time the Board recessed and subsequently reconvened into public session at 8:27 PM.

### 3. Board President’s Announcement

The meeting was called to order by the Board President at 8:27 P.M. Ms. Ansh thanked everyone for attending the meeting. She announced that the New Jersey Open Public Meetings Law was enacted to ensure the rights of the public to have advance notice of and to attend meetings of public bodies at which any business affecting their interest is discussed or acted upon. She also announced that in accordance with the provisions of this act, the Interim Business Administrator/Board Secretary caused notice of this meeting to be published by having the date, time, and place thereof posted in accordance with N.J.S.A. 10:4-8(b), and guidance from the New Jersey Department of Community Affairs, Division of Local Government Services. She read a public statement advising the public to be aware that employees of the Ramapo Indian Hills Regional High School District retain the right of privacy and shall retain all rights regarding defamation and slander according to the laws of New Jersey. Ms. Ansh further stated that the Board shall not be held liable for comments made by members of the public and, in order to protect the privacy rights of employees in the District, the Board shall not respond to statements made by the public of or about District employees.

### 4. Roll Call

<input checked="" type="checkbox"/> Mr. Bogdansky	<input checked="" type="checkbox"/> Ms. Koulikourdis	<input checked="" type="checkbox"/> Ms. Souders
<input checked="" type="checkbox"/> Mr. DeLaite	<input checked="" type="checkbox"/> Dr. Lorenz	<input checked="" type="checkbox"/> Ms. Emmolo, Vice President (via Zoom)
<input checked="" type="checkbox"/> Ms. Kiel	<input checked="" type="checkbox"/> Ms. Mariani*	<input checked="" type="checkbox"/> Ms. Ansh, President

\*Participated Remotely

### 5. Pledge of Allegiance

Ms. Ansh led the Pledge of Allegiance.

### 6. Board President’s Report

#### Student Board Representatives

*Cassandra Heinsohn-Indian Hills High School* - updated the Board on the following school activities: athletic season standings, student life/extra-curricular activities, guidance, blood drive and student government.

*Michaela Chamberlin-Ramapo High School* - Ms. Chamberlin updated the Board on the following school activities: student life/extra-curricular activities, clubs, athletic season standings, student government, finals, relay for life, Coachella and guidance.

Ms. Ansh noted the retirement on the agenda.

Ms. Ansh also reported that the Board received the approval from the Executive County Superintendent for the contract of the incoming Superintendent.

## 7. Interim Superintendent's Report

Dr. Quackenbush, Director of Curriculum, Instruction and Articulation provided a presentation on Curriculum concerns and substantiated the need for the position of Instructional Design Coordinator.

## 8. Interim Business Administrator's Report

Ms. Zeno reported on the following:

- Educational specifications and moving forward with construction documents for various construction projects, previously Board authorized
- Demographic study will be presented by Dr. Grip on May 30th
- LRFP Submission

## 9. Board Committee Reports

**Athletics, Arts, Extracurriculars & Communications** - Ms. Kiel reported that the committee will meet on May 16, 2024

**Education & Personnel** - Ms. Souders reported on the following:

- SEPAG
- E6 Sage Thrive contract renewal
- District Performance report- high performing districts
- CIA needs assessment
  - District Instructional Design coordinator

**Finance & Facilities** - Ms. Emmolo reported that the committee will meet on May 15, 2024

**Negotiations** - Dr. Lorenz reported that the committee met last week and again this week. He noted that the committee is making progress.

**Policy** - Mr. Bogdansky reported that the committee met on May 2, 2024 to discuss the following for tonight's meeting:

- Abolishments
- First reads
- Second reads

## 10. Public Comment

- A member of the public, Oakland commented on the presentation regarding Hanover Research occurring after the vote. They also commented on the addenda item for a new staff position of Instructional Design Coordinator.
- A member of the public, Oakland commented on E6, urging the Board to vote no to Sage Thrive and reallocate those financial resources to other instructional items.
- A member of the public, Franklin Lakes, commented on the curriculum presentation and discouraged the Board from creating a larger bureaucracy.
- A member of the public, Oakland, commented on enrollment.

### 11. Open Board Discussion

Several Board members stated the district is on the cusp of hiring a new superintendent and opined that it was premature to hire an instructional design coordinator until his arrival. Dr. Baker responded to questions regarding the position, and when asked, confirmed that it was budgeted.

All Board members were eager for the incoming superintendent’s employment to commence.

Mr. Bogdansky inquired as to when this staff member would be hired, to which Dr. Baker responded that as soon as possible, as the curriculum is developed over the summer.

Ms. Kiel read a statement regarding initiatives.

### 12. Action Items

### 13. Personnel

Move to accept the recommendation of the Interim Superintendent to approve and adopt motions P1 through P16 as described below:

P1. Move to approve the following:

<b>A. INSTRUCTIONAL</b>
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Fourth-Year Non-Tenured Certificated Staff, Approaching Tenure. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Claire Davanzo	Resignation	English	MA	RHS	MA/8	\$64,830	N/A	06/30/24
b.	Peter Tuohy	Reappoint	Science	BA	District	BA/4	\$58,637	N/A	09/01/24-06/30/25
c.	Eric Weiss	Reappoint	Science	MA+30	District	MA+30/11	\$72,703 + Longevity \$1,871	N/A	09/01/24-06/30/25

d.	Sevana Bohchalian	Reappoint	Social Worker	MA	RHS	MA/19	\$94,971	N/A	09/01/24-06/30/25
e.	Crista Vigeant	Reappoint	Special Education	MA	RHS	MA/10	\$68,242	N/A	09/01/24-06/30/25
f.	Joseph Piparo	Reappoint	Special Education	MA	RHS	MA/20	\$99,754	N/A	09/01/24-06/30/25

P2. Move to approve the following:

Third-Year Non-Tenured Certificated Staff. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Brian Bunger	Reappoint	Family & Consumer Science	BA+15	RHS	BA+15/17	\$81,849	N/A	09/01/24-06/30/25
b.	Dennis Rowley	Reappoint	Guidance	MA	RHS	MA/8	\$64,830	N/A	09/01/24-06/30/25
c.	Emily Biunno	Reappoint	Mathematics	BA+15	RHS	BA+15/4	\$59,417	N/A	09/01/24-06/30/25
d.	Aaron Kalman	Reappoint	Mathematics	MA+30	RHS	MA+30/10	\$71,118	N/A	09/01/24-06/30/25
e.	Jongwon (Kevin) Park	Reappoint	Mathematics	BA	RHS	BA/ 6	\$60,737	N/A	09/01/24-06/30/25
f.	James Cramer	Reappoint	Science	BA	RHS	BA/ 3	\$57,987	N/A	09/01/24-06/30/25
g.	Sylvana Budesheim	Reappoint	Special Education	MA	RHS	MA/ 13	\$72,768	N/A	09/01/24-06/30/25
h.	Shelly Storzum	Reappoint	Nurse	BA+15	IHHS	BA+15/12	\$68,721	N/A	09/01/24-06/30/25

## P3. Move to approve the following:

Second-Year Non-Tenured Certificated Staff. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Nicole Mitchell	Reappoint	Business	BA	District	BA/ 20	\$88,212	N/A	09/01/24-06/30/25
b.	Aidan Cole	Reappoint	.8 Business	BA	RHS	BA/2	\$45,869.60	N/A	09/01/24-06/30/25
c.	Yasette Rodriguez	Reappoint	English	MA+30	IHHS	MA+30/15	\$83,093	N/A	09/01/24-06/30/25
d.	Elizabeth Michels	Reappoint	English	MA+15	RHS	MA+15/15	\$81,093	N/A	09/01/24-06/30/25
e.	Sean Maldonato	Reappoint	Health & Physical Education	BA	RHS	BA/3	\$57,987	N/A	09/01/24-06/30/25
f.	Erica Vitale	Reappoint	Mathematics	MA	RHS	MA/ 7	\$64,830	N/A	09/01/24-06/30/25
g.	Hana Yoon	Reappoint	Mathematics	MA+30	RHS	MA+30/12	\$74,909	N/A	09/01/24-06/30/25
h.	Eric Sloezen	Reappoint	Music	BA	RHS	BA/ 2	\$57,337	N/A	09/01/24-06/30/25
i.	William DiMauro	Reappoint	Science	MA+15	RHS	MA+15/19	\$96,832	N/A	09/01/24-06/30/25
j.	Stephen Harvey	Reappoint	Social Studies	MA	RHS	MA/ 18	\$90,464	N/A	09/01/24-06/30/25
k.	Monica Archer	Reappoint	Special Services	MA	IHHS	MA/ 4	\$60,947	N/A	09/01/24-06/30/25
l.	Jordana Tarlowe	Reappoint	Special Education	BA	IHHS	BA/ 2	\$57,337	N/A	09/01/24-06/30/25
m.	David Babuska	Reappoint	Special Services	MA	RHS	MA/4	\$60,947	N/A	09/01/24-06/30/25

n.	Michele Bernardino	Reappoint	Special Services	MA+15	RHS	MA+15/20	\$101,726	N/A	09/01/24-06/30/25
o.	Daniel D'Amico	Reappoint	Special Services	MA	RHS	MA/ 4	\$60,947	N/A	09/01/24-06/30/25
p.	Priscilla Madera	Reappoint	World Languages	MA+30	District	MA+30/20	\$106,311	N/A	09/01/24-06/30/25

P4. Move to approve the following:

First-Year Non-Tenured Certificated Staff. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Keri Myones	Reappoint	English	MA+30	IHHS	MA+30/16	\$87,321	N/A	09/01/24-06/30/25
						Longevity, Step A	\$1,625	N/A	09/01/24-06/30/25
b.	Trevor Hedges	Reappoint	English	MA	RHS	MA/17	\$86,747	N/A	09/01/24-06/30/25
c.	Leslie Lesly	Reappoint	Family & Consumer Science	BA+15	IHHS	BA+15/15	\$76,703	N/A	09/01/24-06/30/25
d.	Melissa Liebau	Reappoint	Family & Consumer Science	BA	District	BA/ 16	\$75,537	N/A	09/01/24-06/30/25
e.	Etienne Fougnes	Reappoint	Science	BA	RHS	BA/ 6	\$60,737	N/A	09/01/24-06/30/25
f.	Edward Salaski	Reappoint	Science	MA+30	RHS	MA+30/15	\$83,093	N/A	09/01/24-06/30/25
						Doctorate Stipend	\$1,871		
g.	Felicia Denise	Reappoint	Nurse	BA+15	RHS	BA+15/15	\$76,703	N/A	09/01/24-06/30/25

h.	Andrew Dimetrosky	Reappoint	Special Services	MA+30	IHHS	MA+30/9	\$69,746	N/A	09/01/24-06/30/25
i.	Meredith McCambley	Reappoint	Special Services	MA+30	IHHS	MA+30/14	\$78,773	N/A	09/01/24-06/30/25
j.	Luke Miller	Reappoint	Special Services	MA+30	RHS	MA+30/17	\$93,612	N/A	09/01/24-06/30/25
k.	Priya Basak	Reappoint	Special Services	MA	IHHS	MA/ 20	\$99,754	N/A	09/01/24-06/30/25
l.	Patti Eichenlaub	Reappoint	Special Services	MA+30	RHS	MA+30/20	\$106,311	N/A	09/01/24-06/30/25
m.	Alexandra Brown	Reappoint	World Languages	MA+15	District	MA+15/18	\$92,213	N/A	09/01/24-06/30/25
						Longevity, Step B	\$2,400		

P5. Move to approve the following:

Instructional Aides. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Wagdi Abdalla	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
b.	Guy Bertola	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
c.	Nina Calvin	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
d.	Bettina Curtiss	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
e.	Scott Dempster	Reappoint	Special Services	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
f.	Jaclyn Fearon	Reappoint	Special Services	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
g.	Anna Frodella	Reappoint	Special	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-

			Services						06/30/25
h.	Brian Gibbs	Reappoint	Special Services	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
i.	Michael Levy	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
j.	Laurie Lydecker	Reappoint	Special Services	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
						Longevity	\$900	N/A	09/01/24-06/30/25
k.	Tiffany Mendez	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
l.	James Miller	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
m.	Kathryn Munley	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
n.	Christa Rauch	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
o.	Iva Rinaudo	Reappoint	.80 Special Services	N/A	IHHS	Step 4	\$26,496.80	N/A	09/01/24-06/30/25
p.	Deborah Rioux-Van Dine	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
						Longevity	\$900	N/A	09/01/24-06/30/25
q.	Raymond Soff	Reappoint	Special Services	N/A	RHS	Step 4	\$33,121	N/A	09/01/24-06/30/25
r.	Nadia Stampone	Reappoint	Special Services	N/A	IHHS	Step 4	\$33,121	N/A	09/01/24-06/30/25

P6. Move to approve the following:

Tenured Certificated Staff. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Mark Aramburu	Reappoint	Physical Education and Health	MA	IHHS	MA/20	\$99,754		09/01/24-06/30/25
						Longevity (MA tier)	\$6,000		09/01/24-06/30/25
						Longevity Step B	\$2,400		09/01/24-06/30/25
b.	Kenneth Bellottie	Reappoint	Mathematics	MA+30	IHHS	MA+30/19	101,911.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
c.	Elisa Britnell	Reappoint	World Languages	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
d.	Adnan Brkovic	Reappoint	Science	MA	IHHS	MA/12	71,032.00		09/01/24-06/30/25
e.	Julie Buccino	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/12	74,909.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
f.	Hanna Cantwell	Reappoint	Mathematics	MA+30	IHHS	MA+30/13	76,814.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
g.	Amy Carangelo	Reappoint	Guidance	MA	IHHS	MA/6	64,830.00		09/01/24-06/30/25
h.	Michelle Clancy	Reappoint	Special Education	MA	IHHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24-06/30/25
i.	Marc Conley	Reappoint	Special Education	MA+15	IHHS	MA+15/19	96,832.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
j.	Christopher Cornetto	Reappoint	Science	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
k.	Lauren Damstrom	Reappoint	Mathematics	MA+30	IHHS	MA+30/12	74,909.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
l.	Natalie Deming	Reappoint	World Languages	MA	IHHS	MA/20	99,754.00		09/01/24-06/30/25
m.	Angela DiBlasio-Funk	Reappoint	Social Studies	MA	IHHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
n.	Jennifer Dinan	Reappoint	Mathematics	MA+30	IHHS	MA+30/17	93,612.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
o.	Alyssa Durfee	Reappoint	Social Studies	MA	IHHS	MA/18	72,371.20		09/01/24-06/30/25
						Longevity (MA tier)	4,000.00		09/01/24-06/30/25
						Longevity Step B	1,920.00		09/01/24-06/30/25

p.	Jill Fackelman	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
q.	Gale Fanale	Reappoint	Business	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
r.	John Fazio	Reappoint	Applied Technology	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
s.	Dan Ferat	Reappoint	English	MA+30	IHHS	MA+30/18	97,786.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
t.	Nicole Fischetto	Reappoint	Mathematics	MA+15	IHHS	MA+15/7	66,072.00		09/01/24-06/30/25
u.	Mark Friedman	Reappoint	Music	BA	IHHS	BA/20	88,212.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
v.	Marissa Frissora	Reappoint	English	MA+30	IHHS	MA+30/14	78,773.00		09/01/24-06/30/25
w.	Debora Greene	Reappoint	Business	MA+30	IHHS	MA+30/19	101,911.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

x.	Jessica Griffin	Reappoint	English	BA	IHHS	BA/11	64,287.00		09/01/24-06/30/25
y.	Lisa Haas-Wasserman	Reappoint	Nurse	BA	IHHS	BA/20	88,212.00		09/01/24-06/30/25
z.	Carly Hausch	Reappoint	Mathematics	MA+30	IHHS	MA+30/17	93,612.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
a1.	Susan Heerema	Reappoint	Music	BA	IHHS	BA/20	88,212.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
					IHHS	Longevity Step B	2,400.00		09/01/24-06/30/25
b1.	Ronald Heusser	Reappoint	Social Studies	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
c1.	George Hill	Reappoint	Physical Education and Health	MA	IHHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
d1.	Kevin Hogan	Reappoint	Special Education	MA+30	IHHS	MA+30/11	72,703.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
e1.	Samantha Janiszak	Reappoint	Special Education	MA+30	IHHS	MA+30/12	74,909.00		09/01/24-06/30/25
f1.	Elizabeth Johnson	Reappoint	Social Studies	MA+30	IHHS	MA+30/17	93,612.00		09/01/24-06/30/25

						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
g1.	Christopher Jolin	Reappoint	Science	MA	IHHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
h1.	Rikki Kagan	Reappoint	Special Education	MA+30	IHHS	MA+30/15	83,093.00		09/01/24-06/30/25
i1.	Karen Klingner	Reappoint	Guidance	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
j1.	Christine Koons	Reappoint	Physical Education and Health	BA	IHHS	BA/20	88,212.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
k1.	Maryann Kopp	Reappoint	Special Education	MA+30	IHHS	MA+30/17	93,612.00		09/01/24-06/30/25
l1.	Maria La Barbiera	Reappoint	Special Education	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
m1.	Edith La Chac	Reappoint	English	MA+30	IHHS	MA+30/11	72,703.00		09/01/24-06/30/25
n1.	Graziella Lazzara	Reappoint	World Languages	BA+15	IHHS	BA+15/15	76,703.00		09/01/24-06/30/25

o1.	Shannon Luke	Reappoint	Social Studies	BA	IHHS	BA/12	65,937.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
p1.	Jutta Marateo-Gonzalez	Reappoint	Science	MA+15	IHHS	MA+15/20	101,726.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
q1.	Kimberly Marino	Reappoint	.70 Administrative Asst.	Grade II	IHHS	.70 Grade II/8	39,247.60		09/01/24-06/30/25
			.30 Theater	BA+15	IHHS	BA+15/8	18,822.60		09/01/24-06/30/25
r1.	Courtney McDonough	Reappoint	Science	MA+30	IHHS	MA+30/16	87,321.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
s1.	Sarah McGowan	Reappoint	Mathematics	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
t1.	Cherie McLaughlin	Reappoint	World Languages	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
u1.	Michael Michels	Reappoint	Science	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

v1.	Kathleen Miller	Reappoint	Science	MA+30	IHHS	MA+30/15	83,093.00		09/01/24-06/30/25
w1.						Longevity Step A	1,625.00		09/01/24-06/30/25
x1.	Julie Montero	Reappoint	Special Education	BA+15	IHHS	BA+15/16	78,787		09/01/24-06/30/25
y1.	Dominic Mulieri	Reappoint	Physical Education and Health	MA+15	IHHS	MA+15/8	66,072.00		09/01/24-06/30/25
z1.	John Mungiglio	Reappoint	Art	MA	IHHS	MA/8	64,830.00		09/01/24-06/30/25
a2.	Ashley Murphy	Reappoint	Science	MA+30	IHHS	MA+30/11	72,703.00		09/01/24-06/30/25
b2.	John Murphy	Reappoint	Social Studies	BA	IHHS	BA/12	65,937.00		09/01/24-06/30/25
c2.	Richard Ohren	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
d2.	Michael Paravati	Reappoint	Social Studies	MA+30	IHHS	MA+30/9	69,746.00		09/01/24-06/30/25
e2.	Michelle Patrickio	Reappoint	English	MA+15	IHHS	MA+15/17	88,431.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
f2.	Dianna Peller	Reappoint	English	MA+30	IHHS	MA+30/18	97,786.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
g2.	Thomas Russo	Reappoint	Physical Education and Health	MA+30	IHHS	MA+30/13	76,814.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25

h2.	Andrea Saladino	Reappoint	Guidance	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
i2.	Meghan Shaara	Reappoint	Physical Education and Health	MA	RHS	MA/7	64,830.00		09/01/24-06/30/25
j2.	Jennifer Sherry	Reappoint	Guidance	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
k2.	Lauren Smalley	Reappoint	Social Studies	MA+30	IHHS	MA+30/14	78,773.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
l2.	Rosemarie Sturm	Reappoint	Special Education	TEACHER	IHHS	BA/20	88,212		09/01/24-06/30/25
						Longevity (BA Tier)	656.25		09/01/24-06/30/25
m2.	Melissa Van Kampen	Reappoint	Art	MA+30	IHHS	MA+30/8	67,928.00		09/01/24-06/30/25
n2.	Joseph Verdon	Reappoint	English	MA+30	IHHS	MA+30/12	74,909.00		09/01/24-06/30/25
o2.	Timothy Walkowich	Reappoint	Science	MA+30	IHHS	MA+30/10	71,118.00		09/01/24-06/30/25
p2.	Patricia Wehran	Reappoint	World Languages	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
q2.	Allison Wittlinger	Reappoint	Special Education	BA+15	IHHS	BA+15/20	92,054.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

r2.	Elba Zakrzewski	Reappoint	Guidance	MA+30	IHHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
s2.	Cassandra Zalarick	Reappoint	Mathematics	BA	IHHS	BA/6	60,737.00		09/01/24-06/30/25
t2.	Kim Angerson	Reappoint	Science	MA+15	RHS	MA+15/20	101,726.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
u2.	Christopher Anzano	Reappoint	Physical Education and Health	MA	RHS	MA/11	69,493.00		09/01/24-06/30/25
v2.	Lee Barber	Reappoint	Mathematics	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
w2.	Marissa Barnes	Reappoint	Science	BA	RHS	BA/19	84,812.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
x2.	Pierre Barreau	Reappoint	World Languages	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
y2.	Thomas Basili	Reappoint	English	BA+15	RHS	BA+15/16	78,787.00		09/01/24-06/30/25

						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
z2.	Karli Basilicato	Reappoint	Physical Education and Health	MA	RHS	MA/18	90,464.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
a3.	Kimberly Batti Valovina	Reappoint	Art	MA+30	IHHS	MA+30/14	78,773		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
b3.	Jaclyn Brennecke	Reappoint	Mathematics	BA+15	RHS	BA+15/12	68,721.00		09/01/24-06/30/25
c3.	Jenna Calderon	Reappoint	Special Education	BA+15	RHS	BA+15/7	62,742.00		09/01/24-06/30/25
d3.	Megan Casey	Reappoint	English	MA+15	RHS	MA+15/12	72,409.00		09/01/24-06/30/25
e3.	Leonardo Castano	Reappoint	World Languages	MA+30	RHS	MA+30/19	101,911.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
f3.	Matthew Caulfield	Reappoint	Mathematics	MA	District	MA/12	71,032.00		09/01/24-06/30/25
g3.	Luz Ciprian	Reappoint	World Languages	BA	RHS	BA/15	72,512.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
h3.	Catherine Copeland	Reappoint	Special Education	BA	RHS	BA/8	60,737.00		09/01/24-06/30/25
i3.	Teresita Crane	Reappoint	Social Studies	MA+30	RHS	MA+30/18	97,786.00		09/01/24-06/30/25

						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
j3.	Chris Csengeto	Reappoint	Special Education	MA+30	RHS	MA+30/15	83,093.00		09/01/24-06/30/25
k3.	Kimberly Deamer	Reappoint	Mathematics	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
l3.	Justin Defeo	Reappoint	Business	MA+15	RHS	MA+15/14	76,352.00		09/01/24-06/30/25
n3.	Tanushree Desai	Reappoint	Special Education	MA+30	RHS	MA+30/9	69,746.00		09/01/24-06/30/25
o3.	Tereena Elias	Reappoint	Nurse	BA	RHS	BA/16	75,537.00		09/01/24-06/30/25
p3.	Ornella Eustice	Reappoint	English	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
q3.	Concepcion Fernandez-Vilaseca	Reappoint	World Languages	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
r3.	Melissa Ferro	Reappoint	English	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
s3.	Alexandra Fylstra	Reappoint	Mathematics	MA	RHS	MA/12	71,032.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
t3.	John Gaccione	Reappoint	Mathematics	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24-06/30/25
u3.	Lauren Gallo	Reappoint	Special Education	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
v3.	Lauren Gibson	Reappoint	Art	MA+30	RHS	MA+30/15	83,093.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
w3.	Sandra Gordon	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/15	83,093.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
x3.	Hailee Gregory	Reappoint	Social Studies	MA+15	RHS	MA+15/8	66,072.00		09/01/24-06/30/25
y3.	Ashley Gross-Green	Reappoint	Science	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
z3.	Lisa Higbie	Reappoint	Art	MA+30	RHS	MA+30/18	97,786.00		09/01/24-06/30/25
a4.	Gregory Hudak	Reappoint	Science	BA+15	RHS	BA+15/20	92,054.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
b4.	Michael Ivanov	Reappoint	Social Studies	MA	RHS	MA/10	68,242.00		09/01/24-06/30/25
c4.	Scott Jackson	Reappoint	Social Studies	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
d4.	Thomas Jaeger	Reappoint	Science	MA	RHS	MA/14	74,926.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25

e4.	Peter Kanefke	Reappoint	Science	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
						Doctorate Stipend	1,871.00		09/01/24-06/30/25
f4.	Sharon Katz	Reappoint	Guidance	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
g4.	Daniel Laner	Reappoint	Social Studies	BA+15	RHS	BA+15/14	73,028.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
h4.	Cari Laughman	Reappoint	Special Education	MA+30	RHS	MA+30/10	71,118.00		09/01/24-06/30/25
i4.	Ting Liu	Reappoint	World Languages	MA+30	District	MA+30/8	67,928.00		09/01/24-06/30/25
j4.	Kimberly Lobello	Reappoint	Social Studies	MA+15	RHS	MA+15/18	92,213.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
k4.	Susan Loccke	Reappoint	English	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
l4.	Melissa Maki	Reappoint	Guidance	MA+15	RHS	MA+15/12	72,409.00		09/01/24-06/30/25
m4.	William Manzo	Reappoint	English	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
n4.	Corrin Manzo	Reappoint	English	MA+30	RHS	MA+30/19	101,911.00		09/01/24-06/30/25

						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
o4.	Heather Manzo	Reappoint	English	MA	RHS	MA/18	90,464.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
p4.	Jill Matcovich	Reappoint	Special Education	MA+30	RHS	MA+30/11	72,703.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
q4.	Traci Maturo	Reappoint	Art	MA+15	RHS	MA+15/9	68,157.00		09/01/24-06/30/25
r4.	Christopher Mayer	Reappoint	Social Studies	MA+30	RHS	MA+30/10	71,118.00		09/01/24-06/30/25
s4.	Danielle Migliacci	Reappoint	Business	BA	RHS	BA/20	88,212.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
t4.	Giuseppina Monterey	Reappoint	Special Education	MA+30	RHS	MA+30/16	87,321.00		09/01/24-06/30/25
u4.	Michael Nangle	Reappoint	Social Studies	MA	RHS	MA/19	94,971.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
v4.	Meredith Noah	Reappoint	Social Studies	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

w4.	Matthew O'Neill	Reappoint	Mathematics	MA	RHS	MA/11	69,493.00		09/01/24-06/30/25
x4.	Matthew Occhipinti	Reappoint	Special Education	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
y4.	Hugo Ospina	Reappoint	World Languages	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
a5.	Vincenzina Piccinno	Reappoint	Guidance	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
b5.	Daniel Poalillo	Reappoint	Science	BA	RHS	BA/16	75,537.00		09/01/24-06/30/25
						Longevity (BA Tier)	4,300.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
c5.	Sean Quirk	Reappoint	Art	MA+15	District	MA+15/18	92,213.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
d5.	Emily Reitter	Reappoint	Music	MA	RHS	MA/10	68,242.00		09/01/24-06/30/25
e5.	Angela Rodriguez	Reappoint	World Languages	MA+30	RHS	MA+30/18	97,786.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
f5.	David Russell	Reappoint	Science	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24-06/30/25
g5.	Lindsey Russo	Reappoint	Special Education	MA+30	RHS	MA+30/7	67,928.00		09/01/24-06/30/25
h5.	John Schilstra	Reappoint	Applied Technology	BA	RHS	BA/20	88,212.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
i5.	Kaitlin Schutte	Reappoint	Special Education	MA+15	RHS	MA+15/10	69,562.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
j5.	Deborah Schwarz	Reappoint	English	MA+30	RHS	MA+30/18	97,786.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
k5.	Pamela Sibia	Reappoint	Social Studies	MA+30	RHS	MA+30/19	101,911.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
l5.	Diana Silva	Reappoint	Guidance	MA+30	RHS	MA+30/14	78,773.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
m5.	Nicoletta Slovinski	Reappoint	Mathematics	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
n5.	Jamie Sporn	Reappoint	English	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,500.00		09/01/24-06/30/25

						Longevity Step B	2,400.00		09/01/24-06/30/25
o5.	Kathleen Steier	Reappoint	English	MA+30	RHS	MA+30/11	72,703.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
p5.	Leslie Stephen	Reappoint	Physical Education and Health	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity (MA tier)	7,560.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
q5.	Karen Szura	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
r5.	Maria Tombalakian	Reappoint	World Languages	MA+30	District	MA+30/13	76,814.00		09/01/24-06/30/25
						Doctorate Stipend	1,871.00		09/01/24-06/30/25
s5.	Josephine Trigo Kelly	Reappoint	World Languages	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
t5.	David Van Hook	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

u5.	Daniel Vander Molen	Reappoint	Social Studies	MA	RHS	MA/20	99,754.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
v5.	Cynthia Vander Molen	Reappoint	Social Studies	MA	RHS	MA/16	83,247.00		09/01/24-06/30/25
						Longevity (MA tier)	5,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
w5.	Michael Verdon	Reappoint	Social Studies	MA+30	RHS	MA+30/7	67,928.00		09/01/24-06/30/25
x5.	Christine Vita	Reappoint	Business	BA	RHS	BA/6	60,737.00		09/01/24-06/30/25
y5.	Marc Vogel	Reappoint	Science	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
z5.	Tyler Wadhams	Reappoint	Science	MA	RHS	MA/6	64,830.00		09/01/24-06/30/25
a6.	Michael Walty	Reappoint	Guidance	MA+30	RHS	MA+30/17	93,612.00		09/01/24-06/30/25
						Longevity Step A	1,625.00		09/01/24-06/30/25
b6.	Erin Dittamo (Wiese)	Reappoint	Science	MA+30	District	MA+30/13	76,814.00		09/01/24-06/30/25
c6.	Kevin Weydig	Reappoint	Mathematics	MA+15	RHS	MA+15/6	66,072.00		09/01/24-06/30/25
d6.	Thomas Witterschein	Reappoint	Social Studies	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25
e6.	Michael Yasosky	Reappoint	Physical Education and Health	MA+30	RHS	MA+30/20	106,311.00		09/01/24-06/30/25
						Longevity (MA tier)	6,000.00		09/01/24-06/30/25
						Longevity Step B	2,400.00		09/01/24-06/30/25

f6.	Laura Astorina	Reappoint	World Languages	MA+30	RHS	MA+30/ 20	106,311		09/01/24-06/30/25
g6.	Christina Berens	Reappoint	World Languages	MA	RHS	MA/ 12	71,032		09/01/24-06/30/25
h6.	Olivia de Diego	Reappoint	World Languages	MA+15	IHHS	MA+15/20	101,726		09/01/24-06/30/25
i6.	Danielle Ferrara	Reappoint	Social Studies	MA	IHHS	MA/ 5	62,788		09/01/24-06/30/25
j6.	Amy Caregelo	Reappoint	Guidance	MA	IHHS	MA/ 6	64,830		09/01/24-06/30/25
l6.	John Russo	Reappoint	Applied Technology	BA+15	RHS	BA+15/17	81,849		09/01/24-06/30/25
m6.	Richard Sawyer	Reappoint	Business	MA	District	MA/ 8	64,830		09/01/24-06/30/25
n6.	Jasmen Mantashian	Reappoint	Guidance	MA+30F	RHS	MA+30/ 18	97,786		09/01/24-06/30/25
o6.	Susan Sautner	Reappoint	.8 Special Education	MA	RHS	.8 MA/19	75,976.8		09/01/24-06/30/25
						.8 Longevity (MA Tier)	4,000		09/01/24-06/30/25
p6.	Lauren Dondero	Reappoint	Guidance	MA	RHS	MA/10	68,242		09/01/24-06/30/25
q6.	Owen Ross	Reappoint	Mathematics	MA+30	IHHS	MA+30/6	67,928		09/01/24-06/30/25

P7. Move to approve the following:

New Hires, Non-Tenured Certificated Staff. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

**INSTRUCTIONAL**

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
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a.	Christy Kicinski	Appoint	Family & Consumer Science	MA	IHHS	MA/10	68,242	R. Crossley	09/01/24-06/30/25
b.	Tracey Ismailovski	Appoint	Special Education	MA	IHHS	MA/20	99,754	R. Carlin	09/01/24-06/30/25
c.	Nicholas Guttuso	Appoint	Health & Physical Education	MA+30	RHS	MA+30/17	93,612	J. Hague	09/01/24-06/30/25
						Longevity	1,625		09/01/24-06/30/25

**NON-INSTRUCTIONAL**

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Albert Schlageter	Appoint	Assistant Football Coach	N/A	IHHS	4	7,304		2024-25
b.	Pierre Barreau	Appoint	World Languages Honor Society Advisor	N/A	RHS	1	1,409*		05/08/24-06/30/24

\* Prorated

P8. Move to approve the following:

District Level Supervisors. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing / Discussion	Effective Date
a.	Nancy Blomquist	Reappoint	District Level Supervisor,	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24

			English						
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
b.	Marla Burns*	Reappoint	District Supervisor, Special Education Instruction	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
c.	Richard Burton	Reappoint	District Supervisor, Health & Physical Education /Nurses	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
d.	Susan Confrancisco*	Reappoint	District Level Supervisor, Special Education Programming	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24

						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
e.	Karen Davidson	Reappoint	District Supervisor, Visual, Performing and Applied Arts	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
g.	Joseph DelBuono	Reappoint	District Supervisor, Social Studies	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
h.	Michael Kaplan	Reappoint	District Supervisor, Math	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24

						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
i.	Angela Manzi	Reappoint	District Supervisor, Science	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$6,000	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
j.	Erika McGavin	Reappoint	District Supervisor, Curriculum, Instruction, and Articulation-Humanities	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
k.	Jennifer Perry	Reappoint	District Supervisor, Counseling	MA+30	District	MA+30/19	\$101,911	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24

						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
i.	Kathleen Robinson	Reappoint	District Supervisor Wellness & Special Programs	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
m.	Michele Thomas	Reappoint	District Supervisor, World Language and MLL	MA+30	District	MA+30/20	\$106,311	N/A	07/01/24-06/30/24
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity (MA Tier)	\$5,500	N/A	07/01/24-06/30/24
						Longevity Step B	\$2,400	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24
n.	Amanda Zielenkiewicz	Reappoint	District Supervisor, Curriculum, Instruction, and Articulation	MA+30	District	MA+30/16	\$87,321	N/A	07/01/24-06/30/24

			n-STEM						
						Supervisor Stipend	\$26,388	N/A	07/01/24-06/30/24
						Longevity Step A	\$1,625	N/A	07/01/24-06/30/24
						Summer Stipend	TBD	N/A	07/01/24-06/30/24

\* Non-Tenured

P9. Move to approve the following:

<b>B. NON-INSTRUCTIONAL</b>
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	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing	Effective Date
a.	Brian Belthoff	Reappoint	Information and Systems Coordinator	N/A	District	N/A	\$121,095	N/A	07/01/24-06/30/25
b.	Edward Carrero	Reappoint	Building Foreman	N/A	IHHS	N/A	\$87,975	N/A	07/01/24-06/30/25
c.	John Chang	Reappoint	Director of Technology	N/A	District	N/A	\$153,801	N/A	07/01/24-06/30/25
d.	Angela Demetriou	Reappoint	Executive Asst. to the Superintendent	N/A	District	N/A	\$138,690	N/A	07/01/24-06/30/25
e.	James Dunbar	Reappoint	Network Administrator	N/A	District	N/A	\$107,257	N/A	07/01/24-06/30/25
f.	Jon Duncan	Reappoint	Athletic Director	N/A	IHHS	N/A	\$149,247	N/A	07/01/24-06/30/25
g.	Lisa Estrella	Reappoint	Athletic Trainer*	N/A	RHS	N/A	\$75,351	N/A	08/12/24-06/12/25

h.	Carrie Fohlinger	Reappoint	Confidential Secretary to the Business Administrator/Board Secretary	N/A	District	N/A	\$104,507	N/A	07/01/24-06/30/25
i.	Patricia Gannon	Reappoint	Coordinator of Staffing	N/A	District	N/A	\$83,152	N/A	07/01/24-06/30/25
j.	Gina Huerta-Caro	Reappoint	Confidential Secretary to the Principal/Office Manager	N/A	IHHS	N/A	\$90,123	N/A	07/01/24-06/30/25
k.	Gina Iannacone-Puig	Reappoint	Confidential Secretary to the Principal/Office Manager	N/A	RHS	N/A	\$90,123	N/A	07/01/24-06/30/25
l.	Karen Karosy	Reappoint	Athletic Trainer	N/A	IHHS	N/A	\$89,262	N/A	08/12/24-06/12/25
m.	Ralph Kesenheimer	Reappoint	Building Foreman	N/A	RHS	N/A	\$90,614	N/A	07/01/24-06/30/25
n.	Keely Leggour*	Reappoint	District Staff Development Coordinator	N/A	District	N/A	\$153,060	N/A	07/01/24-06/30/25
o.	Nancy Marshall	Reappoint	Coordinator of Payroll Services	N/A	District	N/A	\$84,823	N/A	07/01/24-06/30/25
p.	Dr. Frank Mauriello	Reappoint	Director of Special Education	N/A	District	N/A	\$201,623	N/A	07/01/24-06/30/25
						Doctorate Stipend	\$4,000	N/A	07/01/24-06/30/25
q.	Bernice Parrella	Reappoint	Asst. Business Administrator	N/A	District	N/A	\$144,125	N/A	07/01/24-06/30/25
						Independent Stipend	\$6,083		07/01/24-06/30/25

r.	Denise Pellegrino	Reappoint	Coordinator of Benefits	N/A	District	N/A	\$78,828	N/A	07/01/24-06/30/25
s.	Frank Primiani	Reappoint	Coordinator of Facilities	N/A	District	N/A	\$111,935	N/A	07/01/24-06/30/25
t.	Dr. Melissa Quackenbush	Reappoint	Director of Curriculum, Instruction, & Articulation	N/A	District	N/A	\$201,623	N/A	07/01/24-06/30/25
						Doctorate Stipend	\$4,000	N/A	07/01/24-06/30/25
u.	Nancy Rosa	Reappoint	Bus Driver**	N/A	District	N/A	\$43,470	N/A	07/01/24-06/30/25
v.	Glenn Stokes	Reappoint	Athletic Director	N/A	RHS	N/A	\$163,530	N/A	07/01/24-06/30/25
w.	Tony Vukicevic	Reappoint	District Transportation Supervisor	N/A	District	N/A	\$76,776	N/A	07/01/24-06/30/25
x.	Charles Wolff	Reappoint	District Operations, Facilities & School Security Coordinator	N/A	District	N/A	\$137,520	N/A	07/01/24-06/30/25

\* Tenured “unrecognized” position

P10. Move to approve the following:

Ten and twelve-month non-tenured Administrative Assistants. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Patricia Arbucci	Reappoint	Administrative Assistant	Grade II/12 Month	District	Grade II/4	\$59,099	N/A	2024-25
b.	Connie Cheff	Reappoint	Administrative Assistant	Grade II/ 10	IHHS	Grade II/	\$53,338	N/A	2024-25

			ative Assistant	Month		6			
c.	Caren Fassbender	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 6	\$53,338	N/A	2024-25
d.	Janet Foley	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$59,005	N/A	2024-25
e.	Vicki Herman	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$59,005	N/A	2024-25
f.	Sharon Kozuch	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 10	\$59,005	N/A	2024-25

P11. Move to approve the following:

Ten and twelve-month tenured Administrative Assistants. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Rosemarie Ambrose	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$70,850	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
b.	Karen Bailey	Reappoint	Administrative Assistant	Grade IV/ 12 Month	District	Grade IV/ 10	\$75,275	N/A	07/01/24-07/31/24
						Longevity	\$1,800	N/A	2024-25
c.	Margaret Belger	Reappoint	Administrative Assistant	Grade II/ 10 Month	RHS	Grade II/ 10	\$59,005	N/A	2024-25
d.	Lisa Blackowski	Reappoint	Administrative Assistant	Grade IV/12 Month	District	Grade IV/ 10	\$75,275	N/A	2024-25

e.	Jane Castor	Reappoint	Administrative Assistant	Grade IV/ 12 Month	District	Grade IV/ 10	\$75,275	N/A	2024-25
f.	Kaaren Chamberlin	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	\$70,850	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
g.	Barbara Gaveglio	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$70,850	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
h.	Karen Guemeryl	Resignation	Administrative Assistant	.71 Grade II/ 12 Month	RHS	.71 Grade II/ 10	\$41,893.55	N/A	06/30/2024
i.	Teona Hargadon	Reappoint	Central Office Administrative Asst.	N/A	District	10	\$69,080		07/01/24-07/31/24
j.	Daniella Kesting	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	70,850	N/A	2024-25
						Longevity	\$1,000	N/A	2024-25
k.	Virginia Labinski	Reappoint	Administrative Assistant	Grade 2/ 10 Month	RHS	Grade II/ 10	\$59,005	N/A	2024-25
l.	Heather Michels	Reappoint	Administrative Assistant	Grade II/ 12 Month	District	Grade II/ 10	\$69,080	N/A	2024-25
m.	Jennifer Mola	Reappoint	Administrative Assistant	Grade III/ 12 Month	RHS	Grade III/ 10	\$70,850	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
n.	Jorgelina Moya	Reappoint	Administrative Assistant	Grade II/ 10 Month	IHHS	Grade II/ 10	\$59,005	N/A	2024-25
o.	Kristen Peterson	Reappoint	Administrative Assistant	Grade III/12 Month	RHS	Grade III/10	\$70,850	N/A	2024-25

						Longevity	\$1,800	N/A	2024-25
p.	Cathay Pezzuti	Reappoint	Administrative Assistant	Grade III/ 12 Month	IHHS	Grade III/ 10	\$70,850	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25
q.	Grace Stramiello	Reappoint	Administrative Assistant	Grade II/ 12 Month	District	Grade II/ 10	\$69,080	N/A	2024-25
						Longevity	\$1,800	N/A	2024-25

P12. Move to approve the following:

District Custodial and Maintenance personnel. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Greg Aug	Reappoint	Custodial/ Grounds	N/A	IHHS	9	\$73,675	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
b.	Vincent Bulzomi	Reappoint	Custodial/ Grounds	N/A	RHS	6	\$66,270	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
c.	John Carey	Reappoint	Custodial/ Bus Driver	N/A	RHS	9	\$68,367	N/A	07/01/24-06/30/25
						2nd Shift Bonus	\$250	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
d.	Anthony Gesimondo	Reappoint	Custodial/ Bus Driver	N/A	IHHS	9	\$68,367	N/A	07/01/24-06/30/25

						Black Seal License	\$500	N/A	07/01/24-06/30/25
e.	Hank Gregory	Reappoint	Custodial/ Grounds	N/A	IHHS	9	\$73,675	N/A	07/01/24-06/30/25
						Longevity	\$3,100	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
f.	John Maguire	Reappoint	Custodial/ Grounds	N/A	District	8	\$71,207	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
g.	James McBride	Reappoint	Custodial/ Bus Driver	N/A	IHHS	8	\$66,087	N/A	07/01/24-06/30/25
						2nd Shift Bonus	\$250	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
h.	Dritan Murataj	Reappoint	Custodial/ Bus Driver	N/A	RHS	8	\$66,087	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
i.	Salvatore Romano	Reappoint	Custodial/ Maintenance	N/A	District	7	\$72,502	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
j.	Steven Sanderson	Reappoint	Custodial/ Maintenance	N/A	District	7	\$72,002	N/A	07/01/24-06/30/25
k.	Irfan Shalari	Reappoint	Custodial/ Maintenance	N/A	District	9	\$77,187	N/A	07/01/24-06/30/25
l.	John Williams	Reappoint	Custodial/ Bus Driver	N/A	IHHS	9	\$68,367	N/A	07/01/24-06/30/25
						Longevity	\$3,100	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25

m.	Agim Ballolli	Appoint	Custodial/ Maintenance	N/A	IHHS	9	\$77,187	N/A	On or about 06/01/24- 06/30/25
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P13. Move to approve the following:

Part-time, ten-month Security Aides. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Rockie Christopher	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25
						Black Seal License	\$500	N/A	07/01/24-06/30/25
b.	Daniel Devaney	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,729.50	N/A	07/01/24-06/30/25
c.	Ronald Dubiel	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,729.50	N/A	07/01/24-06/30/25
d.	Ruth Hillas	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,729.50	N/A	07/01/24-06/30/25
e.	Brian Mosca	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,729.50	N/A	07/01/24-06/30/25
f.	Kevin Mosca	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25
g.	Richard Osenbruck	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25
h.	Emanuel Pereira	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25
i.	Osbaldo Rosa	Reappoint	.85 Security Aide	N/A	RHS	4	\$25,729.50	N/A	07/01/24-06/30/25
j.	Mark Wilder	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25

k.	Michael Wysokowski	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25
l.	John Zahn	Reappoint	.85 Security Aide	N/A	IHHS	4	\$25,729.50	N/A	07/01/24-06/30/25

P14. Move to approve the following:

District Technology Support Specialists. Salary guide placement to remain at the 2023-24 salary guide levels until such time when the 2024-25 salary guide has been approved, in accordance with the New Jersey Supreme Court Neptune Decision as follows:

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	David Conca	Reappoint	Technology Support Specialist	N/A	IHHS	11	\$75,563	N/A	07/01/24-06/30/25
						Longevity	\$1,800	N/A	07/01/24-06/30/25
b.	Joel Reid	Reappoint	Technology Support Specialist	N/A	RHS	11	\$75,563	N/A	07/01/24-06/30/25
						Longevity	\$1,800	N/A	07/01/24-06/30/25
c.	Samuel Salvi	Reappoint	Technology Support Specialist	N/A	IHHS	10	\$73,188	N/A	07/01/24-06/30/25
d.	Matthew Zmigrodski	Reappoint	Technology Support Specialist	N/A	RHS	11	\$75,563	N/A	07/01/24-06/30/25
						Longevity	\$1,800		
						Head Technician	\$1,692		
e.	Emp #6468	Approve	Unpaid FMLA		IHHS				06/01/24-08/14/24

P15. Move to approve the following:

District Administrators, effective for the period July 1, 2024 - June 30, 2025, as per the terms of the *Agreement between the Ramapo Indian Hills Regional High School District Board of Education and the Ramapo Indian Hills Administrators' Association.*

	Name	Nature of Action	Position	Tenure Track/LOA or LT Replacement	Location	Guide/ Step	Salary	Replacing/ Discussion	Effective Date
a.	Matthew Bushta	Reappoint	Assistant Principal	Tenured	IHHS	N/A	\$134,495	N/A	07/01/24-06/30/25
b.	Claudia Dargento	Reappoint	Assistant Principal	Tenured	IHHS	N/A	\$165,002	N/A	07/01/24-06/30/25
c.	Daniel Guido	Reappoint	Assistant Principal	Tenured	RHS	N/A	\$159,414	N/A	07/01/24-06/30/25
d.	Mariette Ng*	Reappoint	Assistant Principal	Non-Tenured	RHS	N/A	\$140,962	N/A	07/01/24-06/30/25
e.	Travis Smith	Reappoint	Principal	Tenured	RHS	N/A	\$198,390	N/A	07/01/24-06/30/25
f.	Dr. Gregory Vacca	Reappoint	Principal	Tenured	IHHS	N/A	\$188,967	N/A	07/01/24-06/30/25
						Doctorate Stipend	\$4,000		

\* Non-tenured

P16. Move to accept **retirement**, with regret, effective June 30, 2024, as follows:

**WHEREAS**, Amy Miller has dedicated herself to the Ramapo Indian Hills Regional High School District for 2 years and as a Biology Teacher, displaying an unselfish commitment to our children; exemplifying the ideals of professionalism and the standard of excellence, and

**WHEREAS**, the Ramapo Indian Hills Regional High School District Board of Education, together with its citizens, wishes to acknowledge exemplary service that Amy Miller has provided our children,

**NOW, THEREFORE, BE IT RESOLVED THAT** the Ramapo Indian Hills Regional High School District Board of Education does hereby extend its appreciation and gratitude to Amy Miller in recognition of her exemplary service to our school district.

P17. Move to approve the creation of the position and job description for District Instructional Design Coordinator.

**14. Education**

Move to accept the recommendation of the Interim Superintendent to approve and adopt motions E1 through E7 as described below:

- E1. Move to approve the establishment of the Delta program, a specialized program for students with special needs, in collaboration with Bergen County Special Services.
- E2. Move to approve District **student field trips and transportation costs** for the 2023-24 School Year as follows:

<i>Location</i>	<i>Group</i>	<i>Date(s)</i>	<i>Cost</i>
American Dream Mall	AP Psychology	05/22/2024	0
Union Cemetery, Wyckoff	Anthropology	06/06/2024	0
Trenton, NJ	Click, Clack, Front and Back	TBD in the month of May or June	0

- E3. Move to approve, the Harassment, Intimidation, & Bullying student remediation including disciplinary consequences, educational intervention, and counseling supports imposed during the 2023-24 School Year as a result of HIB Investigation for the following HIB investigation:

RHS 008

- E4. Move to accept, as recommended by the Superintendent of Schools, the Reports of School Bus Emergency Evacuation Drills that were conducted in the District during the 2023-24 School Year as follows:

Drills were conducted on May 2, 2024 from 7 - 7:35 A.M and 10:45 - 11:30 A.M. in the front of Indian Hills High School and students who are bussed to school participated. Greg Vacca, Principal, Tony Vukicevic, Transportation Supervisor and Charles Wolff, District Operations, Facilities & School Security Coordinator supervised the drills.

Drills were conducted on May 1, 2024 from 7:00 - 7:40 A.M. and 10:50 - 11 A.M. at the front circle at Ramapo High School and students who are bussed to school

participated. Dan Guido, Assistant Principal, Tony Vukicevic, Transportation Supervisor and Charles Wolff, District Operations, Facilities & School Security Coordinator supervised the drills.

- E5. Move that, home instruction for a District student at the approved hourly rate, effective for the 2023-24 School Year, be approved as follows:

<u>Student No.</u>	<u>School</u>	<u>Grade</u>
424285	RHS	12

- E6. Move to approve, as recommended by the Superintendent of Schools, the Agreement between Sage Thrive Inc. and the Ramapo Indian Hills Regional High School District Board of Education to provide school-based counseling and related counseling services in the amount of \$381,650.00. Effective for the 2024-25 School Year.
- E7. Move to approve, as recommended by the Interim Superintendent of Schools, the Spring Curriculum Workshops and authorize the review and development of new and revised Curriculum for the 2024-2025 school year as follows:

<u>Department</u>	<u>Course Title</u>	<u>Staff</u>	<u>Hours per Staff Member</u>
World Language	Spanish for Spanish Speakers-Level 1 CPE	Participants 2 Presenters 2	8 2
	Spanish for Spanish Speakers-Level 2 CPE	Participants 2 Presenters 2	18 4

- E8. Move to approve, as recommended by the Superintendent of Schools, the Agreement between Care Solace, Inc., and the Ramapo Indian Hills Regional High School District Board of Education for a website providing access to mental health treatment providers to school district staff, students and parents in the amount of \$8,418.00. Effective for the 2024-25 School Year.

## 15. Operations

Move to accept the recommendation of the Interim Superintendent to approve and adopt motions OP1 through OP6 as described below:

OP1: Motion to approve the educational specifications for submission to the Department of Education for Renovations to the Athletic Trainer Room at the Indian Hills High School, State Project # 4300-030-03-4300 for programs and activities for the types, number, and sizes in square feet of spaces within the proposed facility and the spatial relationships between and among those spaces.

OP2: Move to approve the following resolution:

**WHEREAS**, the Board of Education of Ramapo Indian Hills Regional High School District in the County of Bergen, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**Long Range Facilities Plan (LRFP) Major Amendment Update**

**WHEREAS**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Ramapo Indian Hills Regional High School District in the County of Bergen, State of New Jersey, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Major Amendment Update to its previously approved LRFP and the Board further authorizes the submission of same to the Bergen County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution, including the submission of the required information to the New Jersey Department of Education as applicable to the proposed Project.

Section 4. This resolution shall take effect immediately.

OP3: Move to approve the renewal of the Custodial Facilities Consulting Services Agreement between Edvocate, Inc., Toms River, NJ and the Ramapo Indian Hills Regional High School District Board of Education, effective for the 2024-25 School Year in the amount of \$16,224.

OP4: Move to approve the Agreement with Valley Medical Group and the Ramapo Indian Hills Regional High School District Board of Education to provide random alcohol and drug testing services for employees with a CDL license in accordance with all regulatory requirements of the New Jersey Department of Transportation / Federal Transit Administration for the period of July 1, 2024 - June 30, 2026.

OP5. Move to approve the **use of** the Ramapo Indian Hills Regional High School District **facilities** for the date(s) indicated in accordance with the rules and regulations governing said use as follows:

<u>Indian Hills High School</u>	
Oakland Recreation	Football Function; Athletic Field; May 18, 2024; 1-8 P.M.
<u>Ramapo High School</u>	
Wyckoff Recreation	Youth Lacrosse Games; Athletic Fields and Lights; Date and time TBD (depending on RHS State games (5/17, 5/19, 5/21 or 5/22); 6 - 9:45 P.M.

OP6. In compliance with Policy 7481 and Federal Aviation Administration regulations, motion to authorize T-Mobile to operate an unmanned aircraft system (UAS = DRONE) over each High School cell tower to complete inspections of the antenna equipment.

## 16. Finance

Move to accept the recommendation of the Interim Superintendent to approve and adopt motions F1 through F3 as described below:

F1. Move that the **additional bills** drawn on the current account for the month of **April 2024** in the total amount of \$6,215.00 for materials received and/or services rendered, having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.

[F2. Report of Summary Check Register April 2024](#)  
[F2. Report of Summary Check Register 2 April 2024](#)

F2. Move that, the April 30, 2024 payroll in the amount of \$1,515,170.56 having been audited by the Interim Business Administrator and previously paid, be ratified by the Board.

Move to approve the following resolution:

F3. WHEREAS, District employees have submitted requests for reimbursement for **work-related travel** that is directly related to and within the scope of the employee’s current work responsibilities; and

**WHEREAS**, the Board has previously authorized such work-related travel, and the District’s school business administrator or designee has reviewed the documentation submitted by the employee and found same to be in compliance with the Board’s policy provisions and approval requirements; and

**WHEREAS**, the travel request listed below specifies for each item of reimbursement the specific promotion of delivery of instruction or furtherance of the efficient operation of the school district, and the amount of each listed reimbursement does not exceed State travel reimbursement guidelines;

**NOW, THEREFORE, BE IT RESOLVED**, in accordance with the provisions of Board Policy and *N.J.A.C. 6A:23B-1.1 et seq.*, that the Board of Education hereby approves work-related travel reimbursement to its employees as set forth below:

<i>Req. No.</i>	<i>Employee</i>	<i>Conference</i>	<i>Date</i>	<i>Expenses</i>
R24-41	Deborah Schwarz	Minnowbrook Special Topics Workshop 2024	07/22/24-07/26/24	\$1,906.24
IH24-62	Alexandra Brown	Hands-On Cultural History: An Opportunity for Experiential Learning	05/03/24	\$60.00
IH24-63	Priya Basak	ContinuEd	05/15/24-05/18/24	\$99.00
IH24-64	Melissa Van Kampen	Happy Slip Trails: Constructing with Liquid Porcelain	07/06/24-07/07/24	\$514.97
IH24-65	Keri Myones	Advanced Placement Summer Institute - University of Arkansas - Little Rock	07/08/24-07/11/24	\$700.00

**17. Policy**

Move to accept the recommendation of the Interim Superintendent to approve and adopt motion PO1 - PO3 as described below:

PO1. Move to approve, the first and final reading of Abolished District Policies as follows:

<u>Policy Title</u>	<u>Policy Number</u>
Unpaid Meal Charges/Outstanding Food Service Charges	P 8550

PO2. Move to approve, the first reading of District Policies and Regulations as follows:

<u>Policy/Regulation Title</u>	<u>Policy Number</u>
Use of School Facilities	R 7510
Right to Privacy	P 3324
Religion in School	P 2270

PO3. Move to approve, the second and final reading of District Policies and Regulations as follows:

<u>Policy/Regulation Title</u>	<u>Policy Number</u>
Commencement Activities	P 5410.1
Equal Employment Opportunities	P 1530

**Motion to approve all motions, including addenda, contained in agenda sections as follows: Minutes, Personnel, Education, Operations, Finance, and Policy as a Consent vote:**

Moved by Ms. Ansh    Seconded by Mr. Bogdansky

	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Mr. Bogdansky	X	See below		
Mr. DeLaite	X	See below		
Ms. Kiel	X			
Ms. Koulikourdis	X	See below		
Dr. Lorenz	X	See below		
Ms. Mariani	X			

	Yes	No	Abstain	Absent
Ms. Souders	X			
Ms. Emmolo*, Vice President	X			
Ms. Ansh, President	X			

\*Participated Remotely

Bogdansky- No P17

DeLaite- No P17

Koulikourdis- No P17

Lorenz- No P17 , PO2 P3324, & PO3

### 18. Public Comment 9:26-9:34 PM

- A member of the public, Franklin Lakes, commented on leadership and lack of facts, they also commented on curriculum, presentation, supervisor positions, and the district to the integrity of the students
- A member of the public, Oakland commented on vacancies not being filled and courses not being offered at Indian Hills. They also commented on curriculum director and positions.
- A member of the public, Oakland commented on mental health, capital projects. They also commented on instructional aides and their salary, and support of the administration.
- A member of the Franklin Lakes, commented on the majority vote 5-4 and the minority should trust in the Board of Education and Superintendent.

### 19. Board Comments

- Ms. Kiel noted her appreciation of all the work put in by the supervisors and is embarrassed by some disparaging remarks made by members of the public.
- Ms. Mariani noted that the district hired experts and we should heed their advice.
- Ms. Koulikourdis asked why a new staff position was added and removed multiple times to the agenda causing her to question the need for the position.
- Dr. Baker commended board members on voicing their respective opinions and the resulting outcome of the vote.
- Ms. Souders commented on science requirements, scheduling and sectioning. She questioned how the public received information prior to the board members. Ms. Souders noted the need for support across the District. She thanked administration for their expertise.
- It was noted the Board was unanimous in its selection of the incoming superintendent.
- Ms. Souders commented on the delay in issuing the Finance & Facilities Committee minutes and noted the delay in the solar equipment connectivity by

Rockland Electric. Ms. Zeno responded that the District does not have any leverage over the utility company. In response to a question related to the cost of the ESIP program, Ms. Zeno noted that it was approximately a five million dollar project.

### 20. Anticipated Future Meeting Dates

- Thursday, May 30, 2024 Regular Public Meeting, Indian Hills High School Cafeteria
- Monday, June 10, 2024 Regular Public Meeting, Ramapo High School Cafeteria
- Monday, June 24,, 2024 Regular Public Meeting, Indian Hills High School Auditorium

### 23. Adjournment

Motion to adjourn the Monday, May 13, 2024 Regular Public Meeting at 9:46 PM.

Moved by Mr. Bogdansky Seconded: Ms. Mariani to adjourn at 9:46 P.M.

<input checked="" type="checkbox"/> Mr. Bogdansky	<input checked="" type="checkbox"/> Ms. Koulikourdis	<input checked="" type="checkbox"/> Ms. Souders
<input checked="" type="checkbox"/> Mr. DeLaite	<input checked="" type="checkbox"/> Dr. Lorenz	<input checked="" type="checkbox"/> Ms. Emmolo, Vice President (via Zoom)
<input checked="" type="checkbox"/> Ms. Kiel	<input checked="" type="checkbox"/> Ms. Mariani*	<input checked="" type="checkbox"/> Ms. Ansh, President

\*Participated Remotely

Respectfully submitted,

Dora E. Zeno  
Interim School Business Administrator