



LIVINGSTON BOARD OF EDUCATION VOTING MEETING AGENDA

Monday, January 25, 2021

Public Session - Virtual Meeting Via Zoom and Facebook Live – 7:00 p.m.

This is a public meeting of the Board of Education. The Livingston Board of Education will be video recording and posting its open public meetings on the district website. The Board reserves the right to edit the videotape prior to posting to protect the privacy of students and staff.

The Board's Bylaw #0168 allows videotaping and livestreaming of public meetings with prior approval from the Board Secretary. Any member of the public may record the proceedings of a public meeting of the Board in a manner that does not interrupt the proceedings, inhibit the conduct of the meeting, distract Board members or other observers present at the meeting, or violate the privacy of students and staff. The Board will permit the use of tape recorder(s), video camera(s) or live streaming only when notice of such intended use has been given to the Board Secretary five days in advance of the meeting. Any camera(s) must be operated in an inconspicuous location in the meeting room. The Board reserves the right to request a copy of the tape. The presiding officer shall determine when any recording device interferes with the conduct of a Board meeting and may order that an interfering device be removed.

While the Board of Education discourages the videotaping/livestreaming of students without written parental consent, public meetings are not subject to the same restrictions as other school events. Please be aware that you and your children may be videotaped or livestreamed as a result of your participation at this meeting.

In accordance with Policy #9131, the Livingston Board of Education members, district administration, and staff will treat students, parents/guardians and other members of the public with respect and expect the same consideration in return. The district is committed to maintaining orderly educational and administrative processes in keeping schools and administrative offices free from disruptions and preventing unauthorized persons from entering school/district grounds.

I. OPEN SESSION

A. Call to Order – Ms. Samantha Messer, President

B. Reading of Meeting Notice

Adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 4, 2021 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

C. Pledge of Allegiance / Roll Call

D. Superintendent's Report

1. Comprehensive Annual Financial Report - Wiss and Company
2. Counseling Report – LHS Report on Graduates for Class of 2020 (as per Policy 2610)
3. Hybrid Model Information

E. Board Reports

F. Approval of Minutes

The Superintendent recommends the following:

1. Voting Meeting Minutes of December 7, 2020
2. Public Portion of Executive Session Minutes of December 9, 2020
3. Voting Meeting Minutes of December 16, 2020
4. Five on Five Meeting Minutes of December 16, 2020
5. Voting Meeting Minutes of December 29, 2020
6. Reorganization Meeting Minutes of January 4, 2021
7. Workshop/Voting Meeting Minutes of January 11, 2021
8. Public Portion of Executive Session Minutes of January 20, 2021

ROLL CALL VOTE

G. Public Input on Agenda Items ~ up to 15 minutes

An excerpt from Policy #0167 adopted on January 10, 2011 and reviewed on March 4, 2013 states that The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

Public participation shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. Each statement made by a participant shall be limited to three minutes' duration;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually.

The portion of the meeting during which the participation of the public is invited shall be limited to fifteen minutes, or at the discretion of the presiding officer.

II. RECOMMENDATIONS FOR APPROVAL

1. PROGRAM/CURRICULUM

The Superintendent recommends the following:

1.1 Textbooks/DVDs

Resolved, that the Livingston Board of Education approves the books and DVDs as shown on **Attachment A**.

1.2 Student Teacher

Resolved, that the Livingston Board of Education approves the student teacher as shown on **Attachment B**.

ROLL CALL VOTE

2. STUDENT SERVICES

The Superintendent recommends the following:

2.1 Out of District Placement

Resolved, that the Livingston Board of Education approves placement for the academic year 2020-2021 for two (2) Livingston students with disabilities and for Extended School Year 2020 (Summer Programs) for one (1) Livingston student with disabilities, as classified and recommended by the Child Study Team, in facilities with tuition costs

to be determined within the limits established by the New Jersey Board of Education as shown on **Attachment C**.

2.2 Related Services/Medical Consultants

Resolved, that the Livingston Board of Education approves the following consultants that will be utilized to provide related services for the 2020-2021 school year:

ASSISTIVE TECHNOLOGY EVALUATIONS

Adam Krass Consulting, LLC \$1,300.00/evaluation

AUGMENTATIVE & ALTERNATIVE COMMUNICATION EVALUATIONS

Integrated Speech Pathology, LLC \$1,330.00/evaluation

BEHAVIORAL TRAINING & ASSISTANCE / APPLIED BEHAVIORAL ANALYSIS

Creative Speech Solutions \$90.00/hour

OCCUPATIONAL THERAPY

Intensive Therapeutics, Inc. \$160.00/hour

ROLL CALL VOTE

3. BUSINESS

The Superintendent recommends the following:

3.1 Payment of Bills

Whereas, the Board Secretary has audited certain vendor claims as required by N.J.S.A. 18A:19-2 and Board Policy 6470 and presented them to the Livingston Board of Education with the recommendation they be paid, now therefore be it

Resolved, that the Livingston Board of Education approves the payment of the following bills in the amounts listed and attach a complete copy of these bills to the minutes of this meeting.

Fund	Name	Amount
10&11	Regular	2,497,485.36
12	Regular	78,897.30
20	Regular	285,400.13
60	Cafeteria	52,538.47
	TOTAL	\$2,914,321.26

Regular Checks	90003-90479	2,861,782.79
Cafeteria	1265-1277	52,538.47
	TOTAL	\$2,914,321.26

3.2 Board Secretary Report – November 2020

Whereas, the Livingston Board of Education has received the Report of the Board Secretary for November 30, 2020, consisting of:

- 1) Interim Balance Sheets
- 2) Interim Statements Comparing Budgeted Revenue with Actual to Date and Appropriations with Expenditures and Encumbrances to Date

- 3) Schedule of Revenues - Actual Compared with Estimated
- 4) Statement of Appropriations Compared with Expenditures and encumbrances, and

Whereas, the Livingston Board of Education has received the report of the Treasurer for November 30, 2020, which report is in agreement with the Report of the Board Secretary, and

Whereas, these reports show the following balances on the date indicated:

	Cash Balance	Appropriation Balance	Fund Balance
(10) General Current Exp. Fund	15,889,535		
(11) Current Expense		31,084,074	8,009,270
(12) Capital Outlay		120,750	1,978,235
(20) Special Revenue Fund	1,229,926		
(30) Capital Projects Fund	183,693		
(40) Debt Service Fund	2,978,355		
Total:	20,281,509	31,204,824	9,987,505

Whereas, pursuant to N.J.A.C. 6:20-212(d), the Board Secretary has certified that as of November 30, 2020, no budgetary line item account has obligations and payments contractual orders which in total exceed the amount appropriated by the district board of education pursuant to N.J.S.A. 18A:22-8, 18A:22-8.1, now therefore be it

Resolved, the Livingston Board of Education accepts the above referenced reports and certification and directs that they be made part of this resolution by reference, and be it

Further Resolved, the Livingston Board of Education certifies that, after review of the Secretary's monthly financial report (appropriations section) and upon consultation with the appropriate district officials, to the best of its knowledge no major account or fund has been over-expended in violation of N.J.A.C.6:20-2.13(d) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.

3.3 Transfers

Whereas, the Superintendent of Schools recommends certain transfers among accounts in the 2020-2021 budget for November pursuant to Board of Education Policy 6422, now therefore be it

Resolved, that the Livingston Board of Education ratify transfers pursuant to N.J.S.A. 18A:22-8.1 and N.J.A.C. 6:20-2A.10:

<u>Object</u>	<u>Description</u>	<u>To</u>	<u>From</u>
0270	Health Benefits		44,948
0420	Clean/Repair Maintenance		498
0561	Transfer of Funds to Charter School	44,948	
0610	General Supplies	498	
	TOTALS	\$45,446	\$45,446

3.4 Board Member Assignments

Resolved, that the Livingston Board of Education accepts the President’s designation of the following assignments as shown on **Attachment D**.

3.5 Additional CARES Emergency Relief Grant Funding

Resolved, that the Livingston Board of Education accepts an additional \$26,117 in CARES Emergency Relief grant public funding for the 2020-2021 school year. The revised allocations are:

Public	\$105,678
Non Public	\$20,643

3.6 Award of Contract - United Business Systems - Copiers

Resolved, that the Livingston Board of Education obtained pricing for the replacement of copiers throughout the District. These copiers can be networked for use as printers, scanners and fax machines; and

Whereas, United Business Systems provided us with a proposal under state contract A40462 for Canon copiers in the amount of \$21,270.00 per month (which includes 1,250,000 black and white and 50,000 color copies per month, service, toner and staples) for 48 months for 82 machines and a cost for additional copies of .0033 for black and white and .0048 for color; and

Now Therefore Be It Resolved, that the Livingston Board of Education enter into a contract with United Business Systems for a 48 month period.

3.7 Approval of Comprehensive Annual Financial Report

Resolved, that the Livingston Board of Education accepts the June 30, 2020 audit report.

3.8 Policies & Regulations

Resolved, that the Livingston Board of Education approves the following policies & regulations for first reading:

Administration

Policy #1648.03 - Restart & Recovery Plan - Full-Time Remote Instruction (M) (new to district)

Students

Policy #5330.05 - Seizure Action Plan (M) (new to district)
Regulation #5330.05 - Seizure Action Plan (M) (new to district)

Property

Policy #7440 - School District Security (M) (with revisions)
Regulation #7440 - School District Security (M) (with revisions)

Operations

Policy #8420 - Emergency and Crisis Situations (M) (with revisions)

3.9 Revised Annual Public Meeting Calendar

Resolved, the Livingston Board of Education approves the revised following annual public meeting calendar and executive session meeting calendar for 2021. All meetings beginning in September 2021 will be held on **Tuesdays**, unless otherwise indicated.

January, 2021		July, 2021	
4 (Mon)	<i>Reorganization</i>	14 (Wed)	<i>Voting</i>
11 (Mon)	<i>Workshop</i>		
25 (Mon)	<i>Voting</i>	August, 2021	
		11 (Wed)	<i>Voting</i>
February, 2021		September, 2021	
8 (Mon)	<i>Workshop</i>	14 (Tues)	<i>Workshop</i>
22 (Mon)	<i>Voting</i>	28 (Tues)	<i>Voting</i>
March, 2021		October, 2021	
8 (Mon)	<i>Workshop</i>	12 (Tues)	<i>Workshop</i>
15 (Mon)	<i>Voting</i>	19 (Tues)	<i>Voting</i>
April, 2021		November, 2021	
5 (Mon)	<i>Workshop</i>	9 (Tues)	<i>Workshop</i>
26 (Mon)	<i>Public Hearing/Voting</i>	23 (Tues)	<i>Voting</i>
May, 2021		December, 2021	
13 (Thurs)	<i>Workshop/Voting</i>	7 (Tues)	<i>Voting</i>
24 (Mon)	<i>Voting</i>		
June, 2021		January, 2022	
14 (Mon)	<i>Workshop</i>	4 (Tues)	<i>Reorganization</i>
21 (Mon)	<i>Voting</i>		

Executive Session Meeting Calendar

January 20, 2021 (Wed)	Board Retreat
February 15, 2021 (Mon)	CSA Evaluation Mid Year Check (Board Only)
February 23, 2021 (Tues)	CSA Evaluation Mid Year Check
May 11, 2021 (Tues)	Personnel
May 18, 2021 (Tues)	CSA Evaluation

Until further notice, all meetings are to commence at 7:00 p.m. in a virtual format. When in-person meetings resume, all meetings are to commence at 7:00 p.m. in the large conference room at the Administration Building at 11 Foxcroft Drive, unless otherwise indicated.

ROLL CALL VOTE

4. **PERSONNEL**

The Superintendent recommends the following:

4.1 **Resignations**

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Lynn Schwartz</i>	Teacher of Business Education	Retirement	HMS	June 30, 2021
<i>Jodi Shalom</i>	Elementary School Teacher	Retirement	Collins	June 30, 2021
<i>James Page</i>	Teacher of Math	Retirement	LHS	October 1, 2021
<i>Richard Rudd</i>	Teacher of Music	Retirement	Collins/BHE	July 1, 2021
<i>Deborah Murray*</i>	Security	Retirement	LHS	May 27, 2021
<i>Dorraine Mansano</i>	Support Staff	Resignation	LHS	January 15, 2021
<i>Victor Calderon</i>	Custodian (nights)	Resignation	MP Complex	January 15, 2021
<i>Zoe Zevlikaris</i>	Instructional Aide	Resignation	BHE	January 6, 2021

*as amended from a previous agenda

4.2 **Leaves of Absences**

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Position	Location	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Dina Lawrence</i>	Teacher of Math	LHS	4/19/2021-5/11/2021	5/12/2021-6/30/2021 & 8/30/2021-11/22/2021**	11/23/2021-1/27/2022	1/28/2022
<i>Christina Bravo</i>	Teacher of Math	LHS	4/15/2021-5/31/2021	6/1/2021-6/30/2021 & 8/30/2021-11/5/2021**	11/8/2021-1/29/2022	2/1/2022
<i>Nicole Carangelo</i>	Elementary School Teacher	RHE	4/22/2021-6/24/2021	8/30/2021-11/22/2021**	11/23/2021-11/26/2021	11/29/2021
<i>Jamie Singer*</i>	Instructional Aide	Harrison	1/4/2021-1/28/2021 (.5)	1/28/2021(.5)-4/2/2021**	NA	4/5/2021
<i>Jennifer Fredericks*</i>	TOSD	HMS	9/1/2020 - 9/30/2020 & 10/1/2020 -	10/9/2020(.5)-12/31/2020**	1/1/2021-6/30/2021	8/30/2021

			10/9/2020 (.5)			
<i>Lauren Van Laar*</i>	Elementary School Teacher	Collins	9/8/20 - 9/21/20	9/22/20 - 10/16/20; 10/26/2020-10/30/2020; 11/9/2020-11/13/2020; 12/7/2020-12/11/2020; 12/14/2020-12/18/2020**	NA	1/4/2021
<i>Luyi Liu-Hom*</i>	Instructional Aide	BHE	10/1/2020 - 10/12/2020 (.5)	10/12/2020 (.5) - 12/24/2020**	1/4/2021-6/30/2021	8/30/2021
<i>Alexandra Wynn*</i>	ABA Discrete Trial TA	BHE	12/16/2020-1/27/2021	1/28/2021-4/22/2021**	4/23/2021-5/21/2021	5/24/2021
<i>Emily Perrine</i>	TOSD	LHS	5/21/2021-6/24/2021	8/30/2021-11/19/2021**	NA	11/22/2021
<i>Michelle Carroll</i>	Teacher of Math	HMS	3/26/2021-5/12/2021	5/13/2021-6/24/2021**	NA	8/30/2021
<i>Kristin Santos</i>	TOSD	BHE	2/1/2021-6/24/2021	8/30/2021-11/22/2021**	11/23/2021-1/2/2022	1/3/2022
<i>Giovanna McCorkell</i>	Teacher of Math	LHS	3/12/2021-6/24/2021**	8/30/2021-10/8/2021**	10/11/2021-1/31/2022	2/1/2022
<i>Kelly Nann</i>	Teacher of Health & PE	LHS	6/1/2021-6/30/2021	NA	NA	8/30/2021
<i>Ashley Lyons</i>	TOSD	MPMS	4/6/2021-5/6/2021	5/7/2021-6/30/2021**	NA	8/30/2021
<i>Mary English Hand*</i>	Elementary School Teacher	RHE	1/19/2021-2/19/2021	2/22/2021-5/21/2021**	5/24/2021-6/2/2021	6/3/2021
<i>Fabiana Farinhas*</i>	Instructional Aide	BHE	NA	NA	12/7/2020-1/20/2021	1/21/2021

*as amended from a previous agenda

**Designates time counted toward NJFLA/FMLA/FFCRA

4.3 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
<i>Samantha Abrams</i>	RHE	Teacher of Art	Leave Replacement	B. Levy	BA	1	\$52,673* (pro-rated)	1/20/2021
<i>Kyle Reilly</i>	CO	System Administrator	NA	NA	NA	NA	\$72,500 (pro-rated)	1/4/2021
<i>Lisa Klemens</i>	MPMS	Teacher of Math	First Year Tenure Track	K. Lui	MA+32	10	\$83,477 (pro-rated)	3/22/2021
<i>Christina DeLuna</i>	LHS	Teacher of Math	Leave Replacement	G. McCorkell	BA	1	\$53,240 (pro-rated)	upon issuance of certification

<i>Carmen Consoro Gomez</i>	Transportation	Bus Aide	NA	NA	Bus Aide	2	\$13,075* (pro-rated)	12/14/2020
<i>Laura Casale***</i>	MPE	Playground Aide	NA	NA	NA	NA	\$15.50/hr	12/10/2020

**all salaries after 7/1/2020 may be adjusted in accordance with contract negotiations*

***will remain at the same step in 2020-2021 in accordance with Article X, Section II.C. of the LEA contract*

****as amended from a previous agenda*

Resolved, that the Livingston Board of Education approves the appointment of the ABA Discrete Trial TA's and Instructional Aides as listed on **Attachment E**.

4.4 Transfers

Resolved, that the Livingston Board of Education approves the transfers as listed on **Attachment F**.

4.5 Substitutes

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment G** as Substitutes. These individuals are currently employed by the District. In the event these individuals are called upon to serve as a substitute, they will be compensated an additional \$50/day for that assignment.

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2020-2021 school year:

Teachers

*Stefanie Cohen
Lauren Dorey
Lisa Edelstein
Nancy Koppel
Brooke Korfin
Iris Lewis*

Custodial

*Rosalina Ortiz (\$15.50/hr)
Jacqueline Layne (\$15.50/hr)*

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
<i>Christina DeLuna</i>	LHS	Teacher of Math	Long Term Sub	G. McCorkell	\$263/day	1/4/2021- issuance of certification
<i>Jodi Mensch</i>	LHS	Teacher of Health & PE	Long Term Sub	D. Felcher	\$263/day	1/4/2021- 1/29/2021

4.6 Extra Work Pay

Resolved, that the Livingston Board of Education approves the following payments as listed on **Attachment H** for work performed.

4.7 Stipends

Resolved, that the Livingston Board of Education approves the individuals on **Attachment I** for co-curricular stipends at Heritage Middle School for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education approves the individuals on **Attachment J** for co-curricular stipends at Mt. Pleasant Middle School for the 2020-2021 school year in accordance with the contract between the LBOE and the LEA.

Resolved, that the Livingston Board of Education accepts the resignation of *Patricia Gillen* as the Girls Lacrosse Assistant Coach for the 2020-2021 school year at Livingston High School.

Resolved, that the Livingston Board of Education approves *Mark Silvestri* as Volunteer Boys Basketball Coach at Livingston High School for the 2020-2021 school year.

4.8 Mentor Fees

Resolved, that the Livingston Board of Education approves the individuals on **Attachment K** listed as assigned mentors to receive payment in accordance with the schedule listed.

4.9 ESEA Title I and Title IIA Salary Allocations

Resolved, that the Livingston Board of Education approves the reallocation of a portion of the salaries of the individuals listed on **Attachment L** to be funded through the ESEA grant.

4.10 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment M** for extra period assignments during the 2020-2021 school year.

4.11 Contract Adjustments

Resolved, that the Livingston Board of Education approves the contract adjustments, effective February 1, 2021, for non-tenured and tenured certificated staff members as indicated on **Attachment N**.

Resolved, that the Livingston Board of Education approves the contract adjustments for members of the Livingston Administrators Association and Livingston Supervisors Association effective and retroactive to July 1, 2020 as indicated on **Attachment O**.

Resolved, that the Livingston Board of Education approves the contract adjustments for non-affiliated employees effective and retroactive to July 1, 2020 as indicated on **Attachment P**.

Resolved, that the Livingston Board of Education approves the contract adjustments for bus drivers, custodians and maintenance workers effective February 1, 2021 as indicated on **Attachment Q**.

Resolved, that the Livingston Board of Education approves the contract adjustments effective February 1, 2021 for bus aides as indicated on **Attachment R**.

4.12 Longevity

Resolved, that the Board approves the individuals on **Attachment S** for longevity effective and retroactive to July 1, 2020 or September 1, 2020.

4.13 Lateral Moves

Resolved, that the Livingston Board of Education approves contract changes to be made for the certificated staff members listed on **Attachment T** who completed course work with passing grades and are eligible for a lateral move on the contract guide. The salary adjustments are effective September 1, 2020 or February 1, 2021 as indicated.

ROLL CALL VOTE

5. MISCELLANEOUS

The Superintendent recommends the following:

5.1 HIB Report

Resolved, that the Livingston Board of Education accepts the findings of HIB cases.

5.2 Suspension Report

Resolved, that the Livingston Board of Education approves the Suspension Report for the month of December.

ROLL CALL VOTE

H. Public Comment ~ up to 15 minutes

An excerpt from Policy #0167 adopted on January 10, 2011 and reviewed on March 4, 2013 states that The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest.

Public participation shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, place of residence, and group affiliation, if appropriate;
2. Each statement made by a participant shall be limited to three minutes' duration;
3. No participant may speak more than once on the same topic until all others who wish to speak on that topic have been heard;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually.

The portion of the meeting during which the participation of the public is invited shall be limited to fifteen minutes, or at the discretion of the presiding officer.

I. Old Business

J. New Business

III. ADJOURNMENT

EXECUTIVE SESSION

1. Legal Matters

January 25, 2021

2. Negotiations
3. Personnel

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on January 25, 2021 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matter.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

PROPOSED FUTURE AGENDA ITEMS (dates subject to change)

February 8, 2021 (*workshop*)

- Present First Draft of Budget
- Calendar Discussion 2022-2023
- District Goals Update

February 15, 2021 (*Executive Session - CSA Evaluation Mid Year Check*)

February 22, 2021 (*voting*)

- Budget Discussion Featuring Student Services and Personnel

February 23, 2021 (*Executive Session - CSA Evaluation Mid Year Check*)

March 8, 2021 (*workshop*)

- Budget Discussion Featuring Curriculum, Facilities and Technology
- NJ School Performance Report

March 15, 2021 (*voting*)

- Adoption of Tentative Budget

April 5, 2021 (*workshop*)

- Budget Discussion

April 26, 2021 (*Public Hearing/voting*)

- Transportation Contracts
- Subscription Bus Pricing

May 11, 2021 (*Executive Session - Personnel*)

May 13, 2021 (*workshop/voting*)

- Conference with the Livingston Education Association
- District Goals
- Personnel Appointments

May 18, 2021 (*Executive Session - CSA Evaluation*)

May 24, 2021 (*voting*)

- Annual Appointments
- Sale of SRECs
- Out of District Tuition Rates
- New Jersey State Interscholastic Athletic Association
- Travel and Conference Expenses
- YMCA Contract

June 14, 2021 (*workshop*)

- Retirement Ceremony
- SEPAC

June 21, 2021 (*voting*)

- Student Representative to the Board
- Superintendent Summer Approval to Hire
- Summer Work Appointments
- Curriculum Writer Names and Locations
- ESY Appointments
- Bus Evacuation Drills
- Compliance with PL 2015, Chapter 47
- Transfer of Current Year Surplus to Capital Reserve

July 14, 2021 (*voting*)

- Property, Liability and WC Insurance
- Food Service Renewal
- Out of District Placements for 2021-2022
- Related Services and Medical Consultants for 2021-2022
- Extended School Year Out of District Placements Summer 2021

August 11, 2021 (*voting*)

- Enrollment Update
- Travel and Conferences Expenses
- Livingston Chinese School Contract
- Livingston Huaxia Chinese School Contract

September 14, 2021 (*workshop*)

September 28, 2021 (*voting*)

- District Nursing Services Plan

October 12, 2021 (*workshop*)

- Public Hearing for District and School HIB Self-Assessment Report
- NJSLA (as per Policy 2610)

October 19, 2021 (*voting*)

- Conference with the Livingston Education Association
- Summer Curriculum Writing Update

January 25, 2021

November 9, 2021 (*workshop*)

- Board Budget Goals
- Assessment Update

November 23, 2021 (*voting*)

December 7, 2021 (*voting*)

- Comprehensive Annual Financial Report
- New Course Offerings
- Approval of Comprehensive Annual Financial Report (Corrective Action Plan)
- NJQSAC Statement of Assurance
- Bus Evacuation Drills

January 4, 2022 (*Reorganization*)

***Summary of Fiscal Year 2020
Audit Report of the
Livingston Board of Education
Essex County, New Jersey as
Required by N.J.S.A. 18A:23-4***

June 30, 2020

Livingston Board of Education
Governmental Funds

Balance Sheet

June 30, 2020

	General Fund	Special Revenue Fund	Capital Projects Fund	Debt Service Fund	Total Governmental Funds
Assets					
Cash and cash equivalents	\$ 5,655,002		\$ 4,183,309	\$ 295,962	\$ 10,134,273
Investments	40,920				40,920
Accounts receivable:					
State	1,924,180	\$ 64,125			1,988,305
Federal		869,296			905,789
Interfund	811,462		481,782	50,806	1,344,050
Other	77,029				77,029
Restricted assets:					
Cash and cash equivalents	4,389,775				4,389,775
Total assets	\$ 12,898,368	\$ 969,914	\$ 4,665,091	\$ 346,768	\$ 18,880,141
Liabilities and fund balances					
Liabilities:					
Accounts payable	\$ 682,740	\$ 47,613			\$ 730,353
Intergovernmental payables:					
State		163,065			163,065
Unearned revenue	148,553	10,335			195,381
Interfunds payable	781,782	712,408	\$ 124,438		1,618,628
Total liabilities	1,613,075	969,914	124,438		2,707,427
Fund balances:					
Restricted for:					
Capital reserve	3,389,775				3,389,775
Emergency reserve	1,000,000				1,000,000
Excess fund balance - prior year designated for subsequent years expenditures	830,211				830,211
Excess fund balance-current year	1,925,588				1,925,588
Debt service				\$ 346,768	346,768
Capital projects			4,540,653		4,540,653
Assigned to:					
Designated for subsequent years' expenditures	469,789				469,789
Other purposes	381,585				381,585
Unassigned	3,288,345				3,288,345
Total fund balances	11,285,293	-	4,540,653	346,768	16,172,714
Total liabilities and fund balances	\$ 12,898,368	\$ 969,914	\$ 4,665,091	\$ 346,768	\$ 18,880,141

Livingston Board of Education
Governmental Funds

Statement of Revenues, Expenditures and Changes in Fund Balances

Year ended June 30, 2020

	General Fund	Special Revenue Fund	Capital Projects Fund	Debt Service Fund	Total Governmental Funds
Revenues					
Local sources:					
Local tax levy	\$ 108,543,272			\$ 7,184,380	\$ 115,727,652
Tuition	137,582				137,582
Tuition from other LEA's	180,488				180,488
Transportation fees from individuals	71,247				71,247
Interest on investments	89,699		\$ 14,010		103,709
Investment income	40,920				40,920
Rental income	338,912				338,912
Miscellaneous	123,701	\$ 29,750		233,996	387,447
Total local sources	109,525,821	29,750	14,010	7,418,376	116,987,957
State sources	25,348,510	917,582	50,806	795,169	27,112,067
Federal sources	10,990	1,633,880			1,644,870
Total revenues	134,885,321	2,581,212	64,816	8,213,545	145,744,894
Expenditures					
Current:					
Instruction	52,617,011	2,160,798			54,777,809
Undistributed-current:					
Instruction	6,599,011				6,599,011
Attendance/social work	63,807				63,807
Health services	912,252				912,252
Support services	8,196,155	420,414			8,616,569
Improvement of instruction	2,313,087				2,313,087
School library	1,306,041				1,306,041
Instructional staff training	661,513				661,513
General administration	1,129,293				1,129,293
School administration	4,210,001				4,210,001
Required maintenance of plant services	1,260,052				1,260,052
Operation of plant	5,695,144				5,695,144
Student transportation	3,373,284				3,373,284
Central services	1,536,486				1,536,486
Administrative information technology	1,721,537				1,721,537
Unallocated benefits	17,730,895				17,730,895
On-behalf TPAF social security and pension contributions	19,051,761				19,051,761
Capital outlay	5,644,812				5,644,812
Charter Schools	116,590				116,590
Debt service:					
Principal				4,820,000	4,820,000
Interest				3,325,350	3,325,350
Total expenditures	134,138,732	2,581,212	-	8,145,350	144,865,294
Excess of revenues over expenditures	746,589	-	64,816	68,195	879,600
Other financing sources (uses):					
Capital leases (non-budgeted)	2,575,009				2,575,009
Transfers in	14,010			115,013	129,023
Transfers out	(64,207)		(64,816)		(129,023)
Total other financing sources (uses)	2,524,812	-	(64,816)	115,013	2,575,009
Net change in fund balances	3,271,401	-	-	183,208	3,454,609
Fund balances, July 1	8,013,892	-	4,540,653	163,560	12,718,105
Fund balances, June 30	\$ 11,285,293	\$ -	\$ 4,540,653	\$ 346,768	\$ 16,172,714

Livingston Board of Education
Audit Recommendations Summary

June 30, 2020

1. **Administrative Practices and Procedures**

None

2. **Financial Planning, Accounting and Reporting**

None

3. **School Purchasing Programs**

None

4. **School Food Service**

None

5. **Student Body Activities**

None

6. **Application for State School Aid**

None

7. **Pupil Transportation**

None

8. **Facilities and Capital Assets**

None

9. **Miscellaneous**

None

10. **Status of Prior Year Audit Findings/Recommendations**

There were no prior year audit findings.

PROGRAM/CURRICULUM

<u>Title</u>	<u>Author/Publisher</u>	<u>Year</u>	<u>Grade</u>	<u>Subject/Course</u>	<u>Rationale</u>
Meatonomics	David Robinson Simon Red Wheel/Weiser, LLC	2013	12	Sustainability Science 2	This book was incorporated into the curriculum under the “Scale, Proportion, and Quantity” unit for Sustainability Science 2. The book ventures into the economics of industrial meat production, and why meat is cheap even though it’s so environmentally taxing on our natural resources.
Dear Martin	Nic Stone Ember	2017	11	English Spec. Ed.	The novel is high interest and relatable for our students. The author’s style and use of language make this text highly accessible to students who are struggling readers.
The Royal Tenenbaums DVD	Wes Anderson Touchstone	2001	11-12	World Film/English	The Royal Tenenbaums is a stylistic study in character And family relationships. A troubled aging patriarch tries to reclaim his family. The film is a textbook examination of film aesthetics with the deadpan, understated humor.

PROGRAM/CURRICULUM

<u>Title</u>	<u>Author/Publisher</u>	<u>Year</u>	<u>Grade</u>	<u>Subject/Course</u>	<u>Rationale</u>
Rushmore DVD	Wes Anderson Touchstone	1998	11-12	World Film/English	The second Wes Anderson film showcases the heralded Director's unique style throughout a story that follows a quirky high school student. The film showcases Anderson's unique, controlled compositions, and provides a nice parallel to The Royal Tenenbaums which we also study.
Chinatown DVD	Roman Polanski Paramount	1974	11-12	World Film/English	As an homage to film noir of 30s, this Roman Polanski film explores the Los Angeles water scandal. The techniques and composition of the film are among the best in American cinema with the director at this apex.

Name	School	Type of Placement	In-District Location	Assigned Staff	Date
Danielle Inghilterra	Fairleigh Dickinson University	10 Day Classroom Observation	Riker Hill Elementary	Deborah Van Dusen	2/1-4/30/2021
Nathalie Ricot	Montclair University	School Leadership Internship	Heritage Middle School	Andrew Espinoza & Kristin Fullam	1/26-6/30/2021
Anthony Macchia	Montclair University	Clinical Placement	Livingston High School	Michael Munley	2/8-5/21/2021

School	Program Type	Type	School Year 2020-2021			Extraordinary Services			Extended School Year			Total School
			# of Stud.	Tuition 2020-2021	Total Tuition	# of Stud.	Aide(s)	# of Stud.	ESY Tuition	Total ESY Tuition		
Banyan School	Learning or Language Disabilities	N	1	\$ 55,622.25	\$ 55,622.25							\$ 55,622.25
ECLC of New Jersey	Learning or Language Disabilities	R	1	\$ 55,819.80	\$ 55,819.80	1	\$ 33,000.00	\$ 33,000.00	1	\$ 6,202.20	\$ 6,202.20	\$ 95,022.00
Total			2		\$ 111,442.05	1		\$ 33,000.00	1		\$ 6,202.20	\$ 55,622.25

Type

Renewal (R) indicates that the student has been at that OOD school and is continuing to be placed there.

New (N) indicates that the student is a newly placed OOD student or an additional service has been added.

Transfer (T) indicates that the student has been OOD, but has transferred to another OOD school.

New to District (ND) indicated that the student moved in and was already placed OOD.

LBOE Committee Assignments	
January 2021 - December 2021	
BOARD COMMITTEES	PROPOSED
Committee	Representative
Curriculum	
Finance and Facilities	
Negotiations	
LEA	
LAA & LSA	
SEPAC	
District Technology Committee	
TOWNSHIP/LPS/BOARD COMMITTEES	
Committee	Representative
Chamber of Commerce	
The Green Committee	Mr. Perrette,
Healthy Community, Healthy Youth	
Health and Wellness	Dr. Block,
Livingston Advisory Committee for Disabilities	Mrs. Capone-Steiger,
Livingston Education Foundation	Dr. Block,
Livingston Committee for Diversity and Inclusion	
Livingston Public Broadcasting	Mr. Douglas, Mrs. Rubin,
Livingston Municipal Alliance Committee	Dr. Block,
Performing Arts Center	Dr. Block, Mr. Robinson,
Safety	Dr. Block, Mr. Robinson, Mr. Perrette, Mr. Toomey,
Transportation	Mrs. Marazzo,
Vision 20/20	Dr. Block, Mr. Robinson,
Youth Sports Council	
BOARD REPRESENTATIVES	
Committee	Representative
Delegate to NJSBA	
Approved 27th District Delegate to NJSBA (alternate)	
NJSBA Standards and Assessments	
Essex County School Boards Association	
Essex Regional Educational Services Commission	
Garden State Coalition Delegate	Dr. Block, Mr. Robinson,
PT Council	
LIAISONS	
Burnet Hill Elementary School	
Collins Elementary School	
Harrison Elementary School	
Hillside Elementary School	
Mt. Pleasant Elementary School	
Riker Hill Elementary School	
Mount Pleasant Middle School	
Heritage Middle School	
Livingston High School	

NEW HIRES FOR 2020-2021							
School	First Name	Last Name	Position	Hours/Week	Step	Base Salary	Start Date
Burnet Hill Elementary	Carol	Silberfein	ABA Discrete Trial TA	35	1	\$35,723 (pro-rated)	1/28/2021
Burnet Hill Elementary	Benny	Thomas	ABA Discrete Trial TA	35	6	\$37,404 (pro-rated)	1/19/2021
Collins Elementary	Kirsten	Mahler-Cardoso	Instructional Aide	28.75	1	\$24,379 (pro-rated)	2/10/2021
Mt. Pleasant Elementary	Amy	Dagistino	Instructional Aide	28.75	1	\$24,379 (pro-rated)	1/4/2021
Mt. Pleasant Elementary	Heidi	Slurzberg	Instructional Aide	28.75	1	\$24,379 (pro-rated)	1/4/2021
Heritage Middle	Allie	Beinhacker	Instructional Aide	29.83	1	\$25,296 (pro-rated)	12/11/2020

**amended from previous agenda*

Name	Position	Transferring From	Transferring To	Position	Replacing	Effective Date
Denise Galluzzo	Instructional Aide (Long Term Sub)	Hillside	Harrison	Instructional Aide	NA	1/4/2021
Irena Nesimi	Custodian (nights/weekends)	HMS	HMS	Custodian (nights)	M. Esposito	1/4/2021
Courtney Cox	Long-Term Sub	Collins	Collins	Instructional Aide	NA	12/2/2020
Jennifer Merlo*	Reading Specialist	RHE	BHE	PRIDE Teacher	T. Freeman	1/4/2021
Jessica Cohen	Speech Language Specialist	Collins	BHE	Speech Language Specialist	B. Weisman	4/9/2021
Jorge Camacho	ABA Discrete Trial TA	HMS	BHE	ABA Discrete Trial TA	NA	1/4/2021
Amy Hinds	Elementary School Teacher	Hillside	Hillside	TOSD	P. Price/ S. Rahner	2/8/2021
Scott Rahner	TOSD	Hillside	Harrison	Elementary School Teacher	I. Aivars	2/10/2021
Cassandra Szeles	Teacher of Health & PE	LHS	HMS	Teacher of Health & PE	J. Merlo	2/1/2021
James Merlo	Teacher of Health & PE	HMS	LHS	Teacher of Health & PE	C. Szeles	2/1/2021
Ashley Stryko	TOSD	MPMS	BHE	TOSD	K. Santos	1/25/2021

**as amended from a previous agenda*

Last Name	First Name	Location
Humphreys	Andrew	BHE
Sommer	Allison	BHE
Cullen	Lauren	Harrison
Goldman	Bonnie	Harrison
Smith	Noreen	Harrison
Carey	Shelly	MPE
Sardinsky	Elizabeth	MPMS
Bonvini	Luca	HMS

NAME	DATE	POSITION	#HOURS WORKED	RATE	TOTAL AMOUNT
Asimou, Eugene	11/10/2020	Game Worker/Soccer	3	\$22.50	\$67.50
	11/20/2020	Game Worker/Football	4	\$22.50	\$90.00
Brown, Ryan	11/20/2020	Game Worker/Field Hockey	2	\$22.50	\$45.00
Homberg, Cathy	11/20/2020	Game Worker/Football	2	\$22.50	\$45.00
Lieberman, Theresa	11/20/2020	Game Worker/Football	2	\$22.50	\$45.00
Ruilka, Mary Kate	11/20/2020	Game Worker/Football	2	\$22.50	\$45.00
					\$337.50

2020-2021 STIPEND POSITIONS*
Heritage Middle School
CO-CURRICULAR

Position	2020/2021 Amount**
PM Detention -Ellen Friedman	\$24.87/hr
Academic Support -Lenore Gallo -Danielle Cohen	\$40.33/hr

**Mount Pleasant Middle School Stipend Positions
2020-2021**

Stipend Title	Teacher(s)	Amount
Team Coordinator	Kimmarie Lui (1/2)	\$1,878**
-T-4*	Shawna Byer (1/2)	\$1,878**

**amended from previous agenda*

New Employees Requiring Mentoring						
Teachers						
Last Name	First Name	Position	School	Assigned Mentor	Fee	Comments
Dyner	Ellen	Teacher of Art	HMS	Lynn Schwartz	\$1,000	
Ratner	Alyssa	TOSD	LHS	Samantha Stoddard	\$550	
Strysko	Ashley	TOSD	MPMS	Denise Urbanski	\$767	First 23 weeks

Name	Location	Salary Charged to ESEA Title I
Peklo, Will	LHS	\$17,671
Mankikar, Priti	LHS	13,617
Greenberg, Andrew	LHS	13,918
Bravo, Christina	LHS	6,744
Keeble, Leslie	LHS	12,722
Alfaro, Lila	LHS	14,312
Braschi, Kristy	LHS	12,664
Total:		\$91,648

Name	Location	Salary Charged to ESEA Title IIA
Fishter, Ellen	District	\$54,961

Name	Position	Location	# of classes	Dates
Brenda Young	Teacher of Chemistry	LHS	0.2	11/7/2020-12/23/2020
Michael Coleman	Teacher of Chemistry	LHS	0.2	11/7/2020-12/23/2020
Johanna Klinman	Teacher of Chemistry	LHS	0.2	11/7/2020-12/23/2020
Jennifer Larsen	Teacher of F&CS	LHS	0.2	2/1/2020-6/30/2020
Emily Perrine*	TOSD	LHS	0.2	9/1/2020-1/29/2021
Meghan Reid*	Teacher of English	LHS	0.2	9/1/2020-1/29/2021
Cassandra Szeles*	Teacher of Health & PE	LHS	0.2	11/16/2020-1/15/2021
Ryan Brown*	Teacher of Health & PE	LHS	0.2	11/16/2020-1/15/2021
Kelly Nann*	Teacher of Health & PE	LHS	0.2	11/16/2020-1/15/2021
Tamara Floruss*	Teacher of Health & PE	LHS	0.2	11/16/2020-1/15/2021
Cara Dlugo*	Teacher of Health & PE	LHS	0.2	11/16/2020-1/15/2021

**amended from previous agenda*

Non-Citizen

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
CAI	XIN	50	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100

Non-Tenure Eligible

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
ALVICH	JENNIFER	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
LLANO	KATHLEEN	60	Teacher MA+32	7	\$28,311	\$0	\$0	\$28,311	40
O'NEILL	EMILY	70	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100

Leaves of Absence positions

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE	Effective Dates
ABRAMS	SAMANTHA	118	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
ADESSO	DENISE	70	Teacher BA+32	1	\$57,614	\$0	\$0	\$57,614	100	
AMSTERDAM	WENDY	60	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100	
ANELLO	DONNA	80	Teacher MA+32	1	\$66,164	\$0	\$0	\$66,164	100	
BROWN	RYAN	50	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100	
CALLAHAN	TIMOTHY	50	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100	
CASTELLI	GABRIELLE	70	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100	
CASTRO	SAMANTHA	100	Teacher BA+32	1	\$57,614	\$0	\$0	\$57,614	100	
DAY	GENEVIEVE	90	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100	
DEKENS	NICHOLAS	118	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	2/1/2021 - 2/29/2021
DELUNA	CHRISTINA	50	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
DYNER	ELLEN	55	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
FEDELE	ALLISON	100	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100	
GERST	MICHAEL	55	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
GIORDANO	MELISSA	60	Teacher MA+16	2	\$64,585	\$0	\$0	\$64,585	100	
GRECCO	NICOLE	118	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
HAZELCORN	ERIC	100	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100	
KANE	ANNA	50	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100	
KEYES	RACHAEL	90	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100	
KIRCHOFF	ELIZABETH	55	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100	
LYTLE	DANA	50	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100	
MILLER	KELLEY	90	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100	

MISHELL	CAITLIN	55	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
PAGNOZZI	ASHLEY	55	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
PISCITELLI	AMANDA	70	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
RAHNER	SCOTT	100	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
RATNER	ALYSSA	50	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
REID	JESSICA	100	Teacher BA+16	2	\$55,816	\$0	\$0	\$55,816	100
REYNOLDS	BROOKE	118	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
SANTOLA	STACY	100	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
SCULLY	MAURA	90	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
SHAFFER	ANNE	50	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
SPENCER	SAMANTHA	70	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
STRYSKO	ASHLEY	60	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100

1st Year Tenure Track

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
ACOSTA	NINO-THADDEUS	50	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
ADDISON	ASHLEY	80	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100
AMSTER	ALEXANDRA	70	Teacher BA+16	5	\$58,015	\$0	\$0	\$58,015	100
ARAUJO	SARA	90	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
BIGELOW	AMANDA	50	Teacher BA	6	\$22,706	\$0	\$0	\$22,706	100
BYER	SHAWNA	60	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
CARLIN	KATHARINE	110	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
CATALANO	PATRICK	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
CHENG	MATTHEW	50	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
CIRICILLO	MARC	55	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
COLLINS	KELSEY	50	Teacher BA	7	\$57,665	\$0	\$0	\$57,665	100
COREAS	LAURA	60	Teacher MA+32	3	\$67,676	\$0	\$0	\$67,676	100
CULLEN	MARIANNE	110	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
CUSTER	KATHLEEN	80	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
D'ANNA	CORINNE	55	Teacher MA+32	1	\$66,164	\$0	\$1,639	\$67,803	100
DAVIS	MARGARET	90	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
DEFAZIO	ANN	50	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
DERUOSI	BENJAMIN	55	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100

DISTEFANO	NICOLE	110	Teacher MA+32	3	\$67,676	\$0	\$0	\$67,676	100
DUFFY	MARJORIE	50	Teacher MA+32	11	\$87,977	\$0	\$4,394	\$92,371	100
DYER	MARY	110	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
EGAN	KELLY	90	Teacher BA+16	2	\$55,816	\$0	\$0	\$55,816	100
GILGORRI	ALEXANDRA	55	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
GUZMAN	NICOLE	55	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
HAGGERTY	CARLY	70	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
IMBIMBO	DANIELLE	60	Teacher MA+32	3	\$67,676	\$0	\$1,676	\$69,352	100
KRUMHOLZ	DREW	50	Teacher BA	12	\$77,205	\$0	\$0	\$77,205	100
KRUSE	JAMIE	50	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
MANNES	BREANNE	55	Teacher MA+16	6	\$67,911	\$0	\$0	\$67,911	100
MARTIN	DARIA	50	Teacher MA	1	\$60,445	\$0	\$0	\$60,445	100
MORDKOFF	HAL	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
MUNSCH	JASON	50	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
PAHHAS	CHRISTALLA	55	Teacher BA	13	\$81,265	\$0	\$0	\$81,265	100
PATTESON	SCOTT	50	Teacher MA+16	5	\$67,059	\$0	\$0	\$67,059	100
RICOT	NATHALIE	55	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
SAPOLNICK	MICHELLE	55	Teacher BA	1	\$53,240	\$0	\$0	\$53,240	100
SOLDIVIERO	JESSICA	80	Teacher BA+16	4	\$57,265	\$0	\$0	\$57,265	100
STEVENSON	SUSAN	55	Teacher BA+16	2	\$55,816	\$0	\$0	\$55,816	100
TRUSCELLO	THOMAS	55	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
VIEIRA	ELIZA	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
VOLONNINO	GERALDINE	50	Teacher BA	3	\$54,540	\$0	\$0	\$54,540	100

2nd Year Tenure Track

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
AMORIM	AUBREY	118	Teacher BA	3	\$54,540	\$0	\$0	\$54,540	100
ASIMOU	EUGENE	50	Teacher BA	7	\$57,665	\$0	\$0	\$57,665	100
AUGLIERA	MICHELLE	50	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
BELCASTRO	VINCENT	55	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
BELLANICH	NICHOLAS	55	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
BLAU	RAZ	110	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
CALABRESE	SARA	90	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100

CARUSO	CHRISTY	118	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
CASTORO	LAUREN	100	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
CHIN	LAUREN	70	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
CLARK	GEORGE	50	Teacher BA+16	9	\$66,996	\$0	\$0	\$66,996	100
CLAYTON	AMANDA	80	Teacher MA+32	2	\$66,719	\$0	\$3,276	\$69,995	100
COLANTONI	LAURA	55	Teacher BA	6	\$56,765	\$0	\$0	\$56,765	100
DAUGHERTY	LAUREN	90	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
DEGILO	DEVON	55	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
DELAROSA	KRISTEN	50	Teacher BA	6	\$56,765	\$0	\$0	\$56,765	100
DLUGO	CARA	50	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
DUDA	KRISTINA	55	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
ENGEL	SAMANTHA	50	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100
FERNANDEZ	NICHOLAS	50	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
FINLEY	ALEXIS	90	Teacher MA+32	2	\$66,719	\$0	\$0	\$66,719	100
FISCHER	ANTHONY	50	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
GARAMELLA	LISA	100	Teacher BA	9	\$65,025	\$0	\$0	\$65,025	100
GEORGE	JADE	100	Teacher BA	5	\$56,015	\$0	\$0	\$56,015	100
GEORGE	JACQUELINE	70	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
GRONEK	JACQUELINE	80	Teacher BA	6	\$56,765	\$0	\$0	\$56,765	100
HAND	MARY	118	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
JENKINS-KAYZERMAN	MEGAN	70	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
KANCANS	ILZE	50	Teacher MA+32	9	\$78,977	\$0	\$0	\$78,977	100
KOURY	KATHRYN	55	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
LAFFERTY	MARGARET	50	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
LAMEDICA	ALYSSA	50	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100
MALONE	KRISTI	50	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
MELLINA	NICHOLAS	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
MESSER	ASHLEY	80	Teacher BA	10	\$69,085	\$0	\$0	\$69,085	100
MINNITI	SAMANTHA	80	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
MOLTANE	AMY	80	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100
MONTGOMERY	JORDAN	70	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
NANN	KELLY	50	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
NELSON	ANDREW	50	Teacher BA+16	2	\$55,816	\$0	\$0	\$55,816	100
O'BRIEN	SARAH	70	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100

OLCAY	DENIZ	50	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
OSMER	SARA	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
PERRINE	EMILY	50	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
RIGGI	KRYSTINA	70	Teacher BA	3	\$54,540	\$0	\$0	\$54,540	100
ROBOL	MELISSA	60	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
ROSENBERG	SARAH	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
SANGEORGE	SHANNON	70	Teacher MA+16	6	\$67,911	\$0	\$0	\$67,911	100
SELTZER	BRIAN	118	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
SILVA	PEARL	50	Teacher MA+32	14	\$101,508	\$0	\$4,847	\$106,355	100
SKERKER	RACHEL	50	Teacher BA	2	\$53,840	\$0	\$0	\$53,840	100
TANLER	SUSAN	55	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
TORRE	TAYLOR	50	Teacher MA	2	\$61,099	\$0	\$0	\$61,099	100
WILLARD	BREANNA	55	Teacher BA	5	\$56,015	\$0	\$0	\$56,015	100

3rd Year Tenure Track

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
AARON	SAMANTHA	50	Teacher BA	3	\$54,540	\$0	\$0	\$54,540	100
AIVARS	ILZE	90	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
AMMAR	NABILA	90	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
ATKINS	RACHEL	50	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
BATTIST-ROCK	MARIE	50	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
BELLO	ROXANA	80	Teacher MA+16	9	\$60,452	\$0	\$0	\$60,452	100
BENAVIDES	OSCAR	50	Teacher BA	11	\$73,145	\$0	\$0	\$73,145	100
CALLAHAN	MARION	50	Teacher MA	14	\$92,519	\$0	\$0	\$92,519	100
CARROLL	MICHELLE	55	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
CHAVANNE	TANIS	50	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
CLARK	MEGHAN	70	Teacher BA	4	\$55,265	\$0	\$0	\$55,265	100
DEFRANCISCO	REBECCA	70	Teacher PHD/DOCT	6	\$73,365	\$0	\$3,595	\$76,960	100
DENT	ERIKA	55	Teacher MA+32	7	\$70,777	\$0	\$0	\$70,777	100
DESAMOURS	THERESE	50	Teacher MA	10	\$76,318	\$0	\$3,607	\$79,925	100
DEVITO	RIA	90	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
DORFMAN	ZACHARY	80	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
DUGAN	CAROLINE	100	Teacher BA	6	\$56,765	\$0	\$0	\$56,765	100

EDELSON	NICOLE	90	Teacher BA+32	6	\$61,213	\$0	\$0	\$61,213	100
FEENEY	KELLY	80	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
GAJEWSKI	BRITTANY	50	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
GILKER	JACQUELINE	55	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
GILLMAN	YOOREE	55	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
GIORDANO	KATHLEEN	118	Teacher BA+16	11	\$75,113	\$0	\$0	\$75,113	100
GROSSMAN	JUSTIN	100	Teacher BA	4	\$55,265	\$0	\$0	\$55,265	100
HANNA	NICOLE	100	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
KINDZIERSKI	LISA	50	Teacher BA+16	7	\$59,643	\$0	\$0	\$59,643	100
MANN	EMILY	50	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
MCNANNA	HELENE	50	Teacher PHD/DOCT	4	\$71,865	\$0	\$0	\$71,865	100
MEINEKE	NOAH	50	Teacher BA+32	10	\$73,476	\$0	\$0	\$73,476	100
MELUCCI	GIULIA	118	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
MOLARO	STEPHANIE	50	Teacher MA	4	\$62,656	\$0	\$3,061	\$65,717	100
MONDANARO	MELISSA	80	Teacher BA	3	\$54,540	\$0	\$0	\$54,540	100
MONDORO	DIANE	50	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
MONTESION	THOMAS	60	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
NEWMAN	AMY	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
NICOLETTE	KIMBERLY	60	Teacher MA+32	10	\$83,477	\$0	\$0	\$83,477	100
O'BRIEN	MARY	55	Teacher MA	5	\$63,475	\$0	\$2,171	\$65,646	100
PANNIA	MEREDITH	80	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
PERRY	BRENDA	110	Teacher BA+32	5	\$60,543	\$0	\$0	\$60,543	100
PETRILLO	EMILY	55	Teacher MA	3	\$61,863	\$0	\$0	\$61,863	100
REID	BRYNN	80	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
ROTH	SHIRA	110	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
SERRANI	MELISSA	60	Teacher MA+16	6	\$67,911	\$0	\$0	\$67,911	100
SINSIMER	KEVIN	100	Teacher BA	4	\$55,265	\$0	\$0	\$55,265	100
SZOSTAK	JENNIFER	110	Teacher BA+32	7	\$62,075	\$0	\$0	\$62,075	100
TAVERAS	JESSICA	60	Teacher MA+32	2	\$66,719	\$0	\$2,293	\$69,012	100
ULYSSE	GADI	50	Teacher MA+32	7	\$70,777	\$0	\$2,784	\$73,561	100
VILA	ISABEL	55	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
WISE	JENNIFER	118	Teacher BA+32	10	\$73,476	\$0	\$0	\$73,476	100
ZIOBRO	JEANNE	50	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100

4th Year Tenure Track

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
ANGEL-LAMBERT	KIRSTEN	50	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
BAILEY	MEGHAN	80	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
CARABELLO	ERIN	60	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
COLEMAN	MICHAEL	50	Teacher BA+32	10	\$73,476	\$0	\$0	\$73,476	100
FELCHER	DANIELLE	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
GAL	HILA	60	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
GUZMAN	KATHLEEN	50	Teacher MA+16	7	\$68,422	\$0	\$3,362	\$71,784	100
HUGHES	BRENDAN	55	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
ISLINGER	CHRISTINE	55	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
KESSLER	AMY	50	Teacher MA+16	13	\$91,951	\$0	\$4,389	\$96,340	100
KUZIOLA	ALEXANDER	50	Teacher PHD/DOCT	12	\$95,513	\$0	\$0	\$95,513	100
LAWRENCE	DINA	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
PASCULLI	SARAH	50	Teacher BA	10	\$69,085	\$0	\$0	\$69,085	100
POLLARD	SYDNEY	60	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
ROGER	DANIELLE	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
SENTAL	JESSICA	60	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
SMITH	MARY	55	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
STEEGE	CATHERINE	50	Teacher MA	12	\$84,428	\$0	\$4,013	\$88,441	100
STEIN	EMMA	90	Teacher MA	4	\$62,656	\$0	\$0	\$62,656	100
TRIANA	DANA	110	Teacher BA	10	\$69,085	\$0	\$0	\$69,085	100
VAN DUSEN	DEBORAH	118	Teacher MA+32	15	\$104,608	\$0	\$0	\$104,608	100
VELARDI	JOSEPH	55	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
WEISSMAN	BETHANY	70	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100

Tenured

Last Name	First Name	Location	Guide	Step	Base Salary	Longevty	Other	Total Salary	FTE
ADAMS	BRANDEE	70	Teacher BA+32	13	\$85,632	\$0	\$0	\$85,632	100
ALFARO	LILA	50	Teacher MA+16	9	\$75,565	\$0	\$0	\$75,565	100
ALIRANGUES	LEON	60	Teacher PHD/DOCT	17	\$116,018	\$4,540	\$0	\$120,558	100
ALSTON	ANTOINETTE	50	Teacher MA+32	16	\$107,008	\$0	\$0	\$107,008	100
ALTERMAN	BETH	110	Teacher BA+16	16	\$93,000	\$0	\$0	\$93,000	100

ALTOMARE	MICHAEL	60	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
ALTOMARE	ROBIN	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
AMSELLEM	GERARD	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
ARENSBURG	DAVID	118	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
ARRINGTON	BRITTANY	70	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
AUGELLO	CYNTHIA	110	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
AYARS	JESSICA	118	Teacher MA+16	13	\$91,951	\$0	\$0	\$91,951	100
BABIJ	LAURIE	70	Teacher BA	16	\$91,000	\$2,340	\$0	\$93,340	100
BACHRACH	JULIE	70	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
BAIRD	MARLENA	80	Teacher MA+32	10	\$83,477	\$0	\$0	\$83,477	100
BALASIC	LORI	55	Teacher MA+32	12	\$92,502	\$0	\$3,076	\$95,578	100
BANNON	HEATHER	118	Teacher MA+16	16	\$102,220	\$4,540	\$0	\$106,760	100
BARBAG	ALLISON	110	Teacher MA+16	15	\$99,620	\$2,340	\$0	\$101,960	100
BARRASSO	MARY	90	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
BATTISTA	RICHARD	100	Teacher BA+32	16	\$95,555	\$2,340	\$0	\$97,895	100
BAUER	PIA	100	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
BAUER	NATALIE	05	Teacher MA+32	15	\$104,608	\$0	\$2,410	\$107,018	100
BECKER	ALEXIS	55	Teacher MA+32	10	\$83,477	\$0	\$0	\$83,477	100
BEINHACKER	KERRI	55	Teacher BA+16	7	\$59,643	\$0	\$0	\$59,643	100
BELFORD	VANESSA	55	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
BELLOMO	MICHELE	80	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
BENACCHIO	JANICE	90	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
BERGEN	KRISTIN	55	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
BERRIOS	KATHLEEN	80	Teacher MA+32	17	\$112,908	\$5,290	\$0	\$118,198	100
BERRYANN	ADAM	50	Teacher MA+32	8	\$74,477	\$0	\$3,500	\$77,977	100
BISCONTI	LAURIE	55	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
BISCONTI	BRETT	50	Teacher MA+32	9	\$78,977	\$0	\$0	\$78,977	100
BISS	MAUREEN	55	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
BLOMN	JESSICA	60	Teacher BA	15	\$88,400	\$2,340	\$0	\$90,740	100
BODOW	MICHELLE	80	Teacher BA	15	\$88,400	\$2,340	\$0	\$90,740	100
BOWE	LISA	100	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
BRANCACCIO	MARY	50	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
BRASCHI	KRISTY	50	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
BRAVO	CHRISTINA	50	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100

BREMNER	BOBBI	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
BRENNECK	KIMBERLY	60	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
BRESCHARD	ROBERT	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
BRILL	DANIEL	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
BROWN	ARLENE	50	Teacher BA+32	16	\$95,555	\$3,490	\$0	\$99,045	100
BROWN	LEIGH	55	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
BROWN	LISA	90	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
BRUH	ALLISON	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
BRUNN	STEPHANIE	55	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
BUONOMO	DANIELLA	50	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
BURGER	EMILY	100	Teacher MA+16	9	\$75,565	\$0	\$0	\$75,565	100
BURROWS	ALAINA	55	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
BUTERA	LAUREN	50	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
BUTLER	ANN MARIE	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
BUYES	AMANDA	50	Teacher MA+32	9	\$78,977	\$0	\$0	\$78,977	100
BYRNE	JACQUELINE	70	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
CALI	JENNIFER	60	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
CAMPBELL	KIMBERLY	55	Teacher MA+16	9	\$75,565	\$0	\$2,383	\$77,948	100
CARANGELO	NICOLE	118	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
CAREY	KATHLEEN	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
CARLIN	MICHAEL	55	Teacher PHD/DOCT	15	\$107,618	\$2,340	\$0	\$109,958	100
CARR	JESSE	50	Teacher MA+16	14	\$95,986	\$2,340	\$0	\$98,326	100
CARR	BRIAN	50	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100
CARTER	SUSAN	80	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
CATALDO	DANIELLE	80	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
CAULFIELD	COLEEN	90	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
CHANG	SHEILY	110	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100
CHARNEY	JASON	50	Teacher BA+32	16	\$95,555	\$3,490	\$0	\$99,045	100
CHAUDRUC	KEITH	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
CHINNI	STEPHANIE	70	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
CHORBA	MARYANN	118	Teacher MA+16	15	\$99,620	\$3,490	\$0	\$103,110	100
CIMINNISI	AMEDEO	50	Teacher BA+16	16	\$93,000	\$5,290	\$0	\$98,290	100
CIMINNISI	NANCY	50	Teacher BA+16	16	\$93,000	\$5,290	\$0	\$98,290	100
CIRLINCIONE	PAUL	50	Teacher BA	10	\$69,085	\$0	\$0	\$69,085	100

COGNETTI	AMANDA	95	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
COHEN	JESSICA	80	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
COHEN	DANIELLE	55	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
COHEN	DAVID	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
COHEN	HEATHER	118	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
COLON	KIMBERLY	118	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
COPPLESON	SARI	50	Teacher MA	9	\$72,262	\$0	\$2,383	\$74,645	100
CORINO	ANNA MARIA	118	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
COSTANZO	KIMBERLY	50	Teacher BA	6	\$56,765	\$0	\$0	\$56,765	100
COURSEN	CHERYL	50	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
CRAIG	DEBORAH	90	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
CROSBY	STEPHANIE	80	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
CUENCA	MARIE ISABELLE	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
CUERVO	MARTHA	55	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
CUMBO	JESSICA	55	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
CUNEO	ERNEST	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
CUNFER	SUSAN	50	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
D'ADDOZIO	DAVID	60	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
D'ALESSANDRO	MARYANN	70	Teacher MA+32	16	\$107,008	\$0	\$5,294	\$112,302	100
D'ANNA	KATHRYN	118	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
DAILY	JASON	50	Teacher BA	16	\$91,000	\$3,490	\$0	\$94,490	100
DAMANTE	CARMELA	100	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
DARST	RICHARD	110	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
DAUTI	ENKELEJDA	70	Teacher PHD/DOCT	7	\$74,213	\$0	\$0	\$74,213	100
DAVIDSOHN	BELINDA	90	Teacher BA	16	\$91,000	\$3,490	\$0	\$94,490	100
DEANGELUS	MELISSA	60	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
DEBLIECK	MEGAN	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
DEL BELLO	MEREDITH	70	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
DELIA	KRISTA	50	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
DELLOSA	MARY ANN	50	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
DEMARCO	SAM	60	Teacher MA	14	\$92,519	\$2,340	\$0	\$94,859	100
DEMARSICO	JANINE	90	Teacher MA+16	14	\$95,986	\$2,340	\$0	\$98,326	100
DEMICELI	KRISTI	60	Teacher BA+16	7	\$59,643	\$0	\$0	\$59,643	100
DENGEL	SAMANTHA	50	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100

DEPALO	JANENE	100	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
DEPREKER	TARYN	110	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
DEROSA	ERICA	60	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
DIEGNAN	JAMES	110	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
DINAPOLI	ANNA MARIA	110	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
DIOP-TALL	SOUKEYNA	50	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
DOMINGUEZ	ROBERTO	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
DONNELLY	COLLEEN	100	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
DONOUGH	ERIK	55	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
DOWNEY	MICHELE	55	Teacher MA+32	16	\$107,008	\$0	\$0	\$107,008	100
DOWNING	CHARLES	50	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
DUGAN	LAURA	100	Teacher MA+16	13	\$91,951	\$0	\$0	\$91,951	100
DUGAN	KRISTINA	100	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
DUNLEAVY	TRACEY	80	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
EBNETH	CHRISTOPHER	100	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
EDELBERG	SHARON	70	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
EGIPCIAO	KIMBERLY	55	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
EHRENFELD	PAUL	50	Teacher BA+16	16	\$93,000	\$4,540	\$0	\$97,540	100
EHUDIN	RACHEL	70	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
EMERT	REBECCA	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
ENNIS	MICHAEL	50	Teacher BA+32	12	\$81,589	\$0	\$0	\$81,589	100
ESPINO	ERIN	70	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
FABER	DEBORAH	90	Teacher BA+32	16	\$95,555	\$2,340	\$0	\$97,895	100
FABRIZIO	LAURA	70	Teacher MA	5	\$63,475	\$0	\$0	\$63,475	100
FABRIZIO	RICKY	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
FALCHETTA	CELINE	90	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
FANNELL	TERESA	50	Teacher MA+16	14	\$95,986	\$0	\$0	\$95,986	100
FARO	ERICA	80	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
FAUERBACH	ALISON	50	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
FAUST	KRISTA	55	Teacher BA	13	\$81,265	\$0	\$0	\$81,265	100
FEELEY	DAWN	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
FERGUSON	SUSIE	60	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
FERNANDEZ	SOFIA	70	Teacher BA+16	6	\$58,765	\$0	\$0	\$58,765	100
FERNANDEZ-POYATOS	SUSANA	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100

FERRARO	DINA	60	Teacher BA+32	14	\$89,667	\$0	\$0	\$89,667	100
FERRARO	COURTNEY	70	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
FIELD	ERIN	50	Teacher MA+32	15	\$104,608	\$0	\$0	\$104,608	100
FIKE	AARON	60	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
FIORE	ALEXANDRA	60	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
FIORE	PHYLLIS	110	Teacher MA+16	16	\$102,220	\$2,340	\$0	\$104,560	100
FIORE	VICTORIA	80	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
FISCHER	AMANDA	50	Teacher MA+32	7	\$70,777	\$0	\$0	\$70,777	100
FISHTER	ELLEN	90	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
FJELDAL	SUSAN	70	Teacher MA+32	16	\$107,008	\$3,490	\$0	\$110,498	100
FLORUSS	TAMARA	50	Teacher MA+32	15	\$104,608	\$2,340	\$0	\$106,948	100
FLYNN	CARLA	100	Teacher PHD/DOCT	17	\$116,018	\$0	\$0	\$116,018	100
FONAREV	ANATOLY	50	Teacher PHD/DOCT	17	\$116,018	\$2,340	\$0	\$118,358	100
FORSTER	GERARDINA	70	Teacher PHD/DOCT	10	\$86,513	\$0	\$0	\$86,513	100
FOX	STEPHANIE	60	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
FREDERICKS	JENNIFER	55	Teacher BA	15	\$88,400	\$0	\$0	\$88,400	100
FREEMAN	TARA	70	Teacher BA	8	\$60,965	\$0	\$0	\$60,965	100
FRIEDMAN	LISA	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
FRIEDMAN	ELLEN	55	Teacher MA+32	15	\$104,608	\$2,340	\$0	\$106,948	100
FROHMAN	JUDITH	118	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
FROHNAPFEL	JODI	90	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
GALLO	LENORE	55	Teacher BA+32	8	\$65,360	\$0	\$0	\$65,360	100
GARZON	THOMAS	50	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
GELLER	JOANNE	55	Teacher PHD/DOCT	13	\$100,038	\$0	\$0	\$100,038	100
GELMAN	WENDY	50	Teacher MA+16	15	\$99,620	\$2,340	\$0	\$101,960	100
GELMAN	GREER	80	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
GELTZEILER	JAMIE	55	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
GENGARO	MARISA	100	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
GEORGE	NICOLE	60	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
GIACOBBE	CHRISTIE	50	Teacher MA+16	13	\$91,951	\$0	\$0	\$91,951	100
GIANNOPOULOS	MELISSA	90	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
GIANNOTTO	PAMELA	55	Teacher PHD/DOCT	15	\$107,618	\$0	\$0	\$107,618	100
GIBBS	HOLLI	118	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
GILLEN	PATRICIA	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100

GIOIOSO	VICTORIA	50	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
GIORDANO	AUDREY	60	Teacher MA+32	16	\$107,008	\$0	\$0	\$107,008	100
GIULIANI	JAMES	80	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
GOELLER	GIANNA	110	Teacher MA	14	\$92,519	\$0	\$0	\$92,519	100
GOLDSTEIN	ELLEN	60	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
GONNELLA-CONROY	MARIA	110	Teacher MA	16	\$78,844	\$2,340	\$0	\$81,184	80
GONZALEZ	ROSA	100	Teacher MA+16	6	\$67,911	\$0	\$0	\$67,911	100
GORDON	LAURA	70	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
GRAUB	JENNA	50	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100
GREEN	MICHELE	90	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
GREENBERG	ANDREW	50	Teacher MA+32	7	\$70,777	\$0	\$0	\$70,777	100
GREENWALD	CINDY	80	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
GROMEK	MELISSA	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
GUARDABASCO	NICHOLAS	55	Teacher MA+32	17	\$112,908	\$2,340	\$4,006	\$119,254	100
GUGGER	DOREEN	60	Teacher MA+16	9	\$75,565	\$0	\$0	\$75,565	100
GUGGER	GISELA	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
GULLO	LORRAINE	90	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
GURSKY	LINDSEY	100	Teacher MA+32	10	\$83,477	\$0	\$0	\$83,477	100
HAJJAR	MICHELLE	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
HAVRILLA	KRISTEN	100	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
HEALEY	SHANNON	55	Teacher MA+16	16	\$102,220	\$2,340	\$0	\$104,560	100
HEGEDUS	JAMES	110	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
HERRERA	LAUREN	90	Teacher BA	9	\$65,025	\$0	\$0	\$65,025	100
HINDS	AMY	100	Teacher MA+16	5	\$67,059	\$0	\$0	\$67,059	100
HOLTZMAN	DEBORAH	50	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
HORNE	STAFFORD	60	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
HORWITZ	JOANNA	90	Teacher MA	6	\$64,293	\$0	\$0	\$64,293	100
HOYLE	JASON	50	Teacher BA	11	\$73,145	\$0	\$0	\$73,145	100
HREHA	KATHRYN	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
IACULLO	DEANNA	55	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
IANNUZZI	CHRISTOPHER	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
IANNUZZI CURCIO	DANIELLE	60	Teacher MA+32	15	\$104,608	\$0	\$2,537	\$107,145	100
INCOGNITO	ANNA	60	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
IPPOLITO	DANIEL	50	Teacher PHD/DOCT	17	\$116,018	\$3,490	\$0	\$119,508	100

ISAKOWER	RHONDA	118	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
JACOBSEN	MICHELE	118	Teacher BA+32	16	\$95,555	\$3,490	\$0	\$99,045	100
JAY	DOUGLAS	50	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
JEDWABNIK	MICHAEL	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
JONES	DAVID	50	Teacher PHD/DOCT	17	\$116,018	\$3,490	\$0	\$119,508	100
JOSEPH	SARAH	50	Teacher MA	14	\$92,519	\$0	\$4,418	\$96,937	100
KAES	PATRICIA	50	Teacher MA+32	15	\$104,608	\$0	\$0	\$104,608	100
KANDEL	DINA	118	Teacher MA	14	\$92,519	\$0	\$0	\$92,519	100
KASHANIAN	JESSICA	70	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
KASPRISKIE	MARY	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
KEEBLE	LESLIE	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
KELLY	GAIL	118	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
KELNER	JENNIFER	110	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
KIM	MICHELLE	100	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
KING	AMANDA	100	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
KLEBAN	LINDA	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
KLEE	CLARE	55	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
KLINMAN	JOHANNA	50	Teacher MA+16	5	\$67,059	\$0	\$0	\$67,059	100
KOTT	KARIN	55	Teacher BA+32	16	\$95,555	\$3,490	\$0	\$99,045	100
KOWALAK	SAMANTHA	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
LACOURTNA	GERALYN	118	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
LADOLCETTA	MICHAEL	50	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
LALLI	PAMELA	100	Teacher BA	15	\$88,400	\$0	\$0	\$88,400	100
LAMON	ALEX	50	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
LANG	DAKASHNA	55	Teacher PHD/DOCT	14	\$104,518	\$2,340	\$0	\$106,858	100
LARSEN	JENNIFER	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
LATINO	SUSAN	90	Teacher MA+32	17	\$112,908	\$5,290	\$0	\$118,198	100
LEBLANC	LISA	55	Teacher BA+32	11	\$77,532	\$0	\$0	\$77,532	100
LEHMANN	JOANNE	70	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
LERNIHAN	JENNIFER	110	Teacher PHD/DOCT	17	\$116,018	\$0	\$5,761	\$121,779	100
LEVINE	CHANI	100	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
LEVY	BARBARA	118	Teacher BA+16	16	\$93,000	\$2,340	\$0	\$95,340	100
LOCKWOOD	TARA	118	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
LOMBARDI	DANIEL	50	Teacher PHD/DOCT	13	\$100,038	\$0	\$0	\$100,038	100

LOWENTHAL	MELISSA	70	Teacher MA+32	16	\$107,008	\$2,340	\$0	\$109,348	100
LYNN	NICOLE	110	Teacher BA+16	16	\$93,000	\$3,490	\$0	\$96,490	100
LYONS	ASHLEY	60	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
MACCARELLA	CHRISTINE	55	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
MAGALHAES	ERIN	55	Teacher MA+32	9	\$78,977	\$0	\$0	\$78,977	100
MALTZ	MARISSA	50	Teacher MA+32	7	\$70,777	\$0	\$0	\$70,777	100
MAMANGAKIS-EVANS	CHRISTINA	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
MANFREDA	JOHN	70	Teacher BA+32	16	\$95,555	\$3,490	\$0	\$99,045	100
MANKIKAR	PRITI	50	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
MARSHALL	BRIDGET	100	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
MARTES	LINET	90	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
MATIENZO	ANNE	90	Teacher MA+16	15	\$99,620	\$3,490	\$0	\$103,110	100
MATTEN	MICHELE	90	Teacher BA+16	16	\$93,000	\$4,540	\$0	\$97,540	100
MAYK	SHYELLA	55	Teacher MA+32	10	\$83,477	\$0	\$0	\$83,477	100
MCCARTHY	JENNA	50	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
MCCORKELL	GIOVANNA	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
MEAD	DAVID	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
MEGARO	BRIAN	50	Teacher BA	14	\$85,300	\$2,340	\$0	\$87,640	100
MEMORY	JAMES	50	Teacher MA+32	15	\$104,608	\$0	\$0	\$104,608	100
MERLO	JAMES	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
MERLO	JENNIFER	70	Teacher MA+32	15	\$104,608	\$2,340	\$0	\$106,948	100
MERLO-CHIARAMONTE	JAYNE	55	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
MEYER	AMY	50	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100
MICHAEL	CARMEN	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
MICHINARD	TRACEY	118	Teacher MA+32	15	\$104,608	\$2,340	\$0	\$106,948	100
MILANO	JOELLEN	90	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
MILANO	STEVEN	50	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
MILLER	KATHERINE	80	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
MIRSKY	JOANNA	55	Teacher MA+32	7	\$70,777	\$0	\$0	\$70,777	100
MITCHELL	MARGARET	80	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
MONACO	NICOLE	110	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
MONTALTO	KAREN	118	Teacher MA+32	13	\$97,028	\$2,340	\$0	\$99,548	100
MORALES	DANIELLE	55	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
MORANO	MARY	55	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100

MORANO	IVETTE	50	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
MORGENROTH	LORAINE	50	Teacher MA+16	16	\$102,220	\$2,340	\$5,188	\$109,748	100
MORRISON	RUTH	55	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
MOSKOWITZ	LARA	70	Teacher MA+32	15	\$104,608	\$0	\$0	\$104,608	100
MOUNT	NICOLE	110	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
MULLEN	KRISTY	90	Teacher BA	13	\$81,265	\$2,340	\$0	\$83,605	100
MUNLEY	MICHAEL	50	Teacher BA	13	\$81,265	\$0	\$0	\$81,265	100
MURRAY	KRISTEN	100	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
MURRAY-CONNELL	JEAN	90	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
NANN	PATRICK	55	Teacher BA	7	\$57,665	\$0	\$0	\$57,665	100
NATALE	NATALIE	50	Teacher BA+32	6	\$61,213	\$0	\$0	\$61,213	100
NELSON	TIMOTHY	60	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
NESS	CHRISTINA MARIE	60	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
NETTI	CLAUDIA	55	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
NEWMAN	BROOKE	55	Teacher BA+16	16	\$93,000	\$0	\$0	\$93,000	100
NIGRO	STACY	90	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
NIKIRK	LAUREN	70	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
OSWALD	MAUREEN	90	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
OTTERBEIN	KATHRYN	50	Teacher MA+32	9	\$78,977	\$0	\$3,716	\$82,693	100
PACHECO	SARAH	100	Teacher BA	10	\$69,085	\$0	\$0	\$69,085	100
PAGE	JAMES	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
PALAZZO	LORI	70	Teacher BA+16	16	\$93,000	\$0	\$0	\$93,000	100
PANNORFI	KRISTIN	50	Teacher PHD/DOCT	10	\$86,513	\$0	\$2,631	\$89,144	100
PEKLO	WILLIAM	50	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
PELLETIER	KRISTIN	55	Teacher MA	14	\$92,519	\$2,340	\$0	\$94,859	100
PELULLO	MELISSA	50	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
PEREZ	CARYN	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
PESLAK	JEAN	70	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
PETERS	GREGORY	55	Teacher MA+16	6	\$67,911	\$0	\$0	\$67,911	100
PETRYNA	NANCY	55	Teacher PHD/DOCT	17	\$116,018	\$2,340	\$2,498	\$120,856	100
PICARDO	KATHRYN	50	Teacher BA+16	6	\$58,765	\$0	\$0	\$58,765	100
PICCOLI	LENORE	110	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
PIEGARI	MOLLYANN	90	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
PINTO	KARIN	55	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100

PIZZONE	MICHAEL	50	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,208	100
POPOSKI	NIKOLA	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
POYNER	DORTE	50	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
PRICE	PATRICIA	100	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
PRONKO	VALERIE	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
PURDUE	CHRISTOPHER	80	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
QUILLEN	KATY	60	Teacher MA+16	16	\$102,220	\$3,490	\$0	\$105,710	100
RABNER	GUY	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
RAIOLA	ANGELA	90	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
RAIZ	PAUL	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
RAJE	REVATI	110	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
RAMPOLLA	DANUSIA	100	Teacher MA+32	17	\$112,908	\$3,490	\$5,780	\$122,178	100
RANDAZZO	JENNIFER	55	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
RAPPA	ANTHONY	55	Teacher BA+16	5	\$58,015	\$0	\$0	\$58,015	100
REDDEN	KERRI	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
REID	MEGHAN	50	Teacher MA	12	\$84,428	\$0	\$0	\$84,428	100
REIS	JANICE	55	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
RENGA	TINA	50	Teacher MA	16	\$98,555	\$0	\$4,888	\$103,443	100
RETTAGLIATA	JESSICA	50	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
RICHARDS	DAVID	50	Teacher BA+16	12	\$79,172	\$0	\$0	\$79,172	100
RIETH	AMELIA	80	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
RINGWOOD	LORI	70	Teacher MA+16	14	\$95,986	\$2,340	\$0	\$98,326	100
RISOLDI	FU-LIN	55	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
RIVCHIN	JESSICA	50	Teacher MA	10	\$76,318	\$0	\$0	\$76,318	100
ROCCO	KELLY	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
ROSAMILIA	ANTHONY	50	Teacher MA	16	\$98,555	\$2,340	\$0	\$100,895	100
ROSARIO	MELISSA	118	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
ROSENBERG	TRACY	50	Teacher BA	16	\$91,000	\$3,490	\$0	\$94,490	100
ROSENMAN	RUTH	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
ROSS	CAROLYN	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
ROUTE	JOSEPH	55	Teacher MA+32	15	\$104,608	\$0	\$5,073	\$109,681	100
RUBINETTI	ROGER	55	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
RUDD	RICHARD	80	Teacher MA	16	\$98,555	\$4,540	\$0	\$103,095	100
RUSSONIELLO	CHRISTOPHER	60	Teacher MA+16	16	\$102,220	\$3,490	\$0	\$105,710	100

RUTZLER	LAURA	80	Teacher MA+16	16	\$102,220	\$0	\$0	\$102,220	100
RYNONE	ROBERT	55	Teacher MA	13	\$88,484	\$2,340	\$0	\$90,824	100
SADIWNYK	ALEKSANDR	60	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
SAJECKI	NICOLE	90	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
SALADINO	EILEEN	90	Teacher MA+32	16	\$107,008	\$2,340	\$5,411	\$114,759	100
SALZMAN	JOSHUA	50	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
SANTARELLA	LUCIA	118	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
SANTOS	GRISEL	50	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
SANTOS	KRISTIN	70	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
SATIN	BARRIE	55	Teacher MA	13	\$88,484	\$0	\$4,215	\$92,699	100
SCHAIBLE	STEPHEN	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
SCHINELLI	MATTHEW	100	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
SCHROEDER	SCOTT	50	Teacher MA+16	15	\$99,620	\$2,340	\$0	\$101,960	100
SCHULKE	EMILY	90	Teacher MA+16	11	\$83,844	\$0	\$0	\$83,844	100
SCHWARTZ	LYNN	55	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
SEIDMAN	MALLORY	70	Teacher PHD/DOCT	8	\$77,513	\$0	\$0	\$77,513	100
SELNICK	ANGELA	80	Teacher MA+32	15	\$104,608	\$2,340	\$0	\$106,948	100
SELTZER	LAURENCE	60	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
SHALOM	JODI	80	Teacher MA+32	17	\$112,908	\$5,290	\$0	\$118,198	100
SHAW	LESLEY	60	Teacher MA	9	\$72,262	\$0	\$0	\$72,262	100
SIGALAS	DIANE	50	Teacher MA+32	11	\$87,977	\$0	\$0	\$87,977	100
SILVERMAN	GARY	55	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
SIMPSON	GAIL	50	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
SIPE	MICHELLE	50	Teacher MA+32	13	\$97,028	\$0	\$0	\$97,028	100
SITI	CHRISTINE	90	Teacher MA+16	10	\$79,791	\$0	\$0	\$79,791	100
SLATER	ELSA	80	Teacher BA+16	16	\$93,000	\$0	\$0	\$93,000	100
SMITH	DEAN	100	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
SORRENTINO	CHARISSA	50	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
STAFFORD	SHEILA	80	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
STARACE	DORINE	50	Teacher PHD/DOCT	13	\$100,038	\$0	\$0	\$100,038	100
STECKERT	SUZANNE	60	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
STEFANAKIS	SARAH	118	Teacher PHD/DOCT	10	\$86,513	\$0	\$4,094	\$90,607	100
STERN	LAUREN	60	Teacher PHD/DOCT	14	\$104,518	\$0	\$1,391	\$105,909	100
STOCK	VANESSA	50	Teacher MA+16	13	\$91,951	\$2,340	\$0	\$94,291	100

STODDARD	SAMANTHA	50	Teacher MA+16	7	\$68,422	\$0	\$0	\$68,422	100
STRANIX	NICOLE	80	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
SUNGA	MICHAEL	50	Teacher PHD/DOCT	14	\$104,518	\$2,340	\$0	\$106,858	100
SVETVILAS	LOREN	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
SZARO	LAUREN	100	Teacher MA	8	\$68,205	\$0	\$0	\$68,205	100
SZELES	CASSANDRA	50	Teacher MA+16	9	\$75,565	\$0	\$0	\$75,565	100
SZELINGOWSKI	KRISTIN	90	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
TAHAN	JASON	118	Teacher MA+16	15	\$99,620	\$2,340	\$0	\$101,960	100
TAVIS	MAUREEN	80	Teacher BA	8	\$60,965	\$0	\$0	\$60,965	100
TEJEDA	JILL	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
TORRES	NIOBEL	50	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
TORRES	JENNIFER	50	Teacher MA+16	12	\$87,898	\$0	\$0	\$87,898	100
TRAD	JOSEPH	50	Teacher PHD/DOCT	17	\$116,018	\$3,490	\$0	\$119,508	100
TSENG	PAO-CHU	55	Teacher PHD/DOCT	17	\$116,018	\$2,340	\$0	\$118,358	100
TUVEY	KATHRYN	55	Teacher BA+16	16	\$93,000	\$3,490	\$0	\$96,490	100
URBANSKI	DENISE	60	Teacher BA+32	16	\$95,555	\$0	\$0	\$95,555	100
VAN LAAR	LAUREN	80	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
VASTO	BRIDGET	110	Teacher PHD/DOCT	14	\$104,518	\$0	\$0	\$104,518	100
VATOCI	ETLEVA	60	Teacher BA	9	\$65,025	\$0	\$0	\$65,025	100
VELARDI	STEFANIE	70	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
VIVERITO	KATELYN	100	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
VOROBIEV	EKATERINA	55	Teacher MA+32	12	\$92,502	\$0	\$0	\$92,502	100
VOSA	MARISA	50	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100
WALLOCK	DANA	100	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
WASSERMAN	MITCHELL	60	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
WASSERMAN	MATTHEW	50	Teacher MA+32	8	\$74,477	\$0	\$0	\$74,477	100
WEINER	WENDY	70	Teacher MA+32	17	\$112,908	\$3,490	\$0	\$116,398	100
WEIS	ERIC	50	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
WEISSMAN	ALISA	90	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
WHIPPLE	CHRISTINA	110	Teacher BA+32	12	\$81,589	\$0	\$0	\$81,589	100
WIEBOLDT	JEFFREY	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
WIGDEN	ARUNA	50	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
WINKA	ALLISON	118	Teacher MA+32	13	\$97,028	\$2,340	\$0	\$99,548	100
WINTER	MICHELLE	50	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100

WITHERS	KIMBERLY	110	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
WITTJOHANN	CAITLIN	70	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
WOHLTSMANN	MARGARET	50	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
WOLEK	JAMIE	55	Teacher MA+16	16	\$102,220	\$2,340	\$0	\$104,560	100
YELLEN	DIANA	118	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
YERSAK	COREY	50	Teacher BA	8	\$60,965	\$0	\$0	\$60,965	100
YERSAK	ERIKA	100	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
YOUNG	BRENDA	50	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
YOUTZ	KATHLEEN	60	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
YUKNIEWICZ	NORA	60	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
ZAMBRIO	CHRISTINE	110	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
ZAVAGLIA	KAREN	90	Teacher BA+16	16	\$93,000	\$4,540	\$0	\$97,540	100
ZUSHMA	KENNETH	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100

WEIS	ERIC	50	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
WEISSMAN	ALISA	90	Teacher MA	13	\$88,484	\$0	\$0	\$88,484	100
WHIPPLE	CHRISTINA	110	Teacher BA+32	12	\$81,589	\$0	\$0	\$81,589	100
WIEBOLDT	JEFFREY	50	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
WIGDEN	ARUNA	50	Teacher MA	11	\$80,373	\$0	\$0	\$80,373	100
WINKA	ALLISON	118	Teacher MA+32	13	\$97,028	\$2,340	\$0	\$99,548	100
WINTER	MICHELLE	50	Teacher MA+32	17	\$112,908	\$0	\$0	\$112,908	100
WITHERS	KIMBERLY	110	Teacher MA+16	8	\$71,683	\$0	\$0	\$71,683	100
WITTJOHANN	CAITLIN	70	Teacher MA	7	\$64,932	\$0	\$0	\$64,932	100
WOHLTMMANN	MARGARET	50	Teacher MA+32	14	\$101,508	\$0	\$0	\$101,508	100
WOLEK	JAMIE	55	Teacher MA+16	16	\$102,220	\$2,340	\$0	\$104,560	100
YELLEN	DIANA	118	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
YERSAK	COREY	50	Teacher BA	8	\$60,965	\$0	\$0	\$60,965	100
YERSAK	ERIKA	100	Teacher BA+16	8	\$62,936	\$0	\$0	\$62,936	100
YOUNG	BRENDA	50	Teacher MA	16	\$98,555	\$0	\$0	\$98,555	100
YOUTZ	KATHLEEN	60	Teacher MA	16	\$98,555	\$3,490	\$0	\$102,045	100
YUKNIEWICZ	NORA	60	Teacher MA+32	17	\$112,908	\$4,540	\$0	\$117,448	100
ZAMBRIIO	CHRISTINE	110	Teacher MA+32	17	\$112,908	\$2,340	\$0	\$115,248	100
ZAVAGLIA	KAREN	90	Teacher BA+16	16	\$93,000	\$4,540	\$0	\$97,540	100
ZUSHMA	KENNETH	55	Teacher MA+32	14	\$101,508	\$2,340	\$0	\$103,848	100

First Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
GREER	DAVID	50	Supervisor	7	\$129,142	\$0	\$3,000	\$132,142	

Second Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
GROSSO	ROBERT	50	Supervisor	7	\$129,142	\$2,340	\$0	\$131,482	
RAPHAEL	CHARLES	50	Supervisor	2	\$115,755	\$1,600	\$0	\$117,355	
RODRIGUEZ	ANGELINA	100	Supervisor	2	\$115,755	\$0	\$1,500	\$117,255	
ROLLING	ROBERT	50	Supervisor	4	\$120,977	\$0	\$0	\$120,977	

Fourth Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
BAXTER	LEALA	60	Supervisor	12	\$141,783	\$0	\$0	\$141,783	

Tenured

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
BICKEL	CHRISTOPHER	60	Supervisor	11	\$139,513	\$1,600	\$0	\$141,113	
CAREY	BRIAN	50	Supervisor	15	\$150,602	\$2,340	\$1,500	\$154,442	
GEMELLARO	DORIAN	118	Supervisor	10	\$137,017	\$3,490	\$3,000	\$143,507	
LOEUIS	KRYSTIE	50	Transition Coordinator	5	\$123,929	\$1,600	\$0	\$125,529	
MATHEUS	ANTONIO	50	Supervisor	10	\$137,017	\$0	\$0	\$137,017	
RUBIN	MARA	50	Supervisor	8	\$131,779	\$0	\$0	\$131,779	
WITTMACK	KEVIN	50	Supervisor	11	\$139,513	\$3,490	\$1,500	\$144,503	

First Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
FULLAM	KRISTIN	55	Middle School AP	1	\$104,979	\$0	\$0	\$104,979	
GARCIA	DANIEL	90	Elementary Principal	4	\$131,009	\$0	\$0	\$131,009	2/15/2021-6/30/2021
KAYS	MICHAEL	50	HS Assistant Principal	1	\$112,729	\$0	\$0	\$112,729	

Second Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
CEBULA	MICHELLE	80	Elementary Principal	6	\$136,619	\$0	\$0	\$136,619	
DOLAN	LORENA	110	Elementary Principal	5	\$133,815	\$0	\$1,500	\$135,315	7/1/2020-12/17/2020
DOLAN	LORENA	110	Elementary Principal	5	\$133,815	\$0	\$3,000	\$136,815	12/18/2020-6/30/2021
O'LEARY	BRONAWYN	60	MPMS Principal	10	\$147,842	\$500	\$0	\$148,342	
PRETTO	MARY	50	HS Assistant Principal	2	\$115,309	\$0	\$3,000	\$118,309	
TOOMEY	JUSTIN	118	Elementary Principal	3	\$128,204	\$0	\$0	\$128,204	

Third Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
PORFIDO	RICHARD	50	Athletic Director	14	\$146,264	\$0	\$0	\$146,264	

Fourth Year Non-Tenure

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
BRIGHT	SARA	70	Elementary Principal	9	\$145,036	\$0	\$1,500	\$146,536	
MOHAMMED	AMRO	50	HS Assistant Principal	8	\$130,787	\$0	\$0	\$130,787	

Tenured

Last Name	First Name	Location	Position	Step	Base Salary	Longevity	Degree	Total Salary	Eff Dates
ESPINOZA	ANDREW	55	Middle School AP	15	\$138,611	\$2,340	\$1,500	\$142,451	
GRAMATA	CARLOS	100	Elementary Principal	11	\$150,647	\$500	\$1,500	\$152,647	
HEALY	CYNTHIA	90	Elementary Principal	15	\$161,868	\$5,290	\$0	\$167,173	7/1/2020-12/31/2020
KELLY	SHAWN	55	HMS Principal	7	\$147,437	\$0	\$0	\$147,437	
ROSENZWEIG	DANIELLE	50	HS Assistant Principal	6	\$125,626	\$1,600	\$1,500	\$128,726	
STERN	MARK	50	High School Principal	15	\$186,055	\$2,340	\$1,500	\$189,895	7/1/2020-12/31/2020

NON BARGAINING SALARIES

Last Name	First Name	TITLE	BASE SALARY 2020-2021	LONGEVITY SALARY 2020-2021	TOTAL SALARY 2020-2021	Effective dates
Bennett	Anthony	Computer Technician	\$56,057	\$0	\$56,057	
Bent	Michelle	Manager of Communications	\$76,008	\$0	\$76,008	
Bermudez	Bertha	Asst Transportation Manager	\$61,002	\$0	\$61,002	
Brenneck	Robert	Computer Technician	\$58,790	\$1,600	\$60,390	
Burman	Susan	Manager of Human Resources	\$154,675	\$3,000	\$157,675	
Capone-Steiger	Lisa	Assistant Superintendent	\$197,070	\$4,000	\$201,070	
Cottone	Sal	Computer Technician	\$56,525	\$0	\$56,525	
Crews	Sinead	Director of Guidance	\$122,336	\$500	\$122,836	
Crookhorn	Erin	Admin Asst - Student Svc	\$72,445	\$1,600	\$74,045	
Ennis	Amy	Registrar/Facilities Coord	\$79,225	\$1,600	\$80,825	
Ferreira	Annette	Admin Asst- HR	\$65,985	\$0	\$65,985	
Goldberg	Joann	Admin Asst - Business Admin	\$90,868	\$3,490	\$94,358	
Gutheil	Peter	Technician	\$57,249	\$0	\$57,249	
Homberg	Cathy	Admin Asst - Curriculum	\$80,928	\$1,600	\$82,528	
Kincaid	Melissa	Admin Asst - Curriculum	\$58,066	\$0	\$58,066	
Kit	Andrew	Tech Support & Project Super	\$79,738	\$1,600	\$81,338	
Lazzara	Salvatore	Asst Mgr of Bldgs & Grounds	\$85,402	\$0	\$85,402	
Marrazzo	Lisa	Transportation Manager	\$88,821	\$0	\$88,821	
McCormick	John	Computer Technician	\$71,752	\$2,340	\$74,092	
McLaughlin	Toni	Admin Asst - Superintendent	\$101,087	\$1,600	\$102,687	
Mercer Braddock	Jannette	Database Administrator	\$109,380	\$4,540	\$113,920	7/1/20-11/30/20
O'Connor	Ellen	Applications Architect	\$77,446	\$0	\$77,446	
Perrette	James	Building & Grounds Mgr	\$137,832	\$0	\$137,832	
Ramos	Patricia	Assistant Business Administrator	\$119,270	\$2,340	\$121,610	
Reilly	Joan	Payroll/Benefits Coord.	\$82,114	\$3,490	\$85,604	
Robinson	Steven	Business Administrator	\$220,226	\$4,000	\$224,226	
Romberger	Darelene	Payroll Manager	\$97,850	\$0	\$97,850	
Rosenthal	Blair	Director of Special Education	\$141,366	\$0	\$141,366	
Rulka	Mary Kate	Admin Asst-Human Resources	\$73,384	\$1,600	\$74,984	
Sloven	Jared	Computer Technician	\$54,733	\$0	\$54,733	
Sortino	Emily	Director of Special Education	\$161,446	\$0	\$161,446	
Titunick	Elaine	Applications Architect	\$97,154	\$2,340	\$99,494	
Topylko	Natalie	Director of C&I, Testing	\$161,484	\$1,600	\$163,084	

Last Name	First Name	Location	Job Title	Step	Base Salary	Longevity	Stipends	Total Salary	Effective date
ADLER	DEBBIE	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
ADLER	MICHAEL	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
DEFEO	VINCENZA	91	BUS DRIVER (25 HOUR)	1	\$21,131	\$0	\$0	\$21,131	2/1/2021
ELSASSER	DAWN	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
FREDETTE	JAMIE	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
GAYLE	CLAUDIUS	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
HENRY	DIANE	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
HICKS	DENISE	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
KATZ-COCUZZA	CYNTHIA	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
LAYNE	JACQUELINE	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
LEKKAS	ANGELO	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$2,340	\$0	\$32,841	2/1/2021
LEWIS	KEVIN	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
OREJARENA	SANDRA	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
ORTIZ	ROSALINA	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
PISCIOTTI	COLLEEN	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
PIVERGER	ERTHA	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
PREDESTIN	ALAN	91	BUS DRIVER (25 HOUR)	5	\$24,316	\$0	\$0	\$24,316	2/1/2021
RIVERA	CARMEN	91	BUS DRIVER (25 HOUR)	6	\$25,420	\$0	\$0	\$25,420	2/1/2021
ROYSTER	WILLIAM	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
RUBIO	MARIA	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
SILVA	GALVEZ	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$2,340	\$0	\$32,841	2/1/2021
STARNES	ANDRE	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
STPHARD	LOVELY	91	BUS DRIVER (25 HOUR)	7	\$26,655	\$0	\$0	\$26,655	2/1/2021
VICTOR	GERARD	91	BUS DRIVER (25 HOUR)	8	\$28,378	\$0	\$0	\$28,378	2/1/2021
WARE	JEFFRIE	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
WILLIAMS	PRENTISS	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$2,340	\$0	\$32,841	2/1/2021
ZULAUF	MARLENE	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$0	\$0	\$30,501	2/1/2021
ZUTA	ARMANDO	91	BUS DRIVER (25 HOUR)	9	\$30,501	\$2,340	\$0	\$32,841	2/1/2021
AJETI	ORHAN	25	Custodian	7	\$47,402	\$0	\$625	\$48,027	2/1/2021
ALEJOS	WALTER	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
ARMSTRONG	ERAINA	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
ASANI	ARBENA	25	Custodian	7	\$47,402	\$0	\$1,600	\$49,002	2/1/2021
BAGNASCO	MASSIMO	25	Custodian	4	\$43,156	\$0	\$625	\$43,781	2/1/2021
BERISO	BENJIE	25	Custodian	6	\$45,500	\$0	\$625	\$46,125	2/1/2021
CAPPADONNA	BRIAN	25	Custodian	4	\$43,156	\$0	\$2,725	\$45,881	2/1/2021
DELUCA	GENNARINO	25	Custodian	4	\$43,156	\$0	\$625	\$43,781	2/1/2021
DIAS	MARIA	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
DOUSE	EWAN	25	Custodian	9	\$51,961	\$0	\$2,725	\$54,686	2/1/2021
DUARTE	CARLOS	25	Custodian	11	\$59,454	\$3,490	\$2,725	\$65,669	2/1/2021
DUNCAN	ANTOINETTE	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
ESPINOSA	GABRIEL	91	Custodian	11	\$59,454	\$4,540	\$3,625	\$67,619	2/1/2021
EVORA	MARIA	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
FARMER	ALAN	25	Custodian	11	\$59,454	\$5,290	\$0	\$64,744	2/1/2021
FERRARO	ROBERT	25	Custodian	11	\$59,454	\$0	\$4,125	\$63,579	2/1/2021
GABRIEL	ZAYVIA	25	Custodian	9	\$51,961	\$0	\$1,600	\$53,561	2/1/2021
GIBSON	KEVIN	25	Custodian	5	\$43,853	\$0	\$625	\$44,478	2/1/2021
HAMILTON	LLOYD	25	Custodian	11	\$59,454	\$0	\$2,225	\$61,679	2/1/2021
HONORE	GREVILLE	25	Custodian	9	\$51,961	\$0	\$3,125	\$55,086	2/1/2021
HYATT	EASTON	25	Custodian	7	\$47,402	\$0	\$1,600	\$49,002	2/1/2021
HYKA	MARKEN	25	Custodian	4	\$43,156	\$0	\$1,600	\$44,756	2/1/2021
ILKOWITZ	SARA	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
JEAN LOUIS	SERESTE	25	Custodian	7	\$47,402	\$0	\$1,600	\$49,002	2/1/2021
KIDD	DESMOND	25	Custodian	11	\$59,454	\$0	\$2,575	\$62,029	2/1/2021
LEITCH	JOHN	25	Custodian	5	\$43,853	\$0	\$1,600	\$45,453	2/1/2021
LEKHRAJMAL	MARIA	25	Custodian	11	\$59,454	\$3,490	\$1,600	\$64,544	2/1/2021
MATTHEWS	JOSEPH	25	Custodian	11	\$59,454	\$2,340	\$1,600	\$63,394	2/1/2021

MORRISON	SONIA	25	Custodian	4	\$43,156	\$0	\$1,600	\$44,756	2/1/2021
MURRAY	JAMES	25	Custodian	11	\$59,454	\$2,340	\$1,600	\$63,394	2/1/2021
NESIMI	IRENA	25	Custodian	4	\$43,156	\$0	\$1,600	\$44,756	2/1/2021
RA	JOSE	25	Custodian	5	\$43,853	\$0	\$1,600	\$45,453	2/1/2021
ROMANO	FELICE	25	Custodian	2	\$41,825	\$0	\$1,600	\$43,425	2/1/2021
SAHATQIU	BAYRAM	25	Custodian	5	\$43,853	\$0	\$1,600	\$45,453	2/1/2021
SCOTT	DAISON	25	Custodian	9	\$51,961	\$0	\$1,600	\$53,561	2/1/2021
SEMEDO	ZUILDA	25	Custodian	11	\$59,454	\$3,490	\$2,725	\$65,669	2/1/2021
SETALSINGH	ROMARIO	25	Custodian	2	\$41,825	\$0	\$2,575	\$44,400	2/1/2021
SILVEIRA	NANCY	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
STEWART	MARTIN	25	Custodian	2	\$41,825	\$0	\$1,950	\$43,775	2/1/2021
TOMLINSON	EDWIN	25	Custodian	11	\$59,454	\$0	\$1,600	\$61,054	2/1/2021
TOTH	RANDALL	25	Custodian	11	\$59,454	\$3,490	\$2,725	\$65,669	2/1/2021
VALERIE	JEROME	25	Custodian	5	\$43,853	\$0	\$2,575	\$46,428	2/1/2021
ZAIMAJ	DENIS	25	Custodian	7	\$47,402	\$0	\$3,125	\$50,527	2/1/2021
ALLIU	YLLI	25	Maintenance	10	\$61,693	\$0	\$2,175	\$63,868	2/1/2021
BANZHAF	ROBERT	25	Maintenance	11	\$66,022	\$0	\$1,550	\$67,572	2/1/2021
DIGERONIMO	DARREN	25	Maintenance	11	\$66,022	\$2,340	\$2,175	\$70,537	2/1/2021
EDWARDS	RICHARD	25	Maintenance	11	\$66,022	\$0	\$3,100	\$69,122	2/1/2021
JOHNSON	PHILIP	25	Maintenance	11	\$66,022	\$3,490	\$0	\$69,512	2/1/2021
LOPA	ANTHONY	25	Maintenance	11	\$66,022	\$2,340	\$1,425	\$69,787	2/1/2021
MCKENNA	MICHAEL	25	Maintenance	11	\$66,022	\$0	\$0	\$66,022	2/1/2021
PARIS	THEODORE	25	Maintenance	11	\$66,022	\$0	\$3,100	\$69,122	2/1/2021-3/31/2021
PARIS	DANIEL	25	Maintenance	11	\$66,022	\$0	\$1,550	\$67,572	2/1/2021
RAMANI	NUHI	25	Maintenance	7	\$53,863	\$0	\$3,725	\$57,588	2/1/2021

Last Name	First Name	Location	Job Title	Step	Base Salary	Longevity	Total Salary	Effective Date
BANKS	MELVIN	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
CATANZARITE	CAROLYN	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
EDWARDS	KAREN	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
FRANCE	HERMINE	91	BUS AIDE	4	\$13,467	\$0	\$13,467	2/1/2021
GOMEZ	CARMEN	91	BUS AIDE	4	\$13,467	\$0	\$13,467	2/1/2021
GOODE-BROWN	GLORIA	91	BUS AIDE	4	\$13,467	\$0	\$13,467	2/1/2021
LAGRAVENIS	SUSAN	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
LEGRAND	PATRICIA	91	BUS AIDE	6	\$14,364	\$780	\$15,144	2/1/2021
LEKKAS	KONSTANTINA	91	BUS AIDE	6	\$14,364	\$780	\$15,144	2/1/2021
PARIS	LESLIE	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
PIERRE-LOUIS	GERDA	91	BUS AIDE	1	\$12,569	\$0	\$12,569	2/1/2021
RETESS-COOPER	CYNTHIA	91	BUS AIDE	6	\$14,364	\$0	\$14,364	2/1/2021
VARGHESE	SARAMMA	91	BUS AIDE	1	\$12,569	\$0	\$12,569	2/1/2021

***Longevity
Effective September 1, 2020 for 10-month employees
& July 1, 2020 for 12-month employees***

30 Years of Service

Susan Latino
Kimmarie Lui

25 Years of Service

Leon Alirangues
Theresa Lieberman
Richard Rudd

20 Years of Service

Arlene Brown
Colleen Caulfield
Maryann Chorba
Gina Covello
Deborah Craig
Belinda Davidsohn
Marisa Gengaro
Mary Ellen Fabrizio
Ricky Fabrizio
Susan Fjeldal
Clare Klee
Karin Kott
Nicole Lynn
Anne Matienzo
Margaret Mitchell
Dorte Poyner
Guy Rabner
Joan Reilly
Christopher Russoniello
Lisa Capone Steiger
Joseph Trad
Wendy Weiner
Kathleen Youtz

15 Years of Service

Susan Burman
Jesse Carr
Janine DeMarsico
Andrew Espinoza
Tamara Floruss
Laura Gordon
Ellen Friedman
Catherine Lindsey

Valerie Pronko
Carolyn Ross
Robert Rynone
Galvez Silva
Loren Svetvilas
Jeffrey Wieboldt
Allison Winka
Jamie Wolek

10 Years

Charles Raphael
Danielle Rosenzweig
Natalie Topylko

7 Years

Carlos Gramata

Last Name	First Name	Position	School	Old Scale	Old Step	Old Base Salary	Longevity	Other	Total Salary	New Scale	New Step	New Base Salary	Longevity	Other	Total Salary	Effective Date
Bachrach	Julie	Elementary School Teacher	BHE	MA+16	15	\$101,417	\$0	\$0	\$101,417	MA+32	16	\$112,108	\$0	\$0	\$112,108	9/1/2020
Becker	Alexis	Teacher of Social Studies	HMS	BA+32	9	\$69,295	\$0	\$0	\$69,295	MA+32	9	\$78,831	\$0	\$0	\$78,831	9/1/2020
Beinhacker	Kerri	TOSD	HMS	BA	6	\$56,159	\$0	\$0	\$56,159	BA+16	6	\$58,132	\$0	\$0	\$58,132	9/1/2020
Bergen	Kristin	Teacher of Science	HMS	MA+16	7	\$67,713	\$0	\$0	\$67,713	MA+32	7	\$69,991	\$0	\$0	\$69,991	9/1/2020
Braschi	Kristy	Teacher of Math	LHS	MA	9	\$72,138	\$0	\$0	\$72,138	MA+16	9	\$75,441	\$0	\$0	\$75,441	9/1/2020
Brenneck	Kimberly	Teacher of Math	MPMS	BA	6	\$56,159	\$0	\$0	\$56,159	BA+16	6	\$58,132	\$0	\$0	\$58,132	9/1/2020
Brill	Daniel	Teacher of Math	LHS	BA+16	6	\$58,132	\$0	\$0	\$58,132	MA	6	\$63,612	\$0	\$0	\$63,612	9/1/2020
Brunn	Stephanie	Teacher of ESL	LHS/HMS	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	6	\$67,230	\$0	\$0	\$67,230	9/1/2020
Buyes	Amanda	Teacher of English	LHS	MA+16	8	\$71,562	\$0	\$0	\$71,562	MA+32	8	\$74,306	\$0	\$0	\$74,306	9/1/2020
Carr	Brian	TOSD	LHS	MA+16	7	\$67,713	\$0	\$0	\$67,713	MA+32	7	\$69,991	\$0	\$0	\$69,991	9/1/2020
Carroll	Michelle	Teacher of Math	HMS	MA	9	\$72,138	\$0	\$0	\$72,138	MA+16	9	\$75,441	\$0	\$0	\$75,441	9/1/2020
Chang	Sheily	Elementary School Teacher	MPE	MA+16	7	\$67,713	\$0	\$0	\$67,713	MA+32	7	\$69,991	\$0	\$0	\$69,991	9/1/2020
Chin	Lauren	Elementary School Teacher	BHE	BA+32	5	\$59,874	\$0	\$0	\$59,874	MA	5	\$62,806	\$0	\$0	\$62,806	9/1/2020
Clark	George	Teacher of Italian	LHS	BA	8	\$60,919	\$0	\$0	\$60,919	BA+16	8	\$62,815	\$0	\$0	\$62,815	9/1/2020
Cohen	Danielle	TOSD	HMS	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	6	\$67,230	\$0	\$0	\$67,230	9/1/2020
Delia	Krista	TOSD	LHS	BA+16	4	\$56,628	\$0	\$0	\$56,628	MA	4	\$62,007	\$0	\$0	\$62,007	9/1/2020
Dorfman	Zachary	Elementary School Teacher	Collins	BA+16	3	\$55,886	\$0	\$0	\$55,886	MA	3	\$61,216	\$0	\$0	\$61,216	9/1/2020
Fernandez	Sofia	Teacher of Spanish	Elementary	BA	5	\$55,421	\$0	\$0	\$55,421	BA+16	5	\$57,376	\$0	\$0	\$57,376	9/1/2020
Fiore	Victoria	Elementary School Teacher	Collins	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	6	\$67,230	\$0	\$0	\$67,230	9/1/2020
Fischer	Amanda	TOSD	LHS	MA	6	\$63,612	\$0	\$0	\$63,612	MA+32	6	\$69,991	\$0	\$0	\$69,991	9/1/2020
Gal	Hila	School Nurse	MPMS	BA+32	9	\$69,295	\$0	\$0	\$69,295	MA	9	\$72,138	\$0	\$0	\$72,138	9/1/2020
Gallo	Lenore	TOSD	HMS	BA	7	\$57,031	\$0	\$0	\$57,031	BA+16	7	\$58,934	\$0	\$0	\$58,934	9/1/2020
Gillen	Patricia	Teacher of Health & PE	LHS	BA+16	6	\$58,132	\$0	\$0	\$58,132	MA	6	\$63,612	\$0	\$0	\$63,612	9/1/2020
Gioioso	Victoria	Teacher of Art	LHS	BA+32	15	\$94,753	\$2,340	\$0	\$97,093	MA	15	\$97,752	\$2,340	\$0	\$100,092	9/1/2020
Gonzalez	Rosa	Teacher of Spanish	Hillside	MA	5	\$62,806	\$0	\$0	\$62,806	MA+16	5	\$66,390	\$0	\$0	\$66,390	9/1/2020
Havrilla	Kristen	Elementary School Teacher	Hillside	MA	7	\$64,223	\$0	\$0	\$64,223	MA+16	7	\$67,713	\$0	\$0	\$67,713	9/1/2020
Hinds	Amy	Elementary School Teacher	Hillside	MA	4	\$62,007	\$0	\$0	\$62,007	MA+16	4	\$65,558	\$0	\$0	\$65,558	9/1/2020
Hughes	Brendan	Teacher of Music	HMS	MA	11	\$80,246	\$0	\$0	\$80,246	MA+16	11	\$83,717	\$0	\$0	\$83,717	9/1/2020
Iannuzzi	Christopher	Teacher of Art	LHS	MA+16	15	\$101,417	\$2,340	\$0	\$103,757	MA+32	16	\$112,108	\$2,340	\$0	\$114,448	9/1/2020
Klinman	Johanna	Teacher of Biology	LHS	MA	4	\$62,007	\$0	\$0	\$62,007	MA+16	4	\$65,558	\$0	\$0	\$65,558	9/1/2020
Martes	Linet	Teacher of Spanish	Harrison	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	6	\$67,230	\$0	\$0	\$67,230	9/1/2020
Mead	David	Teacher of Social Studies	LHS	BA+32	15	\$94,753	\$3,490	\$0	\$98,243	MA+32	16	\$112,108	\$3,490	\$0	\$115,598	9/1/2020
Monaco	Nicole	Elementary School Teacher	MPE	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	6	\$67,230	\$0	\$0	\$67,230	9/1/2020
Morano	Mary	Teacher of Social Studies	HMS	BA	7	\$57,031	\$0	\$0	\$57,031	BA+16	7	\$58,934	\$0	\$0	\$58,934	9/1/2020
Montesion	Thomas	Teacher of Social Studies	MPMS	BA	2	\$53,278	\$0	\$0	\$53,278	MA	2	\$60,462	\$0	\$0	\$60,462	9/1/2020
Nicolette	Kimberly	Teacher of Science	MPMS	MA+16	9	\$75,441	\$0	\$0	\$75,441	MA+32	9	\$78,831	\$0	\$0	\$78,831	9/1/2020
Peklo	William	TOSD	LHS	MA	13	\$88,353	\$0	\$0	\$88,353	MA+16	13	\$91,820	\$0	\$0	\$91,820	9/1/2020
Raiz	Paul	Teacher of Biology	LHS	MA+16	15	\$101,417	\$2,340	\$0	\$103,757	MA+32	16	\$112,108	\$2,340	\$0	\$114,448	9/1/2020
Rappa	Anthony	Teacher of Math	HMS	BA	4	\$54,691	\$0	\$0	\$54,691	BA+16	4	\$56,628	\$0	\$0	\$56,628	9/1/2020
Rocco	Kelly	Teacher of Math	LHS	BA	7	\$57,031	\$0	\$0	\$57,031	BA+32	7	\$61,336	\$0	\$0	\$61,336	9/1/2020
Vorobiev	Ekaterina	TOSD	HMS	MA+16	11	\$83,717	\$0	\$0	\$83,717	MA+32	11	\$87,879	\$0	\$0	\$87,879	9/1/2020
Wolek	Jamie	Teacher of Math	HMS	MA	15	\$97,752	\$2,340	\$0	\$100,092	MA+16	15	\$101,417	\$2,340	\$0	\$103,757	9/1/2020
Youtz	Kathleen	Teacher of Math	MPMS	BA+32	15	\$94,735	\$3,490	\$0	\$98,225	MA	15	\$97,752	\$3,490	\$0	\$101,242	9/1/2020
Brenneck	Kimberly	Teacher of Math	MPMS	BA+16	6	\$56,159	\$0	\$0	\$56,159	MA	7	\$64,932	\$0	\$0	\$64,932	2/1/2021
Campbell	Kimberly	School Counselor	HMS	MA	8	\$68,084	\$0	\$2,383	\$70,467	MA+16	9	\$75,565	\$0	\$2,383	\$77,948	2/1/2021
DeAngelus	Melissa	Teacher of FCS	MPMS	MA+16	15	\$101,417	\$2,340	\$0	\$103,757	MA+32	16	\$107,008	\$2,340	\$0	\$109,348	2/1/2021
Gallo	Lenore	TOSD	HMS	BA+16	7	\$58,934	\$0	\$0	\$58,934	BA+32	7	\$65,360	\$0	\$0	\$65,360	2/1/2021
Graub	Jenna	TOSD	LHS	MA+16	7	\$67,713	\$0	\$0	\$67,713	MA+32	8	\$74,477	\$0	\$0	\$74,477	2/1/2021
Maltz	Marissa	Teacher of FCS	LHS	MA+16	6	\$67,230	\$0	\$0	\$67,230	MA+32	7	\$70,777	\$0	\$0	\$70,777	2/1/2021
Peklo	William	TOSD	LHS	MA+16	13	\$91,820	\$0	\$0	\$91,820	MA+32	14	\$101,508	\$0	\$0	\$101,508	2/1/2021
Peters	Gregory	Teacher of Science	HMS	MA	5	\$62,806	\$0	\$0	\$62,806	MA+16	6	\$67,911	\$0	\$0	\$67,911	2/1/2021
Rocco	Kelly	Teacher of Math	LHS	BA+32	7	\$61,336	\$0	\$0	\$61,336	MA	8	\$68,205	\$0	\$0	\$68,205	2/1/2021
SanGeorge	Shannon	TOSD	BHE	BA+32	5	\$59,874	\$0	\$0	\$59,874	MA+16	6	\$67,911	\$0	\$0	\$67,911	2/1/2021
Stoddard	Samantha	TOSD	LHS	MA	6	\$63,612	\$0	\$0	\$63,612	MA+16	7	\$68,422	\$0	\$0	\$68,422	2/1/2021

1648.03 RESTART AND RECOVERY PLAN – FULL-TIME
REMOTE INSTRUCTION (M)

On June 26, 2020, the New Jersey Department of Education published “The Road Back - Restart and Recovery Plan for Education” (NJDOE Guidance), a guidance document for reopening New Jersey schools during the COVID-19 pandemic. The Guidance, including revisions, provided school officials with the information necessary to ensure that schools reopen safely and are prepared to accommodate staff and students’ unique needs during these unprecedented times. The NJDOE Guidance required school districts to develop, in collaboration with community stakeholders, a “Restart and Recovery Plan” (Plan) to reopen schools that best fit the district’s local needs.

The NJDOE Guidance requires the Board of Education to adopt certain policies and the Board previously adopted Policies 1648 and 1648.02 to address these policy requirements. Board policies related to Covid-19 shall only be effective through the current COVID-19 pandemic and will take precedence over any existing Policy on the same or similar subject, unless determined otherwise by the Superintendent.

On August 13, 2020, the Governor of New Jersey signed Executive Order 175 indicating public school districts shall resume partial or full-time in-person instruction during the fall of school year 2020-2021. However, Executive Order 175 also indicates public school districts that are or become unable to satisfy the health and safety requirements for in-person instruction delineated in the NJDOE’s “Checklist for Re-Opening of School 2020-2021” and detailed in the “The Road Back - Restart and Recovery Plan for Education” Guidance, may provide full-time remote instruction to all students pursuant to N.J.S.A. 18A:7F-9.

Public school districts that determine they cannot provide in-person instruction must submit documentation to the Department of Education that identifies:

1. The school building(s) or grade level(s) within the district that will provide full-time remote instruction;
2. The specific health and safety standards delineated in the NJDOE’s “Checklist for Re-Opening of School 2020-2021,” and detailed in the “The Road Back - Restart and Recovery Plan for Education” Guidance, that the school is unable to satisfy;

RESTART AND RECOVERY PLAN – FULL-TIME REMOTE INSTRUCTION (M)

3. The school's anticipated efforts to satisfy the identified health and safety standard(s); and
4. A date by which the school anticipates the resumption of in-person instruction.

Such documentation must be submitted to the Department of Education at minimum one week prior to the public school district's first day of school.

The NJDOE, by way of the Executive County Superintendent, shall request periodic updates from the Superintendent of Schools of a public school district offering only remote instruction to demonstrate the school district is actively engaged in good-faith efforts toward the resumption of in-person instruction.

All instruction, whether in-person instruction or remote instruction, for the 2020-2021 year, shall adhere to the following requirements, and any other requirements imposed by Order, statute, or regulation:

1. A school day, whether in-person or remote must consist of at least four (4) hours of active instruction to students by an appropriately certified teacher, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten, pursuant to N.J.A.C. 6A:32-8.3.
2. District and school policies for attendance and instructional contact time will need to accommodate opportunities for both synchronous and asynchronous instruction, while ensuring the requirements for a 180-day school year are met pursuant to N.J.S.A. 18A:7F-9.
3. All instructional time shall be provided in accordance with the New Jersey Student Learning Standards (NJSLs).

All public school districts participating in the National School Lunch and Breakfast Programs, regardless of whether they are required to participate or voluntarily opt-in to the programs, must offer the required meals to all children, regardless of eligibility, when the school day involves at least four hours of in-person or remote instruction.

RESTART AND RECOVERY PLAN – FULL-TIME REMOTE INSTRUCTION (M)

For the 2020-2021 school year, the use of student growth data based on standardized assessment or student growth percentile shall be waived and shall not be used as a measure of educator effectiveness in the overall evaluation of any educator in accordance with N.J.S.A. 18A:6-123(b)(2) and (4).

Paragraph 8 of Executive Order No. 107 (2020), which prohibits in-person dining at certain establishments that are open to the public, shall not apply to school district cafeterias provided that social distancing can be maintained and access is limited to staff and students and not available to the general public. Such cafeterias must adhere to infection control practices outlined for dining in the applicable reopening documents issued by the Department of Education.

Executive Order 175 – August 13, 2020

Adopted:

5330.05 SEIZURE ACTION PLAN (M)

The Board of Education requires the development of a seizure action plan, an individualized health care plan, and an individualized emergency health care plan for students with epilepsy or a seizure disorder to care for and treat these students while at school pursuant to N.J.S.A. 18A:40-12.34 et seq.

In accordance with N.J.S.A. 18A:40-12.35, the parent of the student with epilepsy or a seizure disorder seeking epilepsy or seizure disorder care while at school shall submit the student's seizure action plan annually to the school nurse.

In accordance with N.J.S.A. 18A:40-12.35, the school nurse shall develop an individualized health care plan and an individualized emergency health care plan for the student, provided the parents annually provide to the Board written authorization for the provision of epilepsy or seizure disorder care. The school nurse shall update these plans on an annual basis and as necessary in the event there is a change in the health status of the student. These plans shall include the information outlined in N.J.S.A. 18A:40-12.35.

In accordance with N.J.S.A. 18A:40-12.35, all staff members including staff working with school-sponsored programs outside the regular school day shall be trained in the care of students with epilepsy and seizure disorders. All school bus drivers, contracted and district-employed, shall be provided notice and information if they are transporting a student with epilepsy or a seizure disorder pursuant to N.J.S.A. 18A:40-12.36. The school nurse shall obtain a release from the parent of the student to authorize the sharing of medical information in accordance with N.J.S.A. 18A:40-12.37.

No school employee, including a school nurse, school bus driver, school bus aide, or any other officer or agent of the Board, shall be held liable for any good faith act or omission consistent with the provisions of N.J.S.A. 18A:40-12.34 through N.J.S.A. 18A:40-12.38, nor shall an action before the New Jersey State Board of Nursing lie against a school nurse for any such action taken by a person trained in good faith by the school nurse pursuant to N.J.S.A. 18A:40-12.34 through N.J.S.A. 18A:40-12.38. Good faith shall not include willful misconduct, gross negligence, or recklessness.

N.J.S.A. 18A:40-12.34 et seq.

Adopted:

5330.05 SEIZURE ACTION PLAN (M)

A. Definitions (N.J.S.A. 18A:40-12.34)

1. “Individualized emergency health care plan” means a document developed by the school nurse, in consultation with the parent of a student with epilepsy or a seizure disorder and other appropriate medical professionals, which is consistent with the recommendations of the student’s health care providers and which provides specific actions for non-medical school staff to do in a particular emergency situation and is signed by the parent or guardian and the school nurse.
2. “Individualized health care plan” means a document developed by the school nurse, in consultation with the parent of a student with epilepsy or a seizure disorder and other appropriate medical professionals who may be providing epilepsy or seizure disorder care to the student, which is consistent with the recommendations of the student’s health care providers and which sets out the health services needed by the student at school and is signed by the parent or guardian and the school nurse.
3. “School” means an elementary or secondary public school located within this State.
4. “School employee” means a person employed by a school district.
5. “Seizure action plan” means a comprehensive document provided by the student’s physician, advanced practice nurse, or physician’s assistant which includes, but is not limited to, information regarding presentation of seizures, seizure triggers, daily seizure medications, seizure first aid, and additional treatments.

B. Annual Submission of Student’s Seizure Action Plan (N.J.S.A.18A:40-12.35)

1. The parent of a student with epilepsy or a seizure disorder who seeks epilepsy or seizure disorder care while at school shall annually submit to the school nurse the student’s seizure action plan.

2. **As soon as a student is identified as requiring an Individualized Health Care Plan due to a seizure disorder, the student may be provided with health-related accommodations during the time the plan is being developed.**
3. The school nurse shall develop an individualized health care plan and an individualized emergency health care plan for the student, provided that the parents of the student annually provide to the Board of Education written authorization for the provision of epilepsy or seizure disorder care.
4. The individualized health care plan and individualized emergency health care plan, developed in accordance with N.J.S.A. 18A:40-12.35, shall be annually updated by the school nurse and as necessary in the event there is a change in the health status of the student.
5. Each individualized health care plan shall include, and each individualized emergency health care plan may include, the following information:
 - a. Written orders from the student's physician or advanced practice nurse outlining the epilepsy or seizure disorder care;
 - b. The symptoms of the epilepsy or seizure disorder for that particular student and recommended care;
 - c. Full participation in exercise and sports, and any contraindications to exercise, or accommodations that must be made for that particular student;
 - d. Accommodations for school trips, after-school activities, class parties, and other school-related activities;
 - e. Education of all school personnel about epilepsy and seizure disorders, how to recognize and provide care for epilepsy and seizure disorders, and when to call for assistance;
 - f. Medical and treatment issues that may affect the educational process of the student with epilepsy or the seizure disorder;
 - g. The student's ability to manage, and the student's level of understanding of, the student's epilepsy or seizure disorder; and

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Students
5330.05/Page PAGE 2 of NUMPAGES 2
SEIZURE ACTION PLAN (M)

2. The release shall also authorize the school nurse to share medical information with other staff members of the school district as necessary.

Adopted:

7440 SCHOOL DISTRICT SECURITY (M)

The Board of Education believes the buildings and facilities of the school district represent a substantial community investment. The Board directs the development and implementation of a plan for school district security to protect the school community's investment in the school buildings and facilities. The Board will comply with the security measures required in N.J.S.A. 18A:7G-5.2 for new school construction and for existing school buildings.

The school district security program will include: maintenance of facilities that are secure against unwelcome intrusion; protection against fire hazards and faulty equipment; and compliance with safe practices in the use of electrical, plumbing, heating, and other school building equipment. The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

The Board shall provide to local law enforcement authorities a copy of the current blueprints and maps for all schools and school grounds within the school district. The Board shall provide revised copies to the applicable law enforcement authorities any time that there is a change to the blueprints or maps.

The Board directs close cooperation of district officials with law enforcement, fire officials, and other emergency agencies.

Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency pursuant to N.J.S.A. 18A:41-10 through 13.

The Superintendent of Schools shall designate a school administrator as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist certification in accordance with the provisions of N.J.S.A. 18A:17-43.2. The School Safety Specialist shall also serve as the school district's liaison with local law enforcement and national, State, and community agencies and organizations in matters of school safety and security.

Access to school buildings and grounds outside the hours school is in session shall be limited to personnel whose employment requires their presence in the facility. An adequate key control system will be established to limit building access to authorized personnel and guard against the potential of intrusion by unauthorized persons who have obtained access improperly.



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SCHOOL DISTRICT SECURITY (M)

In accordance with N.J.S.A. 18A:7G-5.2.b.(15), propping open doors to buildings on school grounds is strictly prohibited and students and staff shall not open a door for any individual. All persons seeking entry into the main building shall be directed to the main entrance.

Building records and funds shall be kept in a safe place and secured as appropriate and necessary.

Protective devices designed to be used as safeguards against illegal entry and vandalism may be installed when appropriate. The Board may approve the employment of school resource officers, school security officers, and/or law enforcement officers in situations in which special risks are involved.

The school district shall annually conduct a school safety audit for each school building in accordance with the provisions of N.J.S.A. 18A:41-14.

N.J.S.A. 18A:7G-5.2; 18A:17-43.1; 18A:17-43.2; 18A:17-43.3; 18A:41-7.1; 18A:41-10;
18A:41-11; 18A:41-12; 18A:41-13; 18A:41-14.
N.J.A.C. 6A:16-1.3; 6A:26-1.2

Adopted: 09 January 2006
Revised: June 18, 2018
Revised: November 18, 2019



REGULATION

R 7440 SCHOOL DISTRICT SECURITY (M)

A. Definitions

“Access” means authorized access to a school building or school grounds through the use of a Board-approved key control system.

“Key control system” means the use of a key, card, code, or any other means to disengage a locking mechanism to provide entry to a school building or school grounds.

“Panic alarm” means a silent security system signal generated by the manual activation of a device intended to signal a life-threatening or emergency situation requiring a response from law enforcement.

“School buildings” and “school grounds” means and includes land, portions of land, structures, buildings, and vehicles, when used for the provision of academic or extracurricular programs sponsored by the district or community provider and structures that support these buildings, such as school wastewater treatment facilities, generating facilities, and other central service facilities including, but not limited to, kitchens and maintenance shops. “School buildings” and “school grounds” also includes athletic stadiums; swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands; night field lights; greenhouses; garages; facilities used for non-instructional or non-educational purposes; and any structure, building, or facility used solely for school administration. “School buildings” and “school grounds” also includes other facilities such as playgrounds; and other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land in accordance with N.J.A.C. 6A:16-1.3 and 6A:26-1.2.

B. Access to School Buildings and School Grounds

1. Access to school buildings and grounds during the school day will be permitted to all students enrolled in the school, all authorized school staff members, and visitors pursuant to Policy and Regulation 9150.



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2. Access to school buildings and grounds before and after the school day will be permitted to:
 - a. Members of the Board of Education;
 - b. Administrative and supervisory staff members, teaching staff members, and support staff members assigned to a school building or grounds in the performance of their duties;
 - c. Other school staff members in the performance of their professional responsibilities;
 - d. Students involved in interscholastic athletics, co-curricular or extra-curricular activities, and authorized spectators;
 - e. Members of organizations granted the use of school premises pursuant to Policy and Regulation 7510;
 - f. Police officers, fire fighters, health inspectors, and other agents of Federal, State, and local government in the performance of their official duties;
 - g. Members of the public present to attend a public Board of Education or public school-related function; and
 - h. Others authorized by the Superintendent or designee and/or by Board Policy.
3. All visitors to a school building during a school day will be required to register their presence in the school and comply with the provisions of Policy and Regulation 9150. The school's registration and sign-in procedures may include the use of a school visitor management system requiring the visitor to present acceptable identification to access the school building.
4. Signs will be conspicuously posted to inform visitors of the requirement to register their presence into the building.



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C. Key Control System for Access to School Buildings and Facilities

1. School staff members will be provided access to a school building using the school's key control system as follows:
 - a. Teaching staff members and support staff members will be provided access using the school's key control system to the school building and to other facilities on school grounds to which they require access for the performance of their professional duties.
 - (1) The Building Principal will determine the school staff members who shall be provided access to facilities within the school building and on school grounds.
 - (2) The Superintendent or designee will determine the district administrators, supervisors, and other staff members who shall be provided access to facilities within the school building and on school grounds.
2. School staff members provided access to a school building or other facilities on school grounds shall be responsible for ensuring their key control system authorization is not shared with another individual without prior approval of the Principal or designee for school staff members, or the Superintendent or designee for district staff members. Staff members are prohibited from permitting their key control system authorization to be used by another person unless prior approval is obtained from the Principal or designee at the building level and Superintendent or designee at the district level or in the event of an emergency.
3. A staff member's loss of a key, card, or any other device authorizing the staff member access to a school building or a facility on school grounds must be immediately reported to the Principal or Superintendent or designee. The staff member who loses a key, card, or any such access device may be responsible for the replacement cost.



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D. School Building Panic Alarm or Emergency Mechanisms (N.J.S.A. 18A:41-10 through 13)

1. Each public elementary and secondary school building shall be equipped with at least one panic alarm for use in a school security emergency including, but not limited to, a non-fire evacuation, lockdown, or active shooter situation.
2. The alarm shall be directly linked to local law enforcement authorities or, in the case of a school building located in a municipality in which there is no municipal police department, a location designated by the Superintendent of the New Jersey State Police.
3. The alarm shall be capable of immediately transmitting a signal or message to such authorities outlined in D.2. above upon activation.
4. The alarm shall not be audible within the school building.
5. Each panic alarm required under N.J.S.A. 18A:41-11 and Policy and Regulation 7440 shall:
 - a. Adhere to nationally recognized industry standards, including the standards of the National Fire Protection Association and Underwriters Laboratories; and
 - b. Be installed solely by a person licensed to engage in the alarm business in accordance with the provisions of N.J.S.A. 45:5A-27.
6. The school district may equip its elementary and secondary school buildings with an emergency mechanism that is an alternative to a panic alarm if the mechanism is approved by the New Jersey Department of Education.

E. Staff Member Responsibilities

1. Staff members should not bring to school valuable personal items that cannot be in the staff member's personal possession at all times. The Board of Education is not responsible for a staff member's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed.



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2. In the event a staff member observes a student has a valuable item in school, the staff member will report it to the Principal or designee. A valuable item may include, but is not limited to, an unusually large amount of money, expensive jewelry or electronic equipment, or any item that is determined by the Principal or designee to be valuable to a student based on the student's age.
 - a. The Principal or designee may contact the student's parent and request the parent come to school to retrieve the valuable item;
 - b. The Principal or designee may secure the valuable item and return it to the student at the end of the school day and inform the student and the parent not to bring the valuable item to school in the future; or
 - c. The Principal or designee will permit the student to maintain the valuable item and inform the student and the parent not to bring the valuable item to school in the future.
 - d. The Board of Education is not responsible for a student's personal possession in the event the item is lost, stolen, misplaced, damaged, or destroyed when in the possession of the student.
3. Teaching staff members shall close classroom windows and shut and lock classroom doors when leaving at the end of the school day; shut and lock classroom doors during the school day when the room is not going to be in use after their assignment, and report immediately to the Principal or designee any evidence of tampering or theft.
4. Custodians shall, at the end of the work day, conduct a security check of the building to make certain that all windows are closed and all office, classroom, and building doors are shut and locked, except as such doors may be required to be open for persons with access.



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5. Office personnel shall take all reasonable precautions to ensure the security of all school and district records and documents against unauthorized access, deterioration, and destruction.
- F. School Safety Specialist
1. The Superintendent of Schools shall designate a school administrator as a School Safety Specialist for the district in accordance with the provisions of N.J.S.A. 18A:17-43.3.
 2. The School Safety Specialist shall:
 - a. Be responsible for the supervision and oversight for all school safety and security personnel, policies, and procedures in the school district;
 - b. Ensure that these policies and procedures are in compliance with State law and regulations; and
 - c. Provide the necessary training and resources to school district staff in matters relating to school safety and security.
 3. The School Safety Specialist shall also serve as the school district's liaison with law enforcement and national, State, and community agencies and organizations in matters of school safety and security.
 4. The School Safety Specialist shall be required to acquire a New Jersey Department of Education School Safety Specialist Certification in accordance with the provisions of N.J.S.A. 18A:17-43.2.
- G. Summoning Law Enforcement Authorities
1. Law enforcement authorities will be summoned promptly whenever evidence is discovered that indicates: a crime has been committed on school premises or in the course of staff or student transportation to or from school; a break and entry may have occurred on school grounds; a deadly weapon is on school premises; a breach of the peace has occurred on school premises; for



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any reason required in the Memorandum of Understanding between the Board of Education and Law Enforcement and in accordance with Policy and Regulation 9320; or for any other reason there is concern about the health, safety, and welfare of persons on school grounds or school property.

2. Anytime law enforcement agents are summoned in accordance with G.1. above, the Superintendent will be notified as soon as possible.

H. Annual School Safety Audit for Each School Building

1. The district shall annually conduct a school safety audit for each school building using the checklist developed by the New Jersey Office of Homeland Security and Preparedness in collaboration with the Department of Education pursuant to section H.2. below.
 - a. The district shall submit the completed audit to the New Jersey Office of Homeland Security and Preparedness and the Department of Education in accordance with the provisions of N.J.S.A. 18A:41-14.a.
 - b. The audits shall be kept confidential and shall not be deemed a public record under N.J.S.A. 47:1A-1 et seq. or the common law concerning access to public records, but may be utilized for the purpose of allocating any State grants or loans made available for the purpose of school facility safety and security upgrades.
2. The New Jersey Office of Homeland Security and Preparedness in collaboration with the Department of Education shall develop a comprehensive checklist of items to be reviewed and evaluated in the school safety audit(s) conducted by the school district pursuant to Section H.1. above.
 - a. The checklist shall include items to assess the security features and security vulnerabilities of the school district's school buildings and grounds. The checklist shall also include items to assess the emergency notification systems used to facilitate notification to parents and other members of the community in the case of school emergencies.



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- b. The checklist shall be reviewed annually by the New Jersey Office of Homeland Security and Preparedness and the Department of Education and updated as appropriate.
3. The New Jersey Office of Homeland Security and Preparedness in collaboration with the Department of Education shall provide technical assistance to school districts to facilitate the completion of the checklists in a uniform manner.

Adopted: June 18, 2018

Revised: November 18, 2019



8420 EMERGENCY AND CRISIS SITUATIONS (M)

The Board of Education recognizes its responsibility to provide for the safety and security in each school building in the district. The district will develop and implement written plans and procedures to provide for the protection of health, safety, security, and welfare of the school population; the prevention of, intervention in, response to and recovery from emergency and crisis situations; the establishment and maintenance of a climate of civility; and supportive services for staff, pupils, and their families.

The Superintendent of Schools or designee shall consult with law enforcement agencies, health and social services provider agencies, emergency management planners, and school and community resources, as appropriate, in the development of the school district's plans, procedures, and mechanisms for school safety and security. The plans, procedures, and mechanisms shall be consistent with the provisions of N.J.A.C. 6A:16-5.1 and the format and content established by the Domestic Security Preparedness Task Force, pursuant to N.J.S.A. App. A:9-64 et seq., and the Commissioner of Education and shall be reviewed annually, and updated as appropriate.

A copy of the school district's school safety and security plan shall be available to all school district employees. New employees shall receive a copy of the school district's safety and security plan, as appropriate, within sixty days of the effective date of their employment. All employees shall be briefed in writing, as appropriate, regarding updates and changes to the school safety and security plan.

The school district shall develop and provide an in-service training program for all school district employees to enable them to recognize and appropriately respond to safety and security concerns, including emergencies and crisis, consistent with the school district's plans, procedures, and mechanisms for school safety and security and the provisions of N.J.A.C. 6A:16-5.1. New employees shall receive this in-service training, as appropriate, within sixty days of the effective date of their employment. This in-service training program shall be reviewed annually and updated, as appropriate.

The Board shall ensure individuals employed in the district in a substitute capacity are provided with information and training on the district's practices and procedures on school safety and security including instruction on school security drills, evacuation procedures, and emergency response protocols in the district and the school building where the individuals are employed in accordance with the provisions of N.J.S.A. 18A:41-7.

In accordance with N.J.S.A. 18A:41-1, at least one fire drill and one school security drill will be conducted each month within school hours, including any summer months, which the



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EMERGENCY & CRISIS SITUATIONS (M)

school is open for instructional programs. A school security drill means an exercise, other than a fire drill, to practice procedures that respond to an emergency situation including, but not limited to, a non-fire evacuation, lockdown, bomb threat, or active shooter situation that is similar in duration to a fire drill. Schools are required to hold a minimum of two active shooter, non-fire evacuation, bomb threat, and lockdown security drills annually. Fire alarm systems shall be initiated only during a fire drill evacuation. Responses made necessary by the unplanned activation of emergency procedures or by any other emergency shall not be substituted for a required school security drill.

The Principal or designee will provide local law enforcement or other emergency responders, with notification as appropriate.

Such drills and in-service training programs shall be conducted in accordance with a building security drill guide and training materials that educate school employees on proper evacuation and lockdown procedures in a variety of emergency situations on school grounds as provided by the New Jersey Office of Homeland Security and Preparedness.

The school district will be required to annually submit a security drill statement of assurance to the New Jersey Department of Education by June 30 of each school year. Each school in the district will be required to complete a security drill record form as required by the New Jersey Department of Education.

N.J.S.A. 2C:33-3

N.J.S.A. 18A:41-1 et seq; 18A:41-7. :

N.J.A.C. 6A:16-5.1; 6A:27-11.2

Adopted: 22 March 2010

Revised: 14 February 2011



LIVINGSTON PUBLIC SCHOOLS

January 25, 2021 LBOE Meeting

**OUT-OF-SCHOOL SUSPENSIONS
December 2020**

The District had **5** out-of-school suspensions for the month of December.

ELEMENTARY SCHOOLS – Total of **0** out-of-school suspensions

MIDDLE SCHOOLS – Total of **0** out-of-school suspensions

HIGH SCHOOL – Total of **5** out-of-school suspensions

Inappropriate Online Behavior - 2

Substance – 1

HIB - 2