

WATERFORD TOWNSHIP SCHOOL DISTRICT
2025-2026 CERTIFIED STAFF RECOMMENDATIONS

Last Name	First Name	Step	Guide	Salary	FTE	Tenured	Assignment	Certification/Endorsement
AGOSTON	DAWN	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
ALLEN	AMY	7	BA	64,625	1.0		Kindergarten Teacher	Elem. School Tchr K-6
AMBROSELLI	FRANK	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
BEDNAREK	NICOLE	6	BA	63,625	1.0		Preschool Teacher	PreK - Grade 3
BIGGS	MICHELLE	8	MA+15	70,827	1.0		Teacher Coach	PreK - Grade 3
BORMAN	JESSICA	12A	MA+15	90,727	1.0		Elementary Teacher	Elem. School Tchr
BOWDEN	MADELINE	11	BA	74,025	1.0		Kindergarten Teacher	Elem. School Tchr K-6
BOWMAN	ANDREA	8	BA+15	67,002	1.0		Elementary Teacher	Elem. School Tchr K-6
BOZZUFFI	CHRISTINE	13	BA	90,990	1.0		Art Teacher	Tchr. of Art
BROMLEY	CASEY	13	BA+15	92,267	1.0		Elementary Teacher	Elem. School Tchr
BROWN	CARLA	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
CAMPANELLA	MARY	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
CATANIA	ALANA	11	BA	74,025	1.0		Kindergarten Teacher	Elem. School Tchr K-6
CHANCE	PATRICIA	13	MA	94,817	1.0		Elementary Teacher	Elem. School Tchr
CIAVAGLIA	RYAN	13	MA	94,817	1.0		School Counselor	School Counselor
CLEE	LISA	7	MA	41,071	0.6		Occupational Therapist	School Occupational Therapist
COHEN	BARRY	13	MA	94,817	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr & Tchr of the Handicapped
DENAF0	HEATHER	12A	BA	85,625	1.0		Elementary Teacher	Elem. School Tchr
DIAMOND	JOSHUA	13	BA	90,990	1.0		Pull Out Resource Teacher	Tchr. of the Handicapped
DIMITRATOS	ALISON	12	BA	81,725	1.0		Elementary Teacher	Elem. School Tchr K-6
DIPASQUALE	ELIZABETH	10	BA	70,325	1.0		Preschool Teacher	Elem. School Tchr
ERCOL	JENNIFER	8	BA	65,725	1.0		Elementary Teacher	Elem. School Tchr K-6
ERVOLINI	JENNIFER	13	MA	104,299	1.1		School Social Worker	School Social Worker
FANZ	CAITLIN	9	MA+15	72,127	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr K-6 & TOSD
FIEGER	MEGAN	7	MA+30	70,727	1.0		Pull Out Resource Teacher	Elem. School Tchr K-6 & TOSD
FITZPATRICK	KATIE	13	MA+30	97,092	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr & TOSD
FRIEDMAN	ELIZABETH	13	MA	104,299	1.1		Learning Disabilities Teacher Consultant	Learning Disab. Tchr. Consult.
GALLAGHER	CARLY	9	MA	77,937	1.1		Speech Correction/Language Specialist	Speech Lang. Specialist
GIBBINS	EMMA	12	MA	85,552	1.0		Music Comprehensive Teacher	Tchr. of Music
GRAY	LAUREN	8	MA	69,552	1.0		Elementary Teacher	Elem. School Tchr K-6
GRIFFIN	DEANNA	8	MA	69,552	1.0		Elementary Teacher	Elem. School Tchr K-6
HALL	KAMI	11A	BA+30	80,377	1.0		School Nurse	School Nurse
HANDZUS	ALEXANDRA	13	MA	94,817	1.0		Kindergarten Teacher	Elem. School Tchr K-6
HERMAN	KELLY	13	MA+30	106,801	1.1		School Psychologist	School Psychologist
HOLWELL	GABRIELLE	9	MA	70,852	1.0		School Counselor	School Counselor
IADONISI	CHRISTINA	8	BA	65,725	1.0		Elementary Teacher	Elem. School Tchr K-6
INGEMI	LAUREN	12	BA	81,725	1.0		Elementary Teacher	Elem. School Tchr K-6
INTESSIMONI	RACHEL	8	BA+15	67,002	1.0		Preschool Teacher	PreK - Grade 3
IOCONO	KYLIE	7	BA	64,625	1.0		Preschool Teacher	PreK - Grade 3
JOHNSON	MARGARET	13	BA+30	93,542	1.0		Elementary Teacher	Elem. School Tchr
KALUSA	COLLEEN	11	MA	77,852	1.0		Elementary Teacher	Elem. School Tchr K-6
KENNEVAN	CHRISTINA	12A	BA	85,625	1.0		Elementary Teacher	Elem. School Tchr
KING	DANA	12	MA	85,552	1.0		Elementary Teacher	Elem. School Tchr K-6
KIN-LEAVEY	SHAUN	13	MA	94,817	1.0		Elementary Teacher	Elem. School Tchr K-6
KNOLL	MEAGHAN	13	BA	90,990	1.0		Health & Physical Education Teacher	Tchr. of Health & PE
LAURITO	SHAUN	9	BA+15	68,302	1.0		Health & PE Tchr/Elementary Teacher	Tchr. of Health & PE & K-6
LITCHKO	KAREN	13	BA	90,990	1.0		Preschool Teacher	Tchr. of Nursery School
LOW	MARY	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
MAGNER	GABRIELE	11A	BA+15	79,102	1.0		Pull Out Resource Teacher	Elem. School Tchr K-6 & TOSD
MARK	JESSICA	13	MA	94,817	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr & TOSD
MARSH	CARLEY	11	MA+15	79,127	1.0		Pull Out Resource Teacher	Elem. School Tchr & TOSD
MCGOVERN	JACLYN	13	MA	94,817	1.0		Elementary Teacher	Elem. School Tchr
MCGOWAN	JESSICA	9	MA	70,852	1.0		Preschool Teacher	Elem. School Tchr
MEELER	STEPHANIE	5	BA	62,625	1.0		Preschool Teacher	PreK - Grade 3
MICHELINI	CANDICE	12	MA	85,552	1.0		Elementary Teacher	Elem. School Tchr
MOORE	JAMES	OG	MA	93,942	1.0		Elementary Teacher	Elem. School Tchr K-6
MOREIRA	LUCIA	12A	BA	85,625	1.0		Spanish Teacher	Tchr. of Spanish
O'DONNELL	JILL	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
ORIENTE	MICHELE	11	BA	74,025	1.0		Elementary Teacher	Elem. School Tchr K-6
PARKER	DEBRA	13	BA	90,990	1.0		Gifted & Talented Teacher	Elem. School Tchr
PETERSON	SAMANTHA	5	BA+15	63,902	1.0		Preschool Teacher	PreK - Grade 3
RASO	GEORGIANN	12	MA	85,552	1.0		Elementary Teacher	Elem. School Tchr K-6
RAVENKAMP	ERICA	9	MA	70,852	1.0		School Nurse	School Nurse
ROMSTEADT	SANDRA	13	MA+15	96,092	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr K-6 & TOSD
RUSSOMANNO	ANNA	13	MA	94,817	1.0		Kindergarten Teacher	Elem. School Tchr
SAUNDERS	KATE	5	BA	62,625	1.0		School Nurse	School Nurse
SCANZANO	CHELSEA	11	MA	77,852	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr K-6 & TOSD
SCHAFER	ALLISON	13	BA+15	92,267	1.0		Elementary Teacher	Elem. School Tchr
SCHALLER	SALLY	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr K-6
SHROPSHIRE	JESSICA	13	MA	94,817	1.0		Elementary Teacher	Elem. School Tchr
SINDONI	RACHEL	8	BA	65,725	1.0		Elementary Teacher - Special Education	Elem. School Tchr K-6 & TOSD
SMIERCIAK	BRIANA	5	BA	62,625	1.0		Preschool Teacher	PreK - Grade 3
STEPHAN	JAMIE	11	MA	77,852	1.0		Elementary Teacher	Elem. School Tchr
VENTO	JOELLE	5	BA	62,625	1.0		Preschool Teacher	PreK - Grade 3
VITARELLI	ALFRED	12	BA	81,725	1.0		Pull-Out and In-Class Resource Teacher	Elem. School Tchr K-6 & TOSD
WALLEN	DONNA	13	MA	94,817	1.0		Spec Ed In-Class Ins Teacher	Tchr. of the Handicapped
WALSH	KELLY	13	MA	94,817	1.0		Pull-Out and In-Class Resource Teacher	Elem. School Tchr K-6 & TOSD
WEIDMANN	CANDICE	13	MA	94,817	1.0		Elementary Teacher - Special Education	Tchr. of the Handicapped
WHITFIELD	LORI	13	MA+15	105,701	1.1		Speech Correction/Language Specialist	Speech Lang. Specialist
WISE	AMELIA	7	MA	75,297	1.1		School Social Worker	School Social Worker
WISNIEWSKI	ASHLEY	7	BA	64,625	1.0		Spec Ed In-Class Ins Teacher	Elem. School Tchr K-6 & TOSD
YOUNG	CAROL	13	BA	90,990	1.0		Elementary Teacher	Elem. School Tchr
Last Name	First Name	Step	Guide	Salary	FTE	Tenured Date	Assignment	Certification/Endorsement
ANDERS	EMILY	8	BA	65,725	1.0	08.28.28	Elementary Teacher - Special Education	Elem. School Tchr K-6 & TOSD
ANTOLIK	DIANA	3	BA	61,425	1.0	08.30.27	Preschool Teacher	PreK - Grade 3
HUESKEN	ASHLEY	5	MA	66,452	1.0	08.28.28	Elementary Teacher - Special Education	Elem. School Tchr K-6 & TOSD
KOMIS	DANIELLE	11	MA	77,852	1.0	04.23.28	Elementary Teacher - Special Education	Elem. School Tchr K-6 & TOSD
LEACH	CHRISTINA	9	MA+30	73,127	1.0	09.02.26	Spec Ed In-Class Ins Teacher	Tchr. of the Handicapped
MESLIN	VALERIE	8	MA+30	37,350	0.52	08.30.27	School Counselor	Student Personnel Services
OLESON	ELAINE	5	BA	62,625	1.0	09.02.26	Preschool Teacher	PreK - Grade 3
PAGANO	JESSICA	9	BA	67,025	1.0	09.02.27	Preschool Teacher	PreK - Grade 3
PAPEIKA	ERIN	4	BA	61,625	1.0	01.17.28	Pull Out Resource Teacher	Elem. School Tchr K-6 & TOSD
PAULSON	KATHERINE	4	MA	65,452	1.0	08.28.28	Preschool Teacher & Elem Ed (SEL)	PreK - Grade 3
PHILLIPS	PRUDENCE	7	MA+15	69,727	1.0	08.28.28	Preschool Teacher - Special Education	PreK - Grade 3 & TOSD

Principal and Supervisor Recommendations for the 2025-2026 School Year

Last Name	First Name	Assignment	Salary	Effective Dates	Tenure Date
Davidson	Patrick	Principal	138,183	7.01.25 – 6.30.26	Tenured
Kondas	Heather	Principal	122,805	7.01.25 – 6.30.26	Tenured
Magenta	Amanda	Supervisor of Special Education	109,588	7.01.25 – 6.30.26	3.19.28
Manna	Christine	Principal	110,028	7.01.25 – 6.30.26	Tenured

WATERFORD TOWNSHIP SCHOOL DISTRICT
2025-2026 SUPPORT STAFF RECOMMENDATIONS

Last Name	First Name	Assignment	Days/ Year	Hours/ Day	Step	Hourly/ Rate	Other	Salary Guide	Vacation
CHEW	HEATHER	Secretary-Human Res./Maint	240	5	2	19.20	n/a	Secretary B	5 days
CUNNINGHAM	GAIL	Student Pers. Serv. Sec.	240	7	25	29.97	Longevity: \$372.	Secretary A	20 days
DI GIANIVITTORIO	MARIELENA	Secretary - Principal	240	7	15	26.19	n/a	Secretary A	15 days
HABINOWSKI	PATRICIA	Secretary - Building	240	7	16	23.82	Longevity: \$372.	Secretary B	20 days
HOFFMAN	LAURA	Secretary - Accts. Pay.	240	**	7	20.81	** 21 hours per week	Secretary B	3 days
KOWALSKI	ASHLEY	Secretary - Principal	240	7	10	24.30	n/a	Secretary A	n/a
STAFFORD	DAWN	Secretary - Principal	240	7	14	25.80	Fiscal Specialist: \$5.00/hr	Secretary A	15 days
WALCZAK	ELIZABETH	Secretary - Building	240	7	25	26.84	Longevity: \$372.	Secretary B	20 days
BOEHM	JEFFREY	Custodian-Day	260	8	8	18.71	n/a	Custodian	10 days
BOEHM	LINDA	Custodian-Day	260	8	8	18.71	n/a	Custodian	10 days
DRAHOS	WALTER	Custodian-Night	260	5	8	18.71	Night Differential: \$.37/hr	Custodian	10 days
GANT	MICHAEL	Custodian-Night	260	8	8	18.71	Night Differential: \$.37/hr	Custodian	10 days
JACKSON	TIFFANY	Custodian-Day	260	8	9	19.21	n/a	Custodian	10 days
PIERCE	PAUL	Custodian-Night	260	8	8	18.71	Night Differential: \$.37/hr	Custodian	10 days
VALENTINO	RYAN	Custodian-Perm Cust Sub	260	8	2	16.12	Night Differential: \$.37/hr	Custodian	5 days
WRESSIG SHARBO	THERESA	Custodian-Night	260	8	7	18.21	Night Differential: \$.37/hr	Custodian	10 days
CRITTENDEN	KAREN	Perm Tchr Substitute	185	6	OG	20.49	n/a	Perm Tchr Subs	n/a
DEANTONELLIS	JUDITH	Perm Tchr Substitute	185	6	4	20.49	n/a	Perm Tchr Subs	n/a
DOMM	SARAH	Perm Tchr Substitute	**	6.75	6	21.13	**4 days per week	Perm Tchr Subs	n/a
HAND	ALLISON	Perm Tchr Substitute	185	6	6	21.13	n/a	Perm Tchr Subs	n/a
SETH	ELIZABETH	Media Clerk	185	6	25	25.94	n/a	Media	n/a
BAGNELL	DOROTHY	HQ Paraprofessional	185	6	13	18.93	n/a	HQ Para	n/a
BANI	ROSA	HQ Paraprofessional	185	6	4	18.93	n/a	HQ Para	n/a
BARON	STEPHANIE	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
BORGER	CHRISTELLE	HQ Paraprofessional	185	4	2	18.88	n/a	HQ Para	n/a
BROOKS	KELLY	HQ Paraprofessional	185	6	8	18.93	n/a	HQ Para	n/a
BUNDICK	STACEY	HQ Paraprofessional	185	6	7	18.93	n/a	HQ Para	n/a
BUONADONNA	GINA	HQ Paraprofessional	185	6	7	18.93	n/a	HQ Para	n/a
CAMPIONE	ALICIA	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
CARUSO	HELENE	HQ Paraprofessional	185	6	24	21.05	Longevity: \$372	HQ Para	n/a
COULTER	CHRISTINA	HQ Paraprofessional	185	6	11	18.93	n/a	HQ Para	n/a
DAVIS	NICOLE	HQ Paraprofessional	185	6	6	18.93	n/a	HQ Para	n/a
DOBBINS	MAXINE	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
DOTTOLI	RITA	HQ Paraprofessional	185	6	8	18.93	n/a	HQ Para	n/a
FOSTER	LOREAN	HQ Paraprofessional	185	6	24	21.05	Longevity: \$372	HQ Para	n/a
GASTON	KARI	HQ Paraprofessional	185	6	5	18.93	n/a	HQ Para	n/a
GROCHAL	LINDSAY	HQ Paraprofessional	185	6	4	18.93	n/a	HQ Para	n/a
HARRELL	LORA	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
IULIUCCI	CONNIE	HQ Paraprofessional	185	6	6	18.93	n/a	HQ Para	n/a
LAMINA	TINA	HQ Paraprofessional	185	6	8	18.93	n/a	HQ Para	n/a
MCHALE	JOHN	HQ Paraprofessional	185	6	10	18.93	n/a	HQ Para	n/a
MIDDLEMAN	MARGARET	HQ Paraprofessional	185	6	4	18.93	n/a	HQ Para	n/a
MILLS	JAMIE	HQ Paraprofessional	185	6	6	18.93	n/a	HQ Para	n/a
ODENBACH	LESLEY	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
OEHLER	NANCY	HQ Paraprofessional	185	6	4	18.93	n/a	HQ Para	n/a
PARKER	DESTINI	HQ Paraprofessional	185	6	10	18.93	n/a	HQ Para	n/a
PETERSON	SHANNON	HQ Paraprofessional	185	6	4	18.93	n/a	HQ Para	n/a
PIANTADOSI	JANICE	HQ Paraprofessional	185	6	16	18.93	n/a	HQ Para	n/a
REYNOLDS	KELLY	HQ Paraprofessional	185	6	9	18.93	n/a	HQ Para	n/a
ROBINSON	SHANA	HQ Paraprofessional	185	6	11	18.93	n/a	HQ Para	n/a
SIMPSON	ROXANNE	HQ Paraprofessional	185	6	21	20.25	n/a	HQ Para	n/a
SMALL	STEPHANIE	HQ Paraprofessional	185	6	2	18.88	n/a	HQ Para	n/a
SMITH	CAROLE	HQ Paraprofessional	185	6	8	18.93	n/a	HQ Para	n/a
WEHNER	STEPHANIE	HQ Paraprofessional	185	6	12	18.93	n/a	HQ Para	n/a
WOOD	ANTOINETTE	HQ Paraprofessional	185	6	7	18.93	n/a	HQ Para	n/a
WORRELL	KATHLEEN	HQ Paraprofessional	185	6	9	18.93	n/a	HQ Para	n/a
BOWLING	VANESSA	Perm Para Substitute	185	6	1	18.88	n/a	HQ Para	n/a
CONNER	PATRICIA	Perm Para Substitute	185	6	5	18.93	n/a	HQ Para	n/a
FAUNT	LORI	Perm Para Substitute	185	6	2	17.31	n/a	Para	n/a
PARHAM-BUSH	ARLISHA	Perm Para Substitute	185	6	1	17.31	n/a	Para	n/a
TARTAGLIA	JOAN	Perm Para Substitute	185	6	1	17.31	n/a	Para	n/a
ATKINS	LINDA	Paraprofessional	185	6	9	17.36	n/a	Para	n/a
CARULLI	MARISA	Paraprofessional	185	6	4	17.36	n/a	Para	n/a
CURETON	HAILEY	Paraprofessional	185	6	5	17.36	n/a	Para	n/a
MARZILI	CHRISTY	Paraprofessional	185	6	6	17.36	n/a	Para	n/a
MORALES	JACKELINE	Paraprofessional	185	6	3	17.36	n/a	Para	n/a
MORELLI	TIFFANY	Paraprofessional	185	6	2	17.31	n/a	Para	n/a

RENZULLI	ANGELINA	Paraprofessional	185	6	3	17.36	n/a	Para	n/a
ROUSE	PAYTON	Paraprofessional	185	6	2	17.31	n/a	Para	n/a
ABBOTT	REBECCA	Parapro/Non-Instr. (Café) Aide	185	4	3	17.36	n/a	Para	n/a
ROWAN	AMANDA	Parapro/Non-Instr. (Café) Aide	185	4	2	18.88	n/a	HQ Para	n/a
BIGWOOD	MARILYN	Non-Instr. (Café) Aide	185	4	3	16.74	n/a	Non Inst	n/a
DEWITT	TIERRA	Non-Instr. (Café) Aide	185	4	2	16.74	n/a	Non Inst	n/a
DEYHLE	CAROLYN	Non-Instr. (Café) Aide	185	3.5	8	16.74	n/a	Non Inst	n/a
DICO	LOREEN	Non-Instr. (Café) Aide	185	3.5	OG1	19.14	n/a	Non Inst	n/a
ERASMUS	SARAH	Non-Instr. (Café) Aide	185	2.5	1	16.74	n/a	Non Inst	n/a
FISCHER	JENNIFER	Non-Instr. (Café) Aide	185	2.5	OG	16.74	n/a	Non Inst	n/a
HARTY	ELIZABETH	Non-Instr. (Café) Aide	185	3.5	2	16.74	n/a	Non Inst	n/a
HEATH	KATHLEEN	Non-Instr. (Café) Aide	185	4	5	16.74	n/a	Non Inst	n/a
MCDONALD	CARA	Non-Instr. (Café) Aide	185	2.5	2	16.74	n/a	Non Inst	n/a
MICHELINI	JOANN	Non-Instr. (Café) Aide	185	4	3	16.74	n/a	Non Inst	n/a
PRINCIPATO	CHRISTINE	Non-Instr. (Café) Aide	185	4	2	16.74	n/a	Non Inst	n/a
QUIRK	JANICE	Non-Instr. (Café) Aide	185	4	8	16.74	n/a	Non Inst	n/a
RYAN	SHERRY	Non-Instr. (Café) Aide	185	3.5	4	16.74	n/a	Non Inst	n/a
SCHAEFFER	SALLY	Non-Instr. (Café) Aide	185	2.5	15	16.74	n/a	Non Inst	n/a
UMOSELLA	JAIME	Non-Instr. (Café) Aide	185	3.5	5	16.74	n/a	Non Inst	n/a

Non-Affiliated Staff Recommendations for the 2025-2026 School Year

Last Name	First Name	Assignment	Salary	Effective Dates
Cicchino	Diane	Secretary to the Superintendent	\$ 58,806	7.01.25-6.30.26
DiRenzo	Lisa	Title I / Basic Skills Coordinator	64,366	7.01.25-6.30.26
Emmons	Jill	Secretary to the Business Administrator	42,428	7.01.25-6.30.26
Fox	Daniel	Assistant Business Administrator	177,430	7.01.25-8.31.25
Gibbins	Nancy	Human Resources Coordinator	66,586	7.01.25-6.30.26
Leypoldt	Edward	Technology Coordinator	120,365	7.01.25-6.30.26
Niedoba	Denise	Accountant	76,144	7.01.25-6.30.26
Poris	Aimee	Transportation Coordinator	53,872	7.01.25-6.30.26
Weaver	James	Certified Educational Facilities Manager	102,975	7.01.25-6.30.26

WATERFORD TOWNSHIP SCHOOL DISTRICT
2025-2026 ON-CALL STAFF RECOMMENDATIONS

RENEW / APPROVE	LAST NAME	FIRST NAME	ASSIGNMENT	CONTRACT	GUIDE	STEP	HOURLY RATE
Renew	Agoston	Dawn	Mechanic (painter)	WTEA Support	Secretary B	11	22.15
Renew	Agoston	John	Mechanic (painter)	WTEA Support	Secretary B	11	22.15
Approve	Laurito	Shaun	Mechanic (painter)	WTEA Support	Secretary B	1	18.90
Renew	Schiller	Jeremy	Mechanic (maintenance)	n/a	Substitute	n/a	20.96
Renew	Seth	Elizabeth	Mechanic (technology)	WTEA Support	Secretary B	4	19.80
Renew	Tonczyszyn	Heather	Licensed Professional Counselor	WTEA Certified	MA	7	54.82
Approve	Vento	Joelle	Mechanic (painter)	WTEA Support	Secretary B	1	18.90
Renew	Walsh	Kelly	Mechanic (painter)	WTEA Support	Secretary B	9	21.48

WATERFORD TOWNSHIP BOARD OF EDUCATION
COMPENSATION PLAN FOR NON-AFFILIATED STAFF
2025/2026

1. RECOGNITION

This plan concerns the terms and conditions of employment for the following positions;

Accountant

Assistant Business Administrator

Certified Educational Facilities Manager

Coordinator, Human Resources

Coordinator, Technology

Coordinator, Title I/Basic Skills

Coordinator, Transportation

Craft Employees

Secretary to the Business Administrator/Board Secretary

Secretary to the Superintendent of Schools

All others not recognized by Collective Bargaining Agreements

2. COMPENSATION

Salaries for a one-year term for Non-Union staff members will be approved separately by Board of Education approval.

3. SALARY DEDUCTIONS

Salary deductions will be made from the group's paycheck in a manner consistent with other employees of the Board.

4. WORK DAY

The workday for the group will be seven (7) hours per day, five (5) days per week except it is understood that these staff members are employed for specific tasks and are expected to work beyond the regular workday in order to accomplish such tasks when necessary.

Such employment shall be considered part of the contract and no additional remuneration shall be provided.

5. VACATION

- A. The group shall earn twenty (20) vacation days per year. On July 1 of the staff member's first year, a prorated portion of twenty (20) days will be posted to their account. It shall be posted to their account on July 1 after it was earned.
- B. The group may carry over (five) 5 vacation days remaining on June 30. Any additional days shall be lost.
- C. In figuring vacations, Saturdays, Sundays, and legal holidays shall not be counted.
- D. In the case of any year in which the staff member retires or resigns, vacation days earned shall be prorated for that year. Upon separation staff member shall be paid for all accrued and unused vacation days at a daily rate calculated by dividing the annual salary by two hundred sixty (260).

6. HOLIDAYS

The staff member shall be entitled to be off with pay on the following holidays:

Independence Day, Labor Day, Columbus Day, Veterans Day, NJEA Convention, Thanksgiving, Friday after Thanksgiving, Winter Recess, Martin Luther King's Birthday, Presidents Day, Spring Recess, Memorial Day, Juneteenth

Exceptions: If a holiday falls on a Saturday, it shall be celebrated on a Friday; if it falls on a Sunday, it shall be celebrated on a Monday.

7. PERSONAL LEAVE

The staff member will be entitled to four (4) personal days with pay. Unused personal days shall be converted to sick days.

8. FLOATING HOLIDAYS

The group member will be entitled to submit a request for a Floating Holiday when the member has worked during a time they are not normally scheduled to work.

Floating holidays will only be given in increments of full or half days. The Business Administrator will examine the necessity of time worked outside of their regularly scheduled workdays and will decline or approve the request. All approved Floating Holidays must be used during the contract year awarded or they shall be lost.

9. DEATH IN FAMILY

- A. Group members will be excused from duty with pay for a maximum of three (3) days in the event of the death of a grandparent, a grandchild, an aunt or uncle, brother-in-law, sister-in-law, cousin, niece, or nephew. Said days to be used within fifteen (15) days of death.
- B. Group members will be excused from duty for a maximum of five (5) days in the event of the death of a husband, wife, domestic partner, civil union partner, child, stepchild, parent or stepparent, father-in-law, mother-in-law, or a brother or sister by blood relationship. Said days to be used within fifteen (15) days of death.

10. SICK LEAVE

- A. Sick leave is hereby defined by the laws of the State of NJ.
- B. The staff member shall be entitled to thirteen (13) sick days per year with pay.
- C. Unused sick days and personal days converted to sick shall be carried forward, and pursuant to NJSA 18A:30-7, no person shall be allowed to increase their total sick day accumulation by more than 15 days in any one year. Unused sick days shall be accumulative to a maximum of two hundred (200) days.
- D. Upon retirement, the staff member shall be paid for any unused sick days calculated by multiplying the annual salary divided by 260 times the number of unused sick days to a maximum of \$15,000.00.
- E. The staff member will not be entitled to additional family sick time.

11. INSURANCE

- A. The staff member shall be entitled to the following benefits:

1. Enrollment in the health plan with single or family coverage which shall include the prescription insurance equal to or better than the offered by New Jersey Educators Health Benefits Plan, and employee contributions shall be calculated pursuant to PL 2020, Chapter 44 or Tier 4 of PL 2011, Chapter 78, dependent upon the plan selected.
2. Enrollment in a dental plan with the option of single or full family coverage. Employee contributions for single coverage shall be calculated pursuant to Tier 4 of PL 2011, Chapter 78. Employee contributions for full family coverage shall be calculated pursuant to Tier 4 of PL 2011, Chapter 78, with the exception of Premiere/Preferred plans in which case the employee contributions will be calculated at 75% of the monthly premium.
3. Enrollment in a vision plan with single or family coverage, and employee contributions shall be calculated pursuant to Tier 4 of PL 2011, Chapter 78.

B. The staff member otherwise entitled to insurance coverage shall have the option to withdraw from any such coverage and to be paid in accordance with the district's IRS Section 125 plan. All withdrawals from insurance coverage shall be for a minimum of one (1) year. The cash payment shall be in the form of a stipend payable semi-annually on December 15 and June 15.

12. TUITION REIMBURSEMENT

The Board agrees to reimburse the cost of up to two (2) classes per year at the Camden County tuition rate.

13. TRAVEL

The Board shall reimburse the staff member for use of his personal automobile for school business at the rate in accordance with board policy and pursuant to applicable law and

regulation and is reimbursed at a rate per mile and/or “in accordance with OMB-Circular 16-11 plus the cost of parking and tolls.”

14. TERMINATION

This Employment Contract may be terminated by:

- A. Mutual agreement by the parties
- B. Unilateral termination by the staff member upon 60 days’ written notice to the Board and 6 months’ notice of intent to retire; or
- C. Termination by the Board for inefficiency, incapacity, misbehavior, conduct unbecoming or other just cause.

15. PROFESSIONAL ASSOCIATIONS

The Board agrees to pay dues and fees on behalf of the staff member to organizations up to \$1,000 per year.

16. PROFESSIONAL DEVELOPMENT

The Board agrees to pay the full cost of registration and other reasonable expenses incurred in order for the staff member to attend educational conferences, seminars, workshops and other professional meetings, visit other school systems and use other means to keep abreast of modern educational thoughts and practices in accordance with Board policy, NJAC 6A:23A-3.1 (e) 3, NJSA 18A:11-12 and applicable OMB Circulars.

17. PROFESSIONAL LIABILITY

- A. The Board agrees that it shall defend, hold harmless and indemnify the group member from any and all demands, claims, suits, actions and legal proceedings brought against the staff member in their individual capacity or in their official capacity as agent and/or employee of the Board provided the incident arose while the staff member was acting within the scope of their employment and as such, liability coverage is within the authority of the Board to provide under state law.

B. The Board will provide the staff members with professional liability insurance in an amount equal to that provided to Board members. The premium is to be paid by the Board.

18. CONFLICTS

In the event of any conflict between the terms, conditions and provisions of this Plan and the provisions of the Board's policies or any permissive state or federal law, then, unless otherwise prohibited by law, the terms of this Plan shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of the contract.

19. SAVINGS CLAUSE

If, during the term of the Plan, it is found that a specific clause of the Plan is illegal in federal or state law, the remainder of the Plan not affected by such a ruling shall remain in force.

20. RELEASE OF PERSONNEL INFORMATION/PERSONNEL RECORDS

The staff member shall have the right, upon request, to review the contents of their personnel file and to receive copies at the Board's expense for any documents contained therein. They shall be entitled to have a representative accompany them during such review. The staff member shall have the right to indicate those documents and/or other materials in the file that they believe to be obsolete or otherwise inappropriate to retain; and, upon consideration and final approval of the board, such documents identified shall be destroyed. No material derogatory to the staff member's conduct, service, character or personality shall be placed in the file unless they have had an opportunity to review the material. The staff member shall also have the right to submit a written answer to such material.

Approved by the Waterford Township Board of Education May 14, 2025.

WATERFORD TOWNSHIP
BOARD OF EDUCATION

Daniel J. Fox
Assistant Superintendent for Business/
Board Secretary

Date