

NOVMEBER 21, 2023

## **ELEMENTARY SCHOOL PERSONNEL**

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING  
ELEMENTARY SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

### **2023-2024 Staffing**

#### **Additional Compensation**

**Recommend** approval of the **appointment** of the following teachers as **Elementary School I&RS Intervention Tutors** on an as-needed basis for the 2023-24 school year at the rate of \$50.00 per hour, charged to ARP-EBBSD subgrant:

- Katie Kappy
- Deborah Kehoe
- Marissa Painchaud
- Michael Pape
- Teresa Reichey
- Andrea Trischitta

#### **Athletics/Addendum “C” Advisors**

Recommend approval of the appointment of the following Addendum C coaching staff for the 2023-2024 school year, as per **Document 3-1**.

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**Stipend Approvals  
2023-24 School Year  
for BOE Agenda 11/21/2023**

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Location **MES**

Stipend Position Type/Department: **ATHL**

Stipend Job Group: **2-Winter Sports**

| Position                    | Pos Code         | Employee          | % of Stipend | Stipend | Step    |
|-----------------------------|------------------|-------------------|--------------|---------|---------|
| Cheerleading (Winter) Coach | 9790-MES-ATHL-01 | Cassidy, Patricia | 50.0%        | 1106.50 | Stipend |
| Cheerleading (Winter) Coach | 9790-MES-ATHL-01 | Hannafey, Valerie | 50.0%        | 1106.50 | Stipend |

NOVEMBER 21, 2023

**HIGH SCHOOL PERSONNEL**

THE CHIEF SCHOOL ADMINISTRATOR RECOMMENDS THE FOLLOWING HIGH SCHOOL PERSONNEL TO THE BOARD OF EDUCATION:

**2023-2024 Staffing**

**Recommend** approval of the **appointment** of **Caroline Studer** as **High School Job Coach** (CLI Program, 7-hours/day – 9155-MHS-SPEC-13) for the 2023-2024 school year at **Step 1 - \$24.88 per hour**, effective on or about December 16, 2023. (Pending criminal history and employment history review.)

**Recommend** approval of the 2023-2024 MEA salary corrections for high school and district teaching staff and district custodial staff, as per **Document L-1**.

**Substitutes:**

**Recommend** approval of the following substitutes and home instructors for the **2023-2024** school year:

| <b>Name</b>        | <b>Teacher</b> | <b>Paraprofessional</b> | <b>Secretary</b> |
|--------------------|----------------|-------------------------|------------------|
| Beck, John R.      | X              | X                       |                  |
| Christina, Maryann | X              | X                       | X                |
| Spang, Emma        | X              | X                       |                  |
| Terrizzi, Carole   | X              |                         | X                |
| Waltsak, Christine | X              | X                       | X                |

**Additional Compensation**

**Recommend** approval of **Chryseis McHugh** to be compensated to attend up to 80 hours of **training for the Project Lead the Way Medical Interventions course** at \$30.00 per hour.

**Recommend** approval of the **appointment** of the following teachers to assume an **additional class period teaching assignment** for the purpose of grading assignments/assessments due to the leave of absence of the subject area teacher during the 2023-2024 school year, compensation per collective bargaining agreement:

| <b>Teacher</b> | <b>Subject Area</b> | <b>Term</b>                                          | <b>Compensation</b> |
|----------------|---------------------|------------------------------------------------------|---------------------|
| Katelyn Festa  | Science             | 12/1/23 – 12/22/23<br>(16 /184 school days = 0.0870) | \$696.00            |

**Recommend** approval of the **appointment** of the following employees as a **High School Paraprofessional/Job Coach for Athletics or Extracurricular Activities** for the 2023-2024 school year as needed and as assigned by supervisor at the hourly rate specified:

- Kimberly Sulat - \$37.32 / hour

**Athletics/Addendum “C” Advisors**

**Recommend** approval of the **appointment** of the following Addendum C coaching staff for the 2023-2024 school year, as per **Document L-2**.

**Recommend** approval of the **rescission of the appointment** of **James Freda** as **Science League Advisor** (9940-MHS-EXAC-01) for the 2023-24 school year as approved June 13, 2023.

**Recommend** approval for the following non-paid volunteer athletic assistants for the 2023-2024 school year:

- Sarah Kurtz – girls basketball (*pending criminal history and employment history review*)
- Joseph Roman – girls basketball
- William Shaughnessy – girls basketball
- Jake Beneke – boys lacrosse (*pending criminal history and employment history review*)
- Colin Eldridge – boys basketball

### **2022-2023 Salary Adjustments**

**Recommend** approval of the *revised* salary of **Clementina Mendoza**, 9403-BOE-FACL-06, Custodian-Night, for the 2022-2023 school year at Step 1, \$44,278.00 plus \$450.00 Black Seal (retroactive to November 1, 2022).

**Recommend** approval of the *revised* salary of **Michel Porcile**, 9403-BOE-FACL-12, Custodian, for the 2022-2023 school year at Step 1, \$40,872.00 plus \$450.00 Black Seal (retroactive to March 16, 2023).

**Recommend** approval of the *revised* salary of **John Herrmann**, 9402-BOE-FACL-04, Custodian-Grounds, for the 2022-2023 school year at Step 6-8, \$43,022.00 plus \$450.00 Black Seal (retroactive to February 1, 2023).

### **Leave of Absence**

**Recommend** approval of the **leave of absence** of Employee ID# 4970 from on or about January 29, 2024 through on or about April 28, 2024 with a return date of on or about April 29, 2024 as follows:

- Paid Sick Leave: January 29, 2024 – March 28, 2024 (39 sick days)
- Unpaid FMLA/NJFLA (concurrent) Child Bonding Leave: March 29, 2024 – April 28, 2024 (15 workdays)

### **Resignation**

**Recommend** approval of the **resignation** of **Jennifer Silvestri** as **High School Job Coach** (9155-MHS-SPEC-13), effective November 1, 2023.

**Recommend** approval of the **resignation for the purpose of retirement** of **Richard Read**, **High School Assistant Principal** (0202-MHS-ADMN-02), effective March 1, 2024.

**Recommend** approval of the **resignation** of **Dylan Caci**, **Technology Assistant (part-time)** (9200-BOE-TECH-04), effective November 10, 2023.

**Recommend** approval of the **rescission of the resignation** of **Frank Kasyan**, **Superintendent of Schools**, previously approved on August 22, 2023.

**Recommend** approval of the **resignation for the purpose of retirement** of **Frank Kasyan**, **Superintendent of Schools** (0102-BOE-SUPO-01), effective July 1, 2024.

**Recommend** approval of the **resignation for the purpose of retirement** of **Jennifer Mura**, **High School Teacher of Special Education** (2000-MHS-SPEC-12), effective February 1, 2024.

# MEA Salary Corrections 2023-24 School Year

## DOCUMENT L-1

### High School & District Teaching Staff

| Employee Name                   | Position Code                          | Step                               | FTE | Salary                                         | Longevity                                |
|---------------------------------|----------------------------------------|------------------------------------|-----|------------------------------------------------|------------------------------------------|
| Busco, Leigh                    | 3121-MHS-GUID-01 /<br>3117-MES-GUID-01 | 13 MA                              | 1   | <del>\$89,055.00</del><br><b>\$88,880.00</b>   | \$175.00                                 |
| Galizio, Gabrielle <sup>1</sup> | 2000-MHS-ENGL-08                       | <del>3-4 BA</del><br><b>1-2 BA</b> | 1   | <del>\$61,155.00</del><br><b>\$60,155.00</b>   | -                                        |
| Hyland, Kevin                   | 3113-MHS-ATHL-01                       | 5 Ath. Tr.<br>(12 mo)              | 1   | <del>\$107,890.00</del><br><b>\$106,690.00</b> | \$1200.00                                |
| Van Pelt, Dennis                | 2000-MHS-SOCS-10                       | 15 BA                              | 1   | \$94,275.00                                    | <del>\$800.00</del><br><b>\$1,200.00</b> |

<sup>1</sup> Temporary Leave Replacement Appointment, 9/1/2023 – 1/2/2024 (pro-rated)

### Day Custodians

| Employee Name    | Position Code    | Step | FTE | Salary      | Longevity  | Additional Earnings                                                                    |
|------------------|------------------|------|-----|-------------|------------|----------------------------------------------------------------------------------------|
| Dease, Mary      | 9403-BOE-FACL-03 | 16   | 1   | \$55,222.00 | \$1,400.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b>                       |
| Hayden, Harry    | 9403-BOE-FACL-09 | 13   | 1   | \$49,702.00 | \$1,300.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b>                       |
| Herrmann, John   | 9402-BOE-FACL-04 | 7-9  | 1   | \$45,002.00 | -          | <b>\$550.00 (Black Seal)</b>                                                           |
| Porcile, Michael | 9403-BOE-FACL-12 | 1-2  | 1   | \$41,977.00 | -          | <b>\$550.00 (Black Seal)</b>                                                           |
| Reichey, Thomas  | 9402-BOE-FACL-01 | 13   | 1   | \$49,702.00 | \$1,300.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b><br>\$625.00 (Grounds) |
| Richey, Kevin    | 9402-BOE-FACL-02 | 7-9  | 1   | \$45,002.00 | -          | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b>                       |
| Shipley, Jason   | 9402-BOE-FACL-03 | 4    | 1   | \$42,777.00 | -          | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b>                       |

### Night Custodians

| Employee Name       | Position Code    | Step | FTE | Salary      | Longevity  | Additional Earnings                                              |
|---------------------|------------------|------|-----|-------------|------------|------------------------------------------------------------------|
| Guzman, Luis        | 9403-BOE-FACL-11 | 5    | 1   | \$46,883.00 | -          | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b> |
| Guzman, Pastor      | 9403-BOE-FACL-07 | 14   | 1   | \$55,166.00 | \$1,300.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b> |
| Mendoza, Clementina | 9403-BOE-FACL-06 | 1-2  | 1   | \$45,475.00 | -          | <b>\$550.00 (Black Seal)</b>                                     |
| Rehbein, Dennis     | 9403-BOE-FACL-02 | 16   | 1   | \$59,824.00 | \$1,500.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b> |
| Smith, John         | 9403-BOE-FACL-10 | 7-9  | 1   | \$48,752.00 | -          | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b> |
| Timpani, Santino    | 9403-BOE-FACL-04 | 16   | 1   | \$59,824.00 | \$1,400.00 | <del>\$450.00 (Black Seal)</del><br><b>\$550.00 (Black Seal)</b> |

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**Stipend Approvals  
2023-24 School Year  
for BOE Agenda 11/21/2023**

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Location **MHS/DIST**

Stipend Position Type/Department: **ATHL**

Stipend Job Group: **2-Winter Sports**

| Position                  | Pos Code         | Employee         | % of Stipend | Stipend | Step    |
|---------------------------|------------------|------------------|--------------|---------|---------|
| Wrestling Assistant Coach | 9825-MHS-ATHL-03 | Giannios, Steven | 100%         | 3,729   | Stipend |

# Document M

## Manasquan Board of Education & Manasquan Administrators Association Memorandum of Agreement

### Version #1

- Matter in strikethrough font ~~thus~~ is existing text intended to be removed from the current agreement.
- Matter in bold font **thus** is new text intended to be added to the text of the current agreement.

#### 1. Amend Article VI (Sick Leave & Personal Absences) as follows:

##### "A. Annual Sick Leave

1. Sick leave is defined as ~~the absence from his/her post of duty, of any such person because of personal disability due to illness or injury, or because an administrator has been excluded from school by the district medical authorities on account of contagious disease or by virtue of being quarantined for such a disease in his/her immediate household pursuant to N.J.S.A. 18A:30-1.~~

2. All administrators shall receive one (1) day of sick leave for each month employed in the contract year. It shall be the obligation of the employee to certify that the absence resulted from ~~personal illness~~ **a reason allowable under law**, and **administrators may be required to provide documentation for absences consistent with N.J.S.A. 18A:30-4** ~~any employees absent over three (3) consecutive days may be required to file a doctor's certificate of illness. A doctor's certificate of illness may also be required for other reasonable grounds."~~

#### 2. Amend Article X (Promotions), section A. as follows:

"A. Promotional positions are defined as follows: Positions paying a salary differential and/or positions of the administrative-supervisory levels of responsibility including but not limited to positions of Superintendent, Principal, Assistant Principal, Guidance Director.

All vacancies in ~~the promotional positions and positions in programs funded by federal government agencies~~ shall be adequately publicized by the Superintendent in accordance with the following procedures: When a school is in session, a notice shall be **emailed to all administrators posted in each school** as far in advance as practicable, ~~but ordinarily at least fifteen (15) school days before the final date when applications must be submitted and in no event not less than five (5) school days before such date). A copy of said notice shall be delivered to the Association at the time of posting.~~ Administrators who apply for such vacancies will submit their applications in writing to the Superintendent within the time specified in the notice, and the Superintendent shall acknowledge promptly, in writing, the receipt of all such applications. Applications shall- be kept on file in the Superintendent's Office for continual consideration for future vacancies until the office is notified by an applicant that the application is withdrawn."

3. Amend Article XI (Salaries), section A. as follows:

**"A. The salaries of all administrators covered by the Agreement shall be paid in accordance with the salary guides set forth in the Appendices attached hereto and made a part hereof, reflecting an agreed upon average increase in the base salary of each administrator of 3.6% for the 2024-2025 school year, 3.6% for the 2025-2026 school year, 3.6% for the 2026-2027 school year, 3.6% for the 2027-2028 school year, and 3.6% for the 2028-2029 school year, 3.5% for the 2019-2020 school year, 3.5% for the 2020-2021 school year, 3.5% for the 2021-2022 school year, 3.0% for the 2022-2023 school year, and 3.0% for the 2023-2024 school year, based upon the salary total from the 2018-2019 Administrator Salary Scattergram. (Base salary excludes longevity or other contractual earnings.)"**

4. Amend Article XII (Insurance & Fringe Benefits) by adding a section "I." as follows:

**"I. The Board agrees to reimburse administrators for reasonable costs and fees associated with obtaining certifications required for their position. Administrators shall submit receipts and documentation of these costs to the Board for reimbursement and such reimbursement shall be made in a timely manner, subject to any applicable policies or regulations."**

5. Amend Article XIII (Terminal Leave Pay) by adding a section "E." as follows:

**"E. Upon an administrator's retirement from the District, the Board will pay all unused vacation days in accordance with law and this agreement, not to exceed thirty-five (35) days. Payment shall be calculated at the administrator's daily rate of pay, based upon a 260-day work year. If written notice of resignation for the purpose of retirement is received by the Board by January 1 of a given school year, payment for unused vacation days will be made no later than the following July 1. If written notification for the purpose of retirement is made after January 1 of a given school year, payment for unused vacation days will be made no later than the second July 1 following receipt of the notification."**

6. Amend Article XVI (Duration of Agreement) as follows:

**A. This Agreement shall be effective as of July 1, 2024 2019, and shall be effective until June 30, 2029 2024, subject to the Association's right to negotiate a successor agreement as provided in Article II. This Agreement shall not be extended orally and it is expressly understood that it shall expire on the date indicated above, unless it is extended by written mutual agreement of the Board and the Association."**

7. All other provisions of the collective bargaining agreement that expires June 30, 2024, remain in full force and effect.

8. All other prior proposals shall be considered withdrawn.

9. The parties executing this agreement have been duly authorized by their respective memberships.

ACCEPTED AND AGREED 11/16/23

For the Board of Education:

Dr. F. Kaszy 11/16/23

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For the Manasquan Administrators Association:

Ray Muri 11/16/23

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