

**JEFFERSON TOWNSHIP BOARD OF EDUCATION**

**Regular Meeting Minutes**

**Tuesday, October 14, 2025 6:30 PM (Closed Session) 7:30 PM Regular Session**

**Jefferson Township High School Media Center**

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**District Vision Statement**

*The district will be a leader in academic excellence while developing healthy, well-rounded, resourceful students who are positive, contributing members of local and global communities.*

A. Mrs. Poulas, called the meeting to order at 7:30 PM, and read the Open Meeting Statement, below:

In accordance with the Open Meeting Law, the Jefferson Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof, posted in the Jefferson Township Municipal Building, with copies of such notice delivered or mailed or electronically mailed to the following:

*DAILY RECORD, NJ HERALD* and posted on the Jefferson Township Board of Education website ([www.Jefftwp.org](http://www.Jefftwp.org));

and a copy of said notice delivered to the Municipal Clerk of the Township of Jefferson and the Jefferson Township Library.

B. Pledge of Allegiance

**C. ROLL CALL:**

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>
	<u>Aye</u> London Castle, Student Representative	
	<u>Aye</u> Victor Koziol, Student Representative	

**D. CLOSED SESSION**

Motion by Mr. Brown, seconded by Mrs. Grater, that the Board of Education adopt the following resolution:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

BE IT RESOLVED, by the Jefferson Township Board of Education on this 14th day of October, 2025 at 6:34 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.
2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
3. This resolution shall take effect immediately.

Motion to close Executive Session by Mrs. Small, seconded by Mr. Natale, that the meeting is called to public session at 6:53 PM.

Aye Mr. Brown

Aye Mr. Natale

Aye Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small

Aye Mrs. Poulas, *President*

**E. SUPERINTENDENT’S REPORT**

- Mrs. Howe provided a Good News and Progress report.

**F. PRESENTATIONS**

- Dr. Roger Jinks, Jr., Assistant Superintendent presented the Spring 2025 NJSLA Results.
- Dr. Roger Jinks, Jr., Assistant Superintendent presented the 2024-2025 HIB Self Assessment Grades.

**STUDENT REPRESENTATIVES**

- Student Representative Victor Koziol reported on the recent college fair, activities fair, and underclassman picture day.
- Student Representative London Castle reported on upcoming events such as Fall Fest, college fair, NHS Blood Drive and homecoming.

**PRESENTATIONS** *(Continued)*

- Mrs. Jeanne Howe, Superintendent of Schools presented on the Chain of Command listed on the District Website. An audience member has a question about response time. Mrs. Howe responded.

**G. COMMENTS FROM THE AUDIENCE** *(on agenda action items only, if applicable)*

- None

**H. STUDENT REPRESENTATIVES**

The Student Representatives provided their reports after Dr. Jinks’s and before Mrs. Howe’s presentations.

**I. COMMITTEE REPORTS**

- **Education Committee** - Mrs. Small reported the Committee met on October 6, 2025 and discussed the NJSLA Fall Field Test, recess at JTIS, school bus accident procedures, bus misconduct process, Memorandum of Agreement with Law Enforcement Officials, curriculum, and field trip approvals.
  - ❖ Mr. Stewart asked about the NJSLA adaptive format test and if more recess equipment is needed at JTIS.
- **Policy and Personnel Committee** - Mr. Natale reported the Committee met on October 6, 2025 and reviewed job descriptions, Group III & IV Secretarial positions, secretarial job opening, and policy & regulation updates.
- **Building Needs and Finance Committee** - Mrs. Wildermith highlighted the October 6, 2025 minutes and reported the Committee discussed health benefits, central office building sale update, bus route times, transportation planning & routing, 2026-2027 budget calendar, and courtesy busing. The Committee also discussed the difference between a special question vs. referendum.
- **Community Relations Committee** - Mr. Stewart noted the Committee met on October 7, 2025 and reviewed the Chain of Command and the Board of Education Auto-Responder. The next meeting is scheduled for December 2, 2025.
- **Morris County School Boards Association** - Mr. Stewart reported the NJ School Board Association President has been removed from their position due to an ethics violation. Mrs. Grater

reported New Jersey School Board Association Annual Workshop is being held the week of October 20, 2025.

- Educational Services Commission - Mrs. Perez reported the Commission met on October 8, 2025 and were working on transportation changes and routes and discussion continued about the Central Park School.

**J. MINUTES OF MEETINGS**

Motion by Mr. Brown, seconded by Mrs. Grater, that the Executive Session Meeting minutes of the September 16, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Abstain</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Abstain</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

Motion by Mrs. Grater, seconded by Mrs. Mallimo-Orna, that the Regular Meeting minutes of the September 16, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Abstain</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Abstain</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

Motion by Mrs. Grater, seconded by Mr. Brown, that the Special Meeting minutes of the September 23, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Abstain</u> Mr. Natale	<u>Abstain</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Abstain</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

**K. FINANCE AND BUILDING NEEDS**

Motion by Mr. Natale, seconded by Mr. Brown, to accept the recommendation of the Superintendent to approve and adopt motions K.1 through K.14, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

**K.1** Motion to approve the purchase order list dated September 2025 in the amount of \$520,599.32.

**K.2** Motion to approve the vendors’ bills list for release, on or after October 15, 2025, in the amount of \$363,939.99.

**K.3** Motion to approve the check register as of September 2025 in the amount of \$8,545,916.26

Fund	Amount
General Fund (10)	\$5,784,378.88
Special Revenue Fund (20)	\$496,854.10
Referendum Fund (30)	\$27,356.80
Debt Service Fund (40)	\$2,237,326.48
Total	\$8,545,916.26

**K.4** Motion to approve the funds transfers in the 2025-2026 Fiscal Year, dated September 30, 2025, in the amount of \$6,842,123.88.

**K.5** Motion to approve the certification by the Board Secretary that the Account Balance Report, pursuant to N.J.S.A. 18A:17-9, as of September 30, 2025, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.11(a).

**K.6** Motion to certify, in accordance with N.J.A.C. 6A:23-2.11(c), as of August 31, 2025, after review of the Board Secretary’s and Treasurer’s Monthly Financial Reports, and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b), and sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

**K.7** Motion to approve the 2026-2027 budget calendar developed in accordance with N.J.S.A 18A:22-7 and QSAC Fiscal Indicator 10. (See Appendix A)

**K.8** Motion to adopt a Resolution to participate in the Educational Data Services, Inc. Cooperative Pricing System (Ed-Data) to purchase goods and services for the 2026-2027 school year from its authorized vendors (hosted via the Educational Services Commission of Morris County).

**K.9** Motion to approve agreement with Atlantic Health Services for medical screenings for the 2025-2026 school year.

**K.10** Motion to approve the Application of the NJDOE Temporary or Dual Use for the 2025-2026 school year of the following rooms:

School	Room	Temporary Use	Dual Use
Jefferson Township Intermediate School	C01		X

**K.11** Motion to approve the Application of the NJDOE Change of Use for the 2025-2026 school year of the following rooms:

School	Room	Original Use	Proposed Use
Jefferson Township Intermediate School	C3A	Teacher’s Lounge	Single use classroom

**K.12** Motion to approve the addition to the School Student Activity Account lists for Jefferson Township High School, as described below:

Activity Account Sub-category
Book Club
Falcon Spirit Club

**K.13** Motion to participate in Joint Transportation Agreement between Sparta Township School District (Host) and Jefferson Township Public Schools (Joiner) to provide transportation for athletic trips and other various trips, at a cost of \$55 per hour, for the 2025-2026 school year.

**K.14** Motion to accept and approve the following resolution in accordance with Travel and Work Related Expenses N.J.A.C. 6A:23B:

*WHEREAS*, the employees listed in Appendix B, are attending the named professional development seminar at such identified venues;

*WHEREAS*, the attendance at stated function was previously approved by the Superintendent, or designee, as work related and within the scope of the work responsibilities of the attendee;

*WHEREAS*, the attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district and fiscally prudent; and



<b>C. EXTRA HOURS</b>							
Name	Nature of Action	Position	Salary	Location	Start Date	End Date	Discussion
Peters, Shanna	Extra Hours	After School Activity Aide - Unified Track	\$27.02/hr.	High School	10/15/25	6/19/26	Not to exceed 23 hrs.
Tejada, Juana	Extra Hours	After School Activity Aide - Art Club	\$26.21/hr.	High School	10/9/25	4/30/26	Not to exceed 2.5 hrs./wk.
Wojick, Irene	Extra Hours	After School Activity Aide - Unified Track	\$27.30/hr.	High School	10/15/25	6/19/26	Not to exceed 23 hrs.

<b>D. SCHEDULING ADJUSTMENTS</b>						
Name	Adjustment	Position/Control Number	Location	Date Effective	Date Term.	Discussion
Bley, Bryann 11-213-100-106-001	Acct Code	Special Education Aide	Stanlick	10/6/25	6/30/26	
Bowman, Isabel Maria	Start Date	Teacher - Spanish Teacher - ESL	Stanlick/ Briggs	9/22/25	6/30/26	
Castrignano, Matthew	Day Off	Special Education Aide	Stanlick	10/6/25	6/30/26	Friday off
Donohue, Lauren	End Date	Assistant Principal (Interim)	Intermediate		11/30/25	Covering #1289
Fazio, Charmaine	End Date	Special Education Aide	Intermediate		9/17/25	
Mrasz, Victoria	Day Off	Special Education Aide	Briggs	9/1/25	6/30/26	Friday off
Ruiz, Giselle*	End Date	Teacher - Grade 2 (LTS)	White Rock		6/19/26	
Sekula, Bridget	Hours	Bus Driver	Transportation	10/16/25	6/30/26	Not to exceed 7.17 hrs./day
Skrek, Nicole	Day off	Special Education Aide	Intermediate	10/6/25	6/30/26	Friday off
Smith, Mojave	Start Date	Special Education Aide	White Rock	9/24/25	6/30/26	
Stevens, Jake	End Date	Summer Custodian	District		9/3/25	
Wurster, Karen 11-214-100-106-001	Acct Code, Day Off	Special Education Aide	Stanlick	10/6/25	6/30/26	Friday off
Zinck, Jaclyn 11-213-100-106-007	Acct Code, Location	Special Education Aide	Intermediate School	10/20/25	6/30/26	

\* Mentor required

<b>E. LEAVES OF ABSENCE</b>		
ID#	Nature of Action	Effective
3296	Family Leave	Leave of absence beginning 1/20/26 through 2/27/26 utilizing 19 personal illness day, balance unpaid
3207*	Intermittent Leave	Unpaid, intermittent leave of absence beginning 9/2/25 through 6/30/26, as needed
824*	Intermittent Leave	Unpaid, intermittent leave of absence beginning 10/6/25 through 6/30/26, Mondays only

\* Non-tenured staff, leave granted at the sole discretion of the Board.

<b>F. SUBSTITUTES</b>						
Name	Nature of Action	Position	Location	Date Effective	Date Termin.	Discussion
Adamitis, Randi	Appoint	Teacher, Job Coach, Aide	District	9/1/25	6/30/26	
Cascone, David	Appoint	Bus Driver	District	10/15/25	6/30/26	
Benavides, Angelica	Appoint	Aide	District	10/15/25	6/30/26	
Clarke, Christine	Appoint	Teacher, Aide	District	10/15/25	6/30/26	
Cowie, Catherine	Appoint	Nurse	District	9/1/25	6/30/26	
Kraljvech, Jennifer	Appoint	Nurse	District	9/1/25	6/30/26	
Mastandrea, Aidan	Appoint	Teacher	District	10/15/25	6/30/26	
Moore, Karen	Appoint	Aide	District	9/18/25	6/30/26	
Nakev, Jasminka	Appoint	Teacher, Job Coach, Aide	District	9/1/25	6/30/26	
Palmucci, Christine	Appoint	Teacher, Aide	District	10/15/25	6/30/26	
Peters, Shanna	Appoint	Job Coach, Aide	District	9/1/25	6/30/26	
Riesenman, Noelle	Appoint	Teacher	District	10/15/25	6/30/26	
Rodgers, Suzanne	Appoint	Child Study Team	District	10/6/25	6/30/26	\$400/diem
Scerbak, Lauren	Appoint	Aide	District	10/15/25	6/30/26	
Young, Patricia	Appoint	Teacher, Job Coach, Aide	District	9/1/25	6/30/26	

<b>G. SUMMER STAFF</b>							
Name	Nature of Action	Description	Salary	Loc.	Date Effective	Date Termin.	Discussion
Peters, Shanna 11-213-100-101-290	Appoint	STEP Program	\$47.77/hr.	High School	8/1/25	8/31/25	Covering #1845, not to exceed 12 hrs.

H. EXTRA DUTY PAY							
Name	Nature of Action	Position	Level	Salary	Location	Date Effective	Date Termin.
<b>JTHS - 11-401-100-101-008</b>							
DeCoursey, Helen	Appoint	ASL Honor Society	1	\$739	JTHS	10/15/25	6/19/26
DiDonato, Mark	Appoint	Table Top Games Club	1	\$739	JTHS	10/15/25	6/19/26
<b>JTIS - 11-401-100-101-007</b>							
Clayton, Sharon	Appoint	Grade 8 Advisor (.33 stipend)	3	\$739.50	JTIS	10/15/25	6/19/26
Escolano, Jennifer	Appoint	Drama (per production)	3	\$2,514	JTIS	10/15/25	6/19/26
Gage, Travis	Appoint	Open Gym: Fall (1 of 2)	1	\$739	JTIS	10/15/25	6/19/26
Guagenti, Alyssa	Appoint	TREPS (.5 stipend)	2	\$1,479	JTIS	10/15/25	6/19/26
Guagenti, Alyssa	Appoint	Student Council (.5 stipend)	4	\$2,070	JTIS	10/15/25	6/19/26
Hoertel, Jessica	Appoint	Chess Club	2	\$1,479	JTIS	10/15/25	6/19/26
Hoertel, Jessica	Appoint	TREPS (.5 stipend)	2	\$1,479	JTIS	10/15/25	6/19/26
Hoertel, Jessica	Appoint	Yearbook (.5 stipend)	3	\$1,257	JTIS	10/15/25	6/19/26
Koenig, Rachel	Appoint	Grade 8 Advisor (.33 stipend)	3	\$739.50	JTIS	10/15/25	6/19/26
Kulick, Lauren	Appoint	Tri-M Music Honor Society	1	\$739	JTIS	10/15/25	6/19/26
Kulick, Lauren	Appoint	Select Band	3	\$2,514	JTIS	10/15/25	6/19/26
MacDermind, James	Appoint	Open Gym: Fall (2 of 2)	1	\$739	JTIS	10/15/25	6/19/26
Macedo, Julia	Appoint	Select Chorus	3	\$2,514	JTIS	10/15/25	6/19/26
Macedo, Julia	Appoint	Spring Musical: Vocal/Instrumental Director	3	\$2,514	JTIS	10/15/25	6/19/26
Roccisano, Karen	Appoint	Student Council (.5 stipend)	4	\$2,070	JTIS	10/15/25	6/19/26
Szuskowski, Patricia	Appoint	Yearbook (.5 stipend)	3	\$1,257	JTIS	10/15/25	6/19/26

I. ENVIRONMENTAL SCIENCE ACADEMY ORIENTATION							
Name	Nature of Action	Position	Salary	Location	Date Effective	Date Termin.	Discussion
Varner, Heather	Appoint	Environmental Science Academy Orientation	\$69.46/hr.	High School	8/27/25	8/27/25	Not to exceed 6 hrs.
Lindstedt, Trisha	Appoint	Environmental Science Academy Orientation	\$51.09/hr.	High School	8/27/25	8/27/25	Not to exceed 6 hrs.

J. STUDENT OBSERVATIONS							
Name	College	Subject Area	Location	Start Date	End Date	Discussion	
Ludlow, Amy	William Paterson University	School Nurse Certification	Stanlick	10/29/25	12/22/25	60 hours	
Turgeon, Yves	Caldwell University	Mathematics/Science	JTHS	10/14/25	12/22/25	60 hours	

K. CURRICULUM WRITING							
Name	Nature of Action	Position/Control Number	Salary	Loc.	Date Effective	Date Termin.	Maximum Hours
Pearce, Amy	Appoint	Transition Education	\$44.39/hr.	District	10/15/25	3/31/26	5

L.2 Motion to approve the following corrections to the September 15, 2025 Minutes, Personnel Section:

D. TRANSPORTATION ASSIGNMENTS							
Name	Account Number	Nature of Action	Position	Loc.	Date Effective	Date Termin.	Discussion
Smiley, Tawanna	11-000-270-107-000	Appoint	Transportation Aide	Transportation	9/1/25	6/30/26	Corrected hours, not to exceed <b>4.33</b> hrs/day
Szarzynski, Joanna	11-000-270-107-000	Appoint	Transportation Aide	Transportation	9/1/25	6/30/26	Corrected hours, not to exceed <b>3</b> hrs/day

E. LEAVES OF ABSENCE		
SMID #	Nature of Action	Effective
53481750*	Family Leave	Corrected start date, unpaid leave of absence beginning 9/23/25 through 12/23/25, per contract

L.3 Motion to approve the following corrections to the September 15, 2025 Minutes, Personnel Section:

E. 2025-2026 SCHOOL YEAR JTHS COACHING STAFF									
Name	Nature of Action	Position	Level	Base	Longevity	Salary	Date Effective	Date Termin.	Discussion
Bruseo, Darren	Appoint	Asst. Cross Country (Boys/Girls)	3	<b>\$5,611</b>	\$150	<b>\$5,761</b>	8/11/25	11/23/25	Corrected salary

**L.4** Motion to approve the following corrections to the April 28, 2025 Minutes, Appendix B:

<b>B. Non-Tenured Certificated Staff</b>				
<b>Name</b>	<b>Position</b>	<b>Level</b>	<b>Step</b>	<b>Salary</b>
Catellier, Lauren	Speech Language Specialist	MA+30	16	Corrected salary, \$88,031
Clark, Katlyn	School Social Worker	MA+15	4	Corrected salary, \$62,890
Cruz, Meredith	School Social Worker	BA+15	15	Corrected salary, \$70,247
Lynch, Kathleen	School Psychologist	MA+30	8	Corrected salary, \$71,986
Mateo, Katherine	School Social Worker	MA	1	Corrected salary, \$60,290
Moya, Emily	School Psychologist	MA+30	5	Corrected salary, \$64,505
Olsen, Sarah	Behaviorist	MA+15	18	Corrected salary, \$90,371
Reed, Taylor	School Social Worker	MA	9	Corrected salary, \$68,009
Williams, Kristen	LDT-C	MA+30	18	Corrected salary, \$96,526
Zinck, Jaclyn	Special Education Aide	Lvl 3	5	Corrected salary: \$26.51/hr.

**L.5** Motion to approve the following job descriptions:

- Chess Club, Elementary-Middle Grades 4-6 (EDP)
- JTIS Assistant Principal
- Open Gym: Fall, Elementary-Middle Grades 4-6 (EDP)
- Open Gym: Fall, Middle Grades 7-8 (EDP)
- Open Gym: Spring, Elementary-Middle Grades 4-6 (EDP)
- Open Gym: Spring, Middle Grades 7-8 (EDP)
- Open Gym: Winter, Middle Grades 7-8 (EDP)
- Reading/Book Club, Elementary-Middle Grades 4-6 (EDP)
- Select Band, Elementary-Middle Grades 4-6 (EDP)
- Select Band, Middle Grades 7-8 (EDP)
- STEM Club Elementary-Middle Grades 4-6 (EDP)
- Student Council Advisor, Elementary-Middle Grades 4-6 (EDP)
- Student Council Advisor, Middle Grades 7-8 (EDP)

**L.6** Motion to update salaries and steps on guide for the 2025–2026 school year, pursuant to the JTEA contract approved on September 23, 2025. This action establishes salary and step placement retroactive to July 1, 2025, acknowledging that adjustments may have occurred since the initial approval. (*Appendix C*)

**M. EDUCATION**

Motion by Mrs. Small, seconded by Mr. Natale, to accept the recommendation of the Superintendent to approve and adopt motions M.1 through M.11, as described below:

Aye Mr. Brown                      Aye Mr. Natale                      Aye Mr. Stewart  
Aye Mrs. Grater                      Aye Mrs. Perez                      Aye Mrs. Wildermuth, *Vice President*  
Aye Mrs. Mallimo-Orna              Aye Mrs. Small                      Aye Mrs. Poulas, *President*

**M.1** Motion to affirm Superintendent's report of zero incidents of Harassment, Intimidation and Bullying findings reported for August 18, 2025 through September 15, 2025.

**M.2** Motion to rescind student placement for the 2025-2026 school year, as indicated below, plus related services as needed:

Student	School	Tuition	Effective
8280944990	East Mountain School	\$70,137	9/1/25

**M.3** Motion to approve student placement for the 2025-2026 school year, as indicated below, plus related services as needed:

Student	School	Tuition	Effective
8280944990	Morris School District	\$19,461	9/1/25-6/30/26

**M.4** Motion to approve student received for the 2025-2026 school year, as indicated below plus related services as needed:

Local ID	School	Tuition	Effective
4488468352	Mount Arlington School District	\$21,531	9/4/25-9/30/25
4847877198	Pine Hill School District	\$19,379	9/4/25-6/30/26
6051431761	Pine Hill School District	\$19,379	9/4/25-6/30/26

**M.5** Motion to approve itinerant program services for the 2025-2026 school year, as needed:

Student	School	Tuition	Effective
4722077377	Mountain Lakes - Lake Drive School	\$6,650	9/1/25-6/30/26

**M.6** Motion to approve the revised curriculum for the 2025-2026 school year, as aligned to the New Jersey Student Learning Standards (NJSLS).

- AP Biology

**M.7** Motion to accept the 2025-2026 Emergency Operations Plan for the Jefferson Township School District.

**M.8** Motion to approve the 2025-2026 Nursing Services Plan.

**M.9** Motion to approve the Uniform State Memorandum of Agreement between Educational and Law Enforcement Officials for school year 2025-2026.

**M.10** Motion to approve the following day field trips:

School, Group/Activity	Location
JTHS Art	Oak Ridge, NJ
JTHS DECA	Union, NJ
JTHS FBLA	Union, NJ
JTHS Debate Team	Sparta, NJ
JTHS Robotics Club	Various Locations
JTHS DECA & FBLA	Newark, NJ
JTHS Madrigal Singers	West Milford, NJ
JTHS DECA	Mahwah, NJ
JTHS Robotics Club	Cedar Grove, NJ
JTHS Robotics Club	Somerset, NJ
JTHS Chorus, Theatre, and Tri-M Society	Millburn NJ
JTHS Academy for Environmental Science, Grades 9-11	Sandyston, NJ
JTHS AP US History & Rho Kappa	New York, NY
JTHS Student Council, DECA, & FBLA	Jackson, NJ

**M.11** Motion to approve the following overnight field trips:

School, Group/Activity	Location
JTHS DECA State Competition	Atlantic City, NJ

**N. POLICY**

Motion by Mrs. Grater, seconded by Mrs. Small, to accept the recommendation of the Superintendent to approve motion N.1, as described below:

- |                              |                       |   |
|------------------------------|-----------------------|---|
| <u>Aye</u> Mr. Brown         | <u>Aye</u> Mr. Natale | <u>Aye</u> Mr. Stewart                            |
| <u>Aye</u> Mrs. Grater       | <u>Aye</u> Mrs. Perez | <u>Aye</u> Mrs. Wildermuth, <i>Vice President</i> |
| <u>Aye</u> Mrs. Mallimo-Orna | <u>Aye</u> Mrs. Small | <u>Aye</u> Mrs. Poulas, <i>President</i>          |

**N.1** Motion to approve the First Reading of the following Bylaws, Policies and Regulations (available on district website for review):

File Code	Title	Action
P8821	Display of the Flag	N

FILE CODE KEY:            B – Bylaw        P – Policy        M – Mandate    R – Regulation  
 ACTION KEY:            N – New        RV – Revised    A – Abolish

**O. RECOGNITION OF REPORTS**

Upon the recommendation of the Superintendent, the Board recognizes the reports listed below:

Harassment, Intimidation and Bullying Incidents (HIB) for the period of September 16, 2025 through October 14, 2025:

School	Incidents Reported	Confirmed Incidents	Unconfirmed Incidents
Ellen T. Briggs	0	0	0
Arthur Stanlick	0	0	0
Cozy Lake	0	0	0
White Rock	0	0	0
Jefferson Twp. Intermediate School	0	0	0
Jefferson Twp. High School	5	2	3

Enrollment as of 9/30/25:

	September 2024	September 2025
Grades PreK	289	285
Grades K-5	1,032	1,034
Grades 6-8	549	533
Grades 9-12	798	757
TOTAL	2,668	2,609
Tuition students received	2	3
Out-of-district placement	14	11

**P. COMMUNICATIONS**

None

**Q. PUBLIC COMMENTS** *(Public participation shall be governed by Bylaw 0167, as outlined in Agenda Section G).*

- An audience member inquired about the band program for intermediate school students.
- Mrs. Perez, Special Education Parent Advisory Group (SEPAG) Chair, advised the first parent social will be on October 27, 2025 on Zoom. She noted the website is undergoing updates and requested the flyer be posted on the JTPS website.

Mrs. Howe responded to the inquiries and comments she is able to discuss, including:

- The SEPAG flyer will be posted on the district’s website.
- The Education Committee was informed about band sign ups and enrollment and the concerns will be brought back to JTIS.

**R. OLD BUSINESS**

None

**S. NEW BUSINESS**

None

**T. CLOSED SESSION**

The Board did not convene to Closed Session at this time.

**U. ADJOURN**

Motion by Mrs. Grater, seconded by Mr. Natale, to adjourn the meeting at 9:43 PM.

Aye Mr. Brown

Aye Mr. Natale

Aye Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small

Aye Mrs. Poulas, *President*

Respectfully submitted,

Rita Oroho Giacchi  
Board Secretary

## Appendix A - Budget Calendar

**Jefferson Township Public Schools  
2026 – 2027 Budget Calendar**

DATE	TOPIC	RESPONSIBLE PARTIES*	NOTES
October 6, 2025	Building Needs & Finance Committee Meeting	SBA/Superintendent/Committee	Review budget calendar & initial revenue projections, if not already completed
October 8, 2025	Budget Software Opens	Purchasing Specialist/SBA	Budget software made available to Principals, Directors, Supervisors, Secretaries and written direction is given on required input
October 13, 2025	Payroll Budget Update	Purchasing Specialist/SBA	Payroll figures will be loaded into the Budget Software
October 13, 2025	New staff training	Purchasing Specialist	Focused on new employees, optional for all staff involved in the budget
October 14, 2025	Board of Education Meeting	SBA/Superintendent/Board	Regular Board meeting to approve the Budget Calendar for the upcoming 26-27 school year
October 2025 through February 2026	District Administrative Council Meetings	SBA/Superintendent/Administrative Staff	School Business Administrator to discuss the budget preparation process and parameters with the admin team; review priorities and areas of possible savings; review enrollment and staffing analysis
November 2025 - February 2026	Board of Education Meetings	SBA/Superintendent/Board	Public presentation of various budget-related topics, as needed
November 15, 2025 (Approx.)	Preschool Enrollment and Operational Plan Submission	SBA/Superintendent/Assistant Superintendent	Determines the estimate for Preschool Funding
December 1-5, 2025	Budget Meetings with various departments	Superintendent/SBA/Purchasing Specialist	Discussion of priority needs and review of included items to ensure that all necessary expenditures have been considered with the following departments: Curriculum & Instruction, Facilities, Special Services, Technology & Transportation
December 2025 through February 2026	Building Needs & Finance Committee Meeting	SBA/Superintendent/Committee	Discussion of budget progress to date; budget goals & challenges, review enrollment/staffing/ benefits
February/ March 2026	Finalize Preliminary Budget Based on Actual State Aid Revenues	SBA/Superintendent/Administrative Staff	Based on timing of state aid release
March 2026	Building Needs & Finance Committee Meeting	SBA/Superintendent/Committee	Detailed Budget Review
March 2026	Board of Education Meeting	SBA/Superintendent/Board	Public discussion of preliminary budget before adoption of Budget for submission
March 2026	Submission to NJDOE Advertise BOE approved budget	SBA	Last day to submit a tentative Budget to the County Superintendent of Schools
April 2026	Notice of Public Hearing	SBA	4 days before the adoption of the Budget
April 2026	Board of Education Meeting	SBA/Superintendent/Board	Budget Presentation and Public Hearing on the Budget; adopts Final Budget

\*SBA = School Business Administrator

**Notes:**

- Additional dates may be added if it is determined that a special school election is required to propose raising additional funds.
- Board and Committee meeting dates for January 2026 and forward will be determined at the Reorganization Meeting.
- Submission deadlines to be determined based on NJDOE Budget Schedule.

10/3/25

## Appendix B

Name	Event Date	Location	Seminar/Function	Registration Fee	Transportation Fee	Lodging cost per night	Meal cost per day	# of Travel Days	Mileage @ \$0.47/mi	Misc. Fees (including parking/tolls/misc fees)	Total Expense
Lukas, Tracie	10/14/25 & 4/21/26	Whippany, NJ	DOE Presents and Audit Review/Update	\$390.00	-	-	-	2	\$32.62	-	\$422.62
McGill, Patricia	3/31/26	Whippany, NJ	Purchasing Review/Update	\$195.00	-	-	-	1	\$16.31	-	\$211.31
Oroho Giacchi, Rita	9/25/25	Whippany, NJ	Green is Back!	\$195.00	-	-	-	1	\$16.31	-	\$211.31

**CERTIFICATED STAFF**

<b>Name</b>	<b>Position</b>	<b>Lane</b>	<b>Step</b>	<b>Base</b>	<b>Longevity</b>	<b>Total</b>
Machak, Kendall	Athletic Trainer	MA	7	\$65,360.00		\$65,360.00
Olsen, Sarah	Behaviorist	MA+15	19	\$96,761.00		\$96,761.00
Klaasen, Jill	LDT-C	MA+45	15	\$87,608.00		\$87,608.00
Williams, Kristin	LDT-C	MA+30	19	\$102,941.00		\$102,941.00
Ruchalski, Jennifer	LDT-C	MA+45	19	\$107,204.00		\$107,204.00
Argondizzo, Ralph	LDT-C	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Vislosky, Stephanie	Media Specialist	MA+45	8	\$75,114.00		\$75,114.00
Hoertel, Jessica	Media Specialist	MA+15	19	\$96,761.00		\$96,761.00
Van Ness, Katherine	Occupational Therapist	MA+45	18	\$101,729.00		\$101,729.00
Boucher, Lauren	Occupational Therapist	MA+45	19	\$107,204.00		\$107,204.00
Argondizzo, Kristen	Physical Therapist	MA+45	19	\$107,204.00		\$107,204.00
Verbist, Joelle	School Counselor	MA	2	\$61,800.00		\$61,800.00
Yermal, Amy	School Counselor	MA	3	\$62,300.00		\$62,300.00
Halczli, Heather	School Counselor	MA	4	\$62,800.00		\$62,800.00
Leondi Desena, Andrea	School Counselor	MA	4	\$62,800.00		\$62,800.00
Clark, Sofie	School Counselor	MA	7	\$65,360.00		\$65,360.00
Santini, Gina	School Counselor	MA	7	\$65,360.00		\$65,360.00
Gonzalez, Christine	School Counselor	MA+30	7	\$70,009.00		\$70,009.00
Williams, Dana	School Counselor	MA	19	\$94,624.00		\$94,624.00
Vicente-Mora, Jennifer	School Counselor	MA+45	17	\$97,529.00		\$97,529.00
West, Elizabeth	School Counselor	MA+30	19	\$102,941.00		\$102,941.00
DiMaggio, Danielle	School Nurse	BA	9	\$64,850.00		\$64,850.00
Cocca, Christine	School Nurse	BA	11	\$66,030.00		\$66,030.00
Holgate, Deborah	School Nurse	BA	12	\$67,335.00		\$67,335.00
Carbone, Cassie	School Nurse	BA	15	\$69,635.00		\$69,635.00
Devore, Julia	School Nurse	BA	17	\$77,835.00		\$77,835.00
Hirsch, Jennifer	School Nurse	BA	19	\$86,835.00		\$86,835.00

Conley, Elizabeth	School Nurse	MA+45	15	\$87,608.00	\$87,608.00
Moya, Emily	School Psychologist	MA+30	6	\$67,229.00	\$67,229.00
Lynch, Kathleen	School Psychologist	MA+30	9	\$75,762.00	\$75,762.00
Petersen, Vanessa	School Psychologist	MA+45	19	\$107,204.00	\$107,204.00
Mateo, Katherine	School Social Worker	MA	2	\$61,800.00	\$61,800.00
Clark, Katlyn	School Social Worker	MA+15	5	\$64,400.00	\$64,400.00
Reed, Taylor	School Social Worker	MA	9	\$69,019.00	\$69,019.00
Cruz, Meredith	School Social Worker	BA+15	16	\$75,595.00	\$75,595.00
Arnold, Kira	School Social Worker	MA+45	19	\$107,204.00	\$107,204.00
Jahn, Nicole	SLE Coordinator	MA+45	10	\$81,828.00	\$81,828.00
Pearce, Amy	SLE Teacher	MA+45	18	\$101,729.00	\$101,729.00
Barbiere, Jenna	Speech Language Specialist	MA+45	2	\$65,100.00	\$65,100.00
Bae, Mary	Speech Language Specialist	MA+45	11	\$81,828.00	\$81,828.00
Bikofsky, Danielle	Speech Language Specialist	MA+45	13	\$84,541.00	\$84,541.00
Spencer, Cheryl	Speech Language Specialist	BA+15	19	\$88,920.00	\$88,920.00
Catellier, Lauren	Speech Language Specialist	MA+30	17	\$93,591.00	\$93,591.00
Roccisano, Karen	Student Assistance Coordinator	MA	11	\$71,462.00	\$71,462.00
Vesia, Lyndsay	Student Assistance Coordinator	MA+45	13	\$84,541.00	\$84,541.00
Battle Jacques, Edouard	Teacher - Art	BA	1	\$24,822.00	\$24,822.00
Trevenen, Renee	Teacher - Art	BA	13	\$67,335.00	\$67,335.00
Devries, David	Teacher - Art	BA	12	\$67,335.00	\$67,335.00
Canales, Kaia	Teacher - Art	MA	9	\$69,019.00	\$69,019.00
Wassmer, Stephanie	Teacher - Art	MA+15	9	\$70,451.00	\$70,451.00
Tamayne-Hettema, Jennifer	Teacher - Art	MA	19	\$94,624.00	\$94,624.00
Decoursey, Helen	Teacher - ASL	BA	15	\$69,635.00	\$69,635.00
McGurrin, Meaghan	Teacher - BSI	MA+30	17	\$93,591.00	\$93,591.00
Moss, Kimberly	Teacher - BSI	MA+45	19	\$107,204.00	\$107,204.00
Millar, Dana	Teacher - BSI Math	BA+15	18	\$84,295.00	\$84,295.00
Rowe, Kristie	Teacher - BSI Math	MA+30	16	\$89,046.00	\$89,046.00
Miceli, Sarah	Teacher - BSI Math	MA+45	19	\$107,204.00	\$107,204.00

Keyser, Rebecca	Teacher - BSI Reading	MA+45	15	\$87,608.00		\$87,608.00
Venturino, Gerald	Teacher - BSI Reading	MA	19	\$94,624.00		\$94,624.00
Grisi, Megan	Teacher - BSI Reading	MA+45	17	\$97,529.00		\$97,529.00
Tiger, Jahn	Teacher - Business Education	BA	7	\$62,700.00		\$62,700.00
Iliff, Kaitlyn	Teacher - Business Education	BA	9	\$64,850.00		\$64,850.00
Pisciotta, Dominick	Teacher - Business Education	MA+45	19	\$107,204.00		\$107,204.00
Mannerberg, Aleyna	Teacher - Computer Science	MA+15	15	\$78,014.00		\$78,014.00
Migliacci, Louis	Teacher - Computer Science/Robotics	MA+45	19	\$107,204.00	\$10,000.00	\$117,204.00
Hopkins, Alyssa	Teacher - English	BA	1	\$59,100.00		\$59,100.00
Von Essen, Christopher	Teacher - English	BA	2	\$59,600.00		\$59,600.00
Ives, Cassandra	Teacher - English	MA	5	\$63,300.00		\$63,300.00
Lindstedt, Tricia	Teacher - English	MA+15	15	\$78,014.00		\$78,014.00
Olean, Joseph	Teacher - English	MA+45	11	\$81,828.00		\$81,828.00
Musibay, Amy	Teacher - English	MA+45	15	\$87,608.00		\$87,608.00
Schwimer, Cara	Teacher - English	MA+45	18	\$101,729.00		\$101,729.00
Barbato, Stephen	Teacher - English	MA+30	19	\$102,941.00		\$102,941.00
Clarizio, Maria	Teacher - English	MA+45	19	\$107,204.00		\$107,204.00
Daken-Stefanski, Alice	Teacher - English	MA+45	19	\$107,204.00		\$107,204.00
Maxwell, Colleen	Teacher - English	MA+45	19	\$107,204.00		\$107,204.00
Gray-Revoredo, Meg	Teacher - ESL	MA	9	\$69,019.00		\$69,019.00
Urta, Rosemary	Teacher - ESL	MA+15	10	\$73,061.00		\$73,061.00
Bowman, Isabel Maria	Teacher - ESL	MA+15	17	\$87,286.00		\$87,286.00
Lapszynski, Marybeth	Teacher - Family & Consumer Science	BA	19	\$86,835.00		\$86,835.00
Margiotta, Candace	Teacher - Family & Consumer Science	BA	19	\$86,835.00		\$86,835.00
Crowe, Kelsey	Teacher - French	MA+45	15	\$87,608.00		\$87,608.00
Guagenti, Alyssa	Teacher - Gifted & Talented	MA+45	15	\$87,608.00		\$87,608.00
Jiras, Nicole	Teacher - Grade 1	BA+15	5	\$62,200.00		\$62,200.00
Novembrino, Kristin	Teacher - Grade 1	MA+15	8	\$68,492.00		\$68,492.00
Autrey, Tracey	Teacher - Grade 1	BA+15	13	\$68,909.00		\$68,909.00
Curry, Megan	Teacher - Grade 1	MA+45	15	\$87,608.00		\$87,608.00

Boardman, Aimee	Teacher - Grade 1	MA+45	18	\$101,729.00		\$101,729.00
Johansson, Lori	Teacher - Grade 1	MA+45	18	\$101,729.00		\$101,729.00
Bavosa, Sherry	Teacher - Grade 1	MA+45	19	\$107,204.00		\$107,204.00
Carline, Michele	Teacher - Grade 1	MA+45	19	\$107,204.00		\$107,204.00
Vazquez, Kristy	Teacher - Grade 2	BA	4	\$60,600.00		\$60,600.00
Rourke, Colleen	Teacher - Grade 2	BA	9	\$64,850.00		\$64,850.00
Diaz, Gabrielle	Teacher - Grade 2	MA+15	10	\$73,061.00		\$73,061.00
Tanis, Jessica	Teacher - Grade 2	MA	14	\$76,136.00		\$76,136.00
Caraturo, Nicole	Teacher - Grade 2	BA+15	19	\$88,920.00	\$1,000.00	\$89,920.00
Fastnacht, Nicole	Teacher - Grade 2	MA+30	19	\$102,941.00	\$1,000.00	\$103,941.00
Lorenzo, Joy	Teacher - Grade 2	MA+45	19	\$107,204.00		\$107,204.00
Uvino, Katherine	Teacher - Grade 2	MA+45	19	\$107,204.00		\$107,204.00
Inclendon, Emily	Teacher - Grade 3	MA+15	6	\$65,131.00		\$65,131.00
Moore, Jessica	Teacher - Grade 3	BA	10	\$66,030.00		\$66,030.00
Johnson, Lori	Teacher - Grade 3	BA	19	\$86,835.00	\$1,000.00	\$87,835.00
Modula, Christine	Teacher - Grade 3	MA+45	17	\$97,529.00		\$97,529.00
Siersma, Corrin	Teacher - Grade 3	MA+45	19	\$107,204.00		\$107,204.00
Weiss, Christy	Teacher - Grade 3	MA+45	19	\$107,204.00		\$107,204.00
Ziobro, Michelle	Teacher - Grade 3	MA+45	19	\$107,204.00		\$107,204.00
Freeswick, Allison	Teacher - Grade 4	BA	2	\$59,600.00		\$59,600.00
Tarabocchia, April	Teacher - Grade 4	BA	3	\$60,100.00		\$60,100.00
Smith, Kaitlin	Teacher - Grade 4	BA+15	6	\$62,800.00		\$62,800.00
King, Nicole	Teacher - Grade 4	MA+15	9	\$70,451.00		\$70,451.00
Caruso, Karen	Teacher - Grade 4	MA	10	\$71,462.00		\$71,462.00
Castimore, Shannon	Teacher - Grade 4	MA+45	19	\$107,204.00		\$107,204.00
Rowe, James	Teacher - Grade 4	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Tice, Cassandra	Teacher - Grade 5	BA	3	\$60,100.00		\$60,100.00
Warner, Roxanne	Teacher - Grade 5	BA+15	7	\$63,800.00		\$63,800.00
Vega, Gabrielle	Teacher - Grade 5	MA+30	5	\$65,515.00		\$65,515.00
Gesek, Jennifer	Teacher - Grade 5	MA	8	\$67,271.00		\$67,271.00

Pilot, Leighann	Teacher - Grade 5	MA+45	13	\$84,541.00		\$84,541.00
Scholz, Kristen	Teacher - Grade 5	BA+15	19	\$88,920.00		\$88,920.00
Decker, Rachel	Teacher - Grade 5	MA+45	16	\$92,719.00		\$92,719.00
Balchan, Kylie	Teacher - Kindergarten	BA	4	\$60,600.00		\$60,600.00
Travers, Meghan	Teacher - Kindergarten	MA	5	\$63,300.00		\$63,300.00
Gloede, Jenna	Teacher - Kindergarten	BA	13	\$67,335.00		\$67,335.00
Connolly, Jamie	Teacher - Kindergarten	MA	13	\$73,376.00		\$73,376.00
Smart, Ashlee	Teacher - Kindergarten	BA+15	16	\$75,595.00		\$75,595.00
Bello, Stacey	Teacher - Kindergarten	BA	17	\$77,835.00		\$77,835.00
Sell, Christine	Teacher - Kindergarten	BA+15	19	\$88,920.00		\$88,920.00
Connors, Amy	Teacher - Kindergarten	MA	19	\$94,624.00	\$1,000.00	\$95,624.00
Reid, Kimberly	Teacher - Language Arts	BA+15	6	\$62,800.00		\$62,800.00
Tattersall, Emily	Teacher - Language Arts	BA+15	9	\$66,186.00		\$66,186.00
Studnick, Jessica	Teacher - Language Arts	BA+15	10	\$67,502.00		\$67,502.00
Moss, Jennifer	Teacher - Language Arts	BA	14	\$69,635.00		\$69,635.00
Daly, Tammy	Teacher - Language Arts	BA+15	17	\$79,905.00		\$79,905.00
Trapani, Kelly	Teacher - Language Arts	MA+45	18	\$101,729.00		\$101,729.00
Clayton, Sharon	Teacher - Language Arts	MA+45	19	\$107,204.00		\$107,204.00
Thomas, Sharon	Teacher - Language Arts	MA+45	19	\$107,204.00		\$107,204.00
Sienrukos, Lisa	Teacher - Mathematics	MA+45	11	\$81,828.00		\$81,828.00
Sabella, Jaclyn	Teacher - Mathematics	MA+30	14	\$84,029.00		\$84,029.00
Serzan, Kimberly	Teacher - Mathematics	MA+45	13	\$84,541.00		\$84,541.00
Hardin, Christina	Teacher - Mathematics	BA	19	\$86,835.00		\$86,835.00
Koenig, Rachel	Teacher - Mathematics	MA+45	15	\$87,608.00		\$87,608.00
Neral, Molly	Teacher - Mathematics	MA+45	14	\$87,608.00		\$87,608.00
Signorello, Serina	Teacher - Mathematics	MA+15	19	\$96,761.00		\$96,761.00
Powell, Rhonda	Teacher - Mathematics	MA+45	18	\$101,729.00		\$101,729.00
Fisher, Ernest	Teacher - Mathematics	MA+45	19	\$107,204.00		\$107,204.00
Hartig, Tanya	Teacher - Mathematics	MA+45	19	\$107,204.00		\$107,204.00
Heller, Cheryl	Teacher - Mathematics	MA+45	19	\$107,204.00		\$107,204.00

Hu, Hong	Teacher - Mathematics	MA+45	19	\$107,204.00		\$107,204.00
Stager, William	Teacher - Mathematics	MA+45	19	\$107,204.00		\$107,204.00
Escolano, Jennifer	Teacher - Mathematics	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Thomsen, Emily	Teacher - Music	MA+45	19	\$107,204.00		\$107,204.00
Tiedemann, Robert	Teacher - Music	MA+45	19	\$107,204.00		\$107,204.00
Haucke, Danielle	Teacher - Music/Choral	MA+45	11	\$81,828.00		\$81,828.00
Flynn, Chad	Teacher - Music/Choral	MA	19	\$94,624.00		\$94,624.00
Gugger, Daniel	Teacher - Music/Instrumental	MA+45	18	\$101,729.00		\$101,729.00
Kulick, Lauren	Teacher - Music/Instrumental	MA+45	19	\$107,204.00		\$107,204.00
Cannarozzi, Katelyn	Teacher - Physical Education	MA	9	\$69,019.00		\$69,019.00
Musilli, Katelyn	Teacher - Physical Education	MA	13	\$73,376.00		\$73,376.00
Thide, Jeremy	Teacher - Physical Education	MA+45	8	\$75,114.00		\$75,114.00
Nimmo, Emily	Teacher - Physical Education	MA+30	10	\$79,063.00		\$79,063.00
Rebecky, Jo-Ann	Teacher - Physical Education	MA	19	\$94,624.00		\$94,624.00
Chapman, Shannon	Teacher - Physical Education	MA+45	17	\$97,529.00		\$97,529.00
Arias, Anne	Teacher - Physical Education	MA+45	19	\$107,204.00		\$107,204.00
Reid, James	Teacher - Physical Education	MA+45	19	\$107,204.00		\$107,204.00
Ryan, Danielle	Teacher - Physical Education	MA+45	19	\$107,204.00		\$107,204.00
Scalone, Andrew	Teacher - Physical Education	MA+45	19	\$107,204.00		\$107,204.00
Kircher, Lori	Teacher - Physical Education	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Thomson, Amy	Teacher - Physical Education	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Garno, Shelby	Teacher - Preschool	BA	2	\$59,600.00		\$59,600.00
Matienzo, Emily	Teacher - Preschool	BA	2	\$59,600.00		\$59,600.00
Madani, Julia	Teacher - Preschool	BA	3	\$60,100.00		\$60,100.00
Bolka, Janet	Teacher - Preschool	BA	4	\$60,600.00		\$60,600.00
Brennan, Katlyn	Teacher - Preschool	BA	5	\$61,100.00		\$61,100.00
Vera, Calie	Teacher - Preschool	BA	5	\$61,100.00		\$61,100.00
Lent, Elizabeth	Teacher - Preschool	BA+15	4	\$61,700.00		\$61,700.00
Mollitor, Danielle	Teacher - Preschool	BA+15	4	\$61,700.00		\$61,700.00
Hartnett, Tierney	Teacher - Preschool	MA	2	\$61,800.00		\$61,800.00

Cole, Caroline	Teacher - Preschool	BA	8	\$63,750.00		\$63,750.00
Garay, Jaclyn	Teacher - Preschool	MA	6	\$63,900.00		\$63,900.00
Kentos, Alison	Teacher - Preschool	BA+15	8	\$64,925.00		\$64,925.00
La Paz, Amy	Teacher - Preschool	BA	11	\$66,030.00		\$66,030.00
Quigley, Jillian	Teacher - Preschool	BA+15	10	\$67,502.00		\$67,502.00
Povinelli, Kaitlyn	Teacher - Preschool	BA	16	\$73,635.00		\$73,635.00
Luca-Fisher, Angela	Teacher - Preschool	MA	16	\$80,949.00		\$80,949.00
Calandrillo, Patricia	Teacher - Preschool	MA+45	11	\$81,828.00		\$81,828.00
Herman, Lorraine	Teacher - Preschool	BA	19	\$86,835.00		\$86,835.00
Gilroy, Sevgi	Teacher - Preschool	MA+30	17	\$93,591.00		\$93,591.00
Hoffman, Beth	Teacher - Preschool	MA+30	19	\$102,941.00		\$102,941.00
Bolka, Chloe	Teacher - Preschool - Relief	BA	3	\$60,100.00		\$60,100.00
Guerra, Nicolette	Teacher - Preschool - Relief	BA	12	\$67,335.00		\$67,335.00
Von Essen, Kathleen	Teacher - Psychology	MA+45	19	\$107,204.00		\$107,204.00
Montgomery, Sarah	Teacher - Science	MA+45	10	\$81,828.00		\$81,828.00
Distasi, Sherilyn	Teacher - Science	MA	18	\$89,249.00		\$89,249.00
Brown, Amanda	Teacher - Science	MA	19	\$94,624.00		\$94,624.00
Gaydos, Marc	Teacher - Science	MA	19	\$94,624.00		\$94,624.00
Meade, Colleen	Teacher - Science	MA	19	\$94,624.00		\$94,624.00
Kula, Kathryn	Teacher - Science	MA+15	19	\$96,761.00		\$96,761.00
Baker, Kimberly	Teacher - Science	MA+45	18	\$101,729.00		\$101,729.00
Bruseo, Darren	Teacher - Science	MA+45	19	\$107,204.00		\$107,204.00
Johnston, Mary	Teacher - Science	MA+45	19	\$107,204.00		\$107,204.00
Rose, Gino	Teacher - Science	MA+45	19	\$107,204.00		\$107,204.00
Szwartz, Anthony	Teacher - Science	MA+45	19	\$107,204.00		\$107,204.00
Varner, Heather	Teacher - Science	MA+45	19	\$107,204.00		\$107,204.00
Guziewicz, Joseph	Teacher - Science	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Di Donato, Mark	Teacher - Science/STEM	MA+45	11	\$81,828.00		\$81,828.00
Cuddy, Kevin	Teacher - Social Studies	MA	6	\$63,900.00		\$63,900.00
Thompson, Marcus	Teacher - Social Studies	BA	16	\$73,635.00		\$73,635.00

Boyle, Jonathan	Teacher - Social Studies	MA+45	11	\$81,828.00		\$81,828.00
Moya, Marguerite	Teacher - Social Studies	MA+45	14	\$87,608.00		\$87,608.00
Ward, Elizabeth	Teacher - Social Studies	MA+45	14	\$87,608.00		\$87,608.00
MacDermid, James	Teacher - Social Studies	MA+45	16	\$92,719.00		\$92,719.00
Westberg, Kenneth	Teacher - Social Studies	MA	19	\$94,624.00		\$94,624.00
Eastman, Christopher	Teacher - Social Studies	MA+45	19	\$107,204.00		\$107,204.00
Fandino-Diaz, Nanette	Teacher - Social Studies	MA+45	19	\$107,204.00		\$107,204.00
Farris, Kasey	Teacher - Social Studies	MA+45	19	\$107,204.00		\$107,204.00
Levine, Matthew	Teacher - Social Studies	MA+45	19	\$107,204.00		\$107,204.00
Hough, Brian	Teacher - Social Studies	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
Lopez Ballesteros, Francisco	Teacher - Spanish	MA	9	\$69,019.00		\$69,019.00
Vera-Mena, Katherine	Teacher - Spanish	BA	19	\$86,835.00		\$86,835.00
Parra, Kirsten	Teacher - Spanish	MA	18	\$89,249.00		\$89,249.00
Nadratowski, Donna	Teacher - Spanish	MA+45	16	\$92,719.00		\$92,719.00
Gonzalez, Paul	Teacher - Spanish	MA+30	19	\$102,941.00		\$102,941.00
Dietz, Jessica	Teacher - Special Education	BA	10	\$66,030.00		\$66,030.00
Chadwick, William	Teacher - Special Education	BA+15	14	\$71,262.00		\$71,262.00
Young, Sarah	Teacher - Special Education - ASD	BA	2	\$59,600.00		\$59,600.00
Duda, Erica	Teacher - Special Education - ASD	BA+15	4	\$61,700.00		\$61,700.00
Brammer, Katie	Teacher - Special Education - ASD	MA+30	8	\$72,996.00		\$72,996.00
Brusberg, Susan	Teacher - Special Education - ASD	MA+45	11	\$81,828.00		\$81,828.00
Piazza, Megan	Teacher - Special Education - BD	MA+45	19	\$107,204.00		\$107,204.00
Snyder, Michaela	Teacher - Special Education - ERI	BA	2	\$59,600.00		\$59,600.00
Papaianni, Rosemarie	Teacher - Special Education - ERI	MA+45	19	\$107,204.00		\$107,204.00
Lau, Maximilian	Teacher - Special Education - LLD	MA	2	\$61,800.00		\$61,800.00
Szuskowski, Patricia	Teacher - Special Education - LLD	BA+15	19	\$88,920.00		\$88,920.00
Masters, Lauren	Teacher - Special Education - LLD	MA	18	\$89,249.00		\$89,249.00
Corter, Lindsay	Teacher - Special Education - MD	MA	16	\$80,949.00		\$80,949.00
Petrou, Jonelle	Teacher - Special Education - Preschool	BA	6	\$61,700.00		\$61,700.00
Milan, Stacy	Teacher - Special Education - Preschool	BA	19	\$86,835.00		\$86,835.00

Hunter, Jodie	Teacher - Special Education - Preschool	BA	19	\$86,835.00	\$1,000.00	\$87,835.00
Reilly, Griffin	Teacher - Special Education - Resource	BA	2	\$59,600.00		\$59,600.00
McEldowney, Michael	Teacher - Special Education - Resource	BA+15	5	\$62,200.00		\$62,200.00
Simm, Amber	Teacher - Special Education - Resource	MA	3	\$62,300.00		\$62,300.00
Nievera, Lindsey	Teacher - Special Education - Resource	BA+15	6	\$62,800.00		\$62,800.00
Sarmiento, Ashley	Teacher - Special Education - Resource	MA	6	\$63,900.00		\$63,900.00
Myslinski, Ryan	Teacher - Special Education - Resource	BA+15	11	\$67,502.00		\$67,502.00
Brown, Connor	Teacher - Special Education - Resource	MA+15	8	\$68,492.00		\$68,492.00
Wunder, Lauren	Teacher - Special Education - Resource	MA	9	\$69,019.00		\$69,019.00
Masino, Gianna	Teacher - Special Education - Resource	BA	15	\$69,635.00		\$69,635.00
Rogan, Renee	Teacher - Special Education - Resource	BA+15	15	\$71,262.00		\$71,262.00
Reiss, Joanna	Teacher - Special Education - Resource	MA+30	13	\$81,065.00		\$81,065.00
Hutchinson, Carrie	Teacher - Special Education - Resource	BA	18	\$82,235.00		\$82,235.00
Shirhall, Dara	Teacher - Special Education - Resource	MA+15	16	\$82,886.00		\$82,886.00
Kelly, Jenna	Teacher - Special Education - Resource	MA+30	14	\$84,029.00		\$84,029.00
Afflerbach, Kristen	Teacher - Special Education - Resource	MA+45	14	\$87,608.00		\$87,608.00
Weaver, Ann	Teacher - Special Education - Resource	MA+45	14	\$87,608.00		\$87,608.00
Davidowich, Amy	Teacher - Special Education - Resource	BA+15	19	\$88,920.00		\$88,920.00
Panka, Meredith	Teacher - Special Education - Resource	MA+15	19	\$96,761.00		\$96,761.00
Gage, Travis	Teacher - Special Education - Resource	MA+45	18	\$101,729.00		\$101,729.00
Bruggeman, Joanna	Teacher - Special Education - Resource	MA+45	19	\$107,204.00		\$107,204.00
Cinnamon, Christine	Teacher - Special Education - Resource	MA+45	19	\$107,204.00		\$107,204.00
Moore, Sherry	Teacher - Special Education - Resource	MA+45	19	\$107,204.00		\$107,204.00
Rowens, Heather	Teacher - Special Education - Resource	MA+45	19	\$107,204.00		\$107,204.00
Hollar, Kim	Teacher - Special Education - Resource	MA+45	19	\$107,204.00	\$1,000.00	\$108,204.00
DiGennaro, Peter	Teacher - Special Education - Resource	MA+45	19	\$107,204.00	\$1,000 \$200	\$108,404.00
Seifried, Joyce	Teacher - Technology Education	MA	19	\$94,624.00		\$94,624.00
Nicholas, Jason	Teacher - Technology Education	MA	19	\$94,624.00		\$94,624.00
Takacs, John	Teacher - Technology Education	MA+15	19	\$96,761.00		\$96,761.00

Kazanfer, Aladdin	Teacher - Video Production	MA+45	19	\$107,204.00	\$107,204.00
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## NON-CERTIFICATED STAFF

BUS DRIVERS				
Name	Position	Step	Rate	Longevity
Ackerson, Sueann	Bus Driver	5	\$31.65/hr.	\$625.00
Betancourth, Delia	Bus Driver	4	\$30.65/hr.	
Burger, Raymond	Bus Driver	1	\$28.16/hr.	
Byron, Catherine	Bus Driver	2	\$28.66/hr.	
Bystrak, James	Bus Driver	2	\$28.66/hr.	
Falcone, Tonia	Bus Driver	1	\$28.16/hr.	
Fascia, Louis	Bus Driver	5	\$31.65/hr.	\$625.00
Gaudio, Dominica	Bus Driver	2	\$28.66/hr.	
Giarrusso, Vanessa	Bus Driver	2	\$28.66/hr.	
Harrison, Christopher	Bus Driver	1	\$28.16/hr.	
Johnson, Marshall	Bus Driver	2	\$28.66/hr.	
Kandemir, Ilyas	Bus Driver	1	\$28.16/hr.	
Leonard, Ralph	Bus Driver	3	\$29.65/hr.	
Mirando, Cheryl	Bus Driver	2	\$28.66/hr.	
Murawinski, Joseph	Bus Driver	1	\$28.1/hr.	
Nelson, Jerome	Bus Driver	2	\$28.66/hr.	
Penicaro, David	Bus Driver	5	\$31.65/hr.	
Rabtzow, Mark	Bus Driver	2	\$28.66/hr.	
Rehm, Michele	Bus Driver	5	\$31.65/hr.	\$525.00
Ridner, Garry	Bus Driver	1	\$28.16/hr.	
Sekula, Bridget	Bus Driver	5	\$31.65/hr.	\$725.00
Smiley, Amanda	Bus Driver	2	\$28.66/hr.	
Smith Rinehart, Wendy	Bus Driver	5	\$31.65/hr.	
Talmadge, Susan	Bus Driver	5	\$31.65/hr.	\$625.00

<b>MECHANICS</b>					
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Base</b>	<b>Longevity</b>	<b>Total Salary</b>
Buske, Richard	Mechanic	5	\$82,139.20		\$82,139.20
Shaw, Danny	Mechanic	5	\$76,148.80	\$725.00	\$76,873.80

<b>CUSTODIAL - MAINTENANCE</b>					
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Base</b>	<b>Longevity</b>	<b>Total Salary</b>
Alili, Ibrahim	Custodian	12	\$69,264.00		\$69,264.00
Anderson, Thomas	Maintenance	12	\$74,048.00	\$625.00	\$74,673.00
Cline, Richard	Maintenance	12	\$74,048.00		\$74,048.00
Crane, Andrew	Custodian	12	\$69,264.00	\$775.00	\$70,039.00
Cryan, Patrick	Custodian	11	\$67,808.00		\$67,808.00
Deloreto, Ryan	Maintenance	3	\$63,668.80		\$63,668.80
Erbs, Jeffrey	Custodian	10	\$66,456.00		\$66,456.00
Fazliu, Largime	Custodian	1	\$56,888.00		\$56,888.00
Feti, Behar	Custodian	12	\$69,264.00	\$625.00	\$69,889.00
Feti, Elvira	Custodian	6	\$62,004.80		\$62,004.80
Figueiredo, Luis	Maintenance	5	\$65,748.80		\$65,748.80
Gil, Marithza	Custodian	9	\$65,208.00		\$65,208.00
Grey, Glenn	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Jarosz, Edward	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Kennedy, Robert	Custodian	5	\$60,964.80		\$60,964.80
Leppard, Robert	Custodian	11	\$67,808.00		\$67,808.00
Macaluso, Vincent	Custodian	12	\$69,264.00		\$69,264.00
Mason, Mark	Grounds	10	\$71,240.00		\$71,240.00
Miller, Geoffrey	Maintenance	12	\$74,048.00	\$525.00	\$74,573.00
Miller, Robert	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Pepe, Gary	Custodian	4	\$59,924.80		\$59,924.80
Peterson, Alexander	Grounds	9	\$69,992.00		\$69,992.00

Ramirez, Jose	Custodian	12	\$69,264.00	\$625.00	\$69,889.00
Ray, Thomas	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Shay, Richard	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Squires, Ronald	Custodian	12	\$69,264.00	\$525.00	\$69,789.00
Stahl, Marc	Custodian	11	\$67,808.00		\$67,808.00
Stevens, Michael	Maintenance	12	\$74,048.00	\$525.00	\$74,573.00
Vera, Ana	Custodian	4	\$59,924.80		\$59,924.80

<b>HALL MONITORS (SECURITY) AND CAFETERIA SECURITY</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Rate</b>	<b>Longevity</b>
Celentano, Louis	Hall Monitor - Security	4	\$26.83	
Danyo, Michael	Hall Monitor - Security	1	\$25.93	
Furlong, Sean	Hall Monitor - Security	1	\$25.93	
Gorri, Cynthia	Security/Cafeteria Aide	4	\$26.83	
Holguin, Talia	Security/Cafeteria Aide	1	\$25.93	
Lozano, Madelyne	Security/Cafeteria Aide	1	\$25.93	
Mustacchio, Joseph	Hall Monitor - Security	1	\$25.93	
Palazzolo, Frances	Hall Monitor - Security	5	\$27.13	\$625.00
Schreck, Anthony	Hall Monitor - Security	5	\$27.13	
Sehring, Lori	Security/Cafeteria Aide	5	\$27.13	
Sieglen, Maryann	Security/Cafeteria Aide	1	\$25.93	
Sincavage, Susan	Security/Cafeteria Aide	5	\$27.13	\$725.00
Zimmer, Kimberly	Security/Cafeteria Aide	1	\$25.93	

<b>INSTRUCTIONAL AIDES</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Rate</b>	<b>Longevity</b>
Albertson, Linda	Instructional Aide - PreK - Lvl 3	5	\$27.30	
Anzano, Mary	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Asplund, Wendy	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Bahamondes, Javiera	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	

Banzil-Lozano, Tanya	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Bardis, Polexenie	Instructional Aide - Special Ed - Lvl 3	3	\$26.75	
Barkley-Biddelman, Shannan	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Barone, Amie	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Bley, Bryann	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Bley, Joanne	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Boyd, Brenda	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Brinck, Noel	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Brunner, Melissa	Instructional Aide - Transport - Lvl 2	5	\$26.97	
Cahill, Kim	Instructional Aide - Kingergtn - Lvl 2	1	\$25.88	
Cantwell, Mary	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Carpentier, Dana	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Caruso, Cathryn	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Castrignano, Matthew	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Chaim, Angelina	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Chrzanowski, Monika	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Cloutier, Dawn	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Cook, Kathryn	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Cowie, Catherine	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Cuervo, Maryanne	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
D'Antoni-Smeilus, Tara	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Dasilva, Antonella	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Deangelo, Christina	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Delserro, Daria	Instructional Aide - PreK - Lvl 3	1	\$26.21	
DiGuglielmo, Alyssa	Instructional Aide - PreK - Lvl 3	1	\$26.21	
Distefano, Lynette	Instructional Aide - Media - Lvl 2	5	\$26.97	
Dyl, Joseph	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Eberle, Jaclyn	Instructional Aide - PreK - Lvl 3	4	\$27.02	
Ekeland, Sheri	Instructional Aide - Special Ed - Lvl 3	3	\$26.75	
Eltringham, Janet	Instructional Aide - Kingergtn - Lvl 2	5	\$26.97	\$625.00

Ferreira, Katherine	Instructional Aide - PreK - Lvl 3	4	\$27.02	
Ferucci, Frances	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Filowitz, Nancy	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Finizio, Diane	Instructional Aide - Transport - Lvl 2	5	\$26.97	
Foli, Lauren	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Forrester, Sharon	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Frederick, Colleen	Instructional Aide - Transport - Lvl 2	2	\$26.15	
Friedman, Carisa	Instructional Aide - Transport - Lvl 2	4	\$26.69	
Frueh, Charyl	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Gallardo, Ximena	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Garcia Argueta, Brendalicia	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Gill, Debra	Instructional Aide - Kindergtn - Lvl 2	3	\$26.42	
Glenn, Jennifer	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Gould, Anna	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Gubenko, Lacey	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Gurnawan, Maria	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Hannon, Leah	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Hartman, Dianna	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Hill, Kimberly	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Hollander, Susan	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Horn, Jennifer	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Ingram, Stephanie	Instructional Aide - PreK - Lvl 3	4	\$27.02	
Jackson, Suzanne	Instructional Aide - PreK - Lvl 3	1	\$26.21	
Jadczak, Ellen	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Jauch, Cathy	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Johnson, Judith	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Kasica, Lisa	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Keller, Amy	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
King, Eric	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Knapik, Dirouhi	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	

Krakowski, Janice	Instructional Aide - Transport - Lvl 2	5	\$26.97	
Kuntz, Betsy	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Lakhicharran, Bibi	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Lamendola, Angela	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Larino, Julia	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Leibowitz, Marcia	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Lepore, Elizabeth	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Lipton, Linda	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Lopreato, Jennifer	Instructional Aide - Transport - Lvl 2	2	\$26.15	
Lozano, Madelyne	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Lund, Kelly	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Lund, Lexy	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Madalena, Nadia	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Magath, Breanne	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Magnotta, Michele	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Mahoney, Laura	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Mahoney, Michelle	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Marks, Elizabeth	Instructional Aide - PreK - Lvl 3	5	\$27.30	\$525.00
Maron, Gina	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Marshall, Amber	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Maynard, Alyce	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
McAteer, Emily	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
McConnon, Kristeen	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
McMahon, Heidi	Instructional Aide - Special Ed - Lvl 3	3	\$26.75	
Melnyczuk, Maria	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Miller, Natalie	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Mladinich, Linda	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Mondaruli, Kristen	Instructional Aide - Kingergtn - Lvl 2	4	\$26.69	
Montanye, Wendy	Instructional Aide - Transport - Lvl 2	5	\$26.97	
Moore, Heather	Instructional Aide - Special Ed - Lvl 3	3	\$26.75	

Moore, Karen	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Morgan, Shannon	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Mrasz, Victoria	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Mutsavage, Robin	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Natoli, Melissa	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Nolan, Samantha	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Oelkers, Regina	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Onorevole, Lisa	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Ortega, Enye	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Paccioretti, Virginia	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$725.00
Parete, Lindsey	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Picarra, Vera	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Pini, Karen	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Prebor, Anne	Instructional Aide - Transport - Lvl 2	4	\$26.69	
Reed, Kimberly	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Reilly, Heather	Instructional Aide - Special Ed - Lvl 3	2	\$26.48	
Rossiter, Theresa	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Ryan, Laura	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Sandberg, Kristine	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Seeley, Jennifer	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Sherba, Gail	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Sheruda, Amanda	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Simsic, Amanda	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Sinisgalli, Heather	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Skalecky, Jessica	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Skrek, Nicole	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Smiley, Tawanna	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Smith, Mojave	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Spaan, Donna Marie	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$625.00
Szarzynski, Joanna	Instructional Aide - Transport - Lvl 2	1	\$25.88	

Szekula, Anne	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Takacs, Jacqueline	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Tejada, Juana	Instructional Aide - Special Ed - Lvl 3	1	\$26.21	
Tonnesen, Christy	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Torsiello, Kim	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Tuorinsky, Linda	Instructional Aide - Media - Lvl 2	5	\$26.97	
Vander Linden, Tiffany	Instructional Aide - Special Ed - Lvl 3	3	\$26.75	
Verdes, Barbara	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Vieras Ybarra, Gleidys	Instructional Aide - PreK - Lvl 3	2	\$26.48	
Wahad, Roula	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Wanna, Michele	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Warncke, Arline	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Weber, Lori	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Werrell, Amanda	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Williams, Kristi	Instructional Aide - PreK - Lvl 3	3	\$26.75	
Wisniewski, Leslie	Instructional Aide - PreK - Lvl 3	5	\$27.30	
Woelfel, Gabrielle	Instructional Aide - PreK - Lvl 3	5	\$27.30	
Wojcik, Cassandra	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Wojcik, Irene	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	\$525.00
Wurster, Karen	Instructional Aide - Special Ed - Lvl 3	5	\$27.30	
Zimmer, Kimberly	Instructional Aide - Transport - Lvl 2	3	\$26.42	
Zinck, Jaclyn	Instructional Aide - Special Ed - Lvl 3	4	\$27.02	
Zuniga, Lorena	Instructional Aide - Transport - Lvl 2	3	\$26.42	

MAIL COURIER			
Name	Position	Step	Rate
Miller, Kelly	Mail Courier	1	\$21.28

SECRETARIAL					
Name	Position	Step	Base	Longevity	Total Salary

Bublitz, Dawn	Secretary - III - Guidance	16	\$69,096.00	\$525.00	\$69,621.00
Bufardeci, Dawn	Secretary - III - Technology	9	\$57,061.00		\$57,061.00
D'Amato, Stacey	Secretary - IV - Transportation	6	\$59,161.00		\$59,161.00
Gurlacz, Judith	Secretary - III - Vice Principals	16	\$69,096.00	\$725.00	\$69,821.00
Jahn, Judith	Secretary - IV - Guidance Director	16	\$72,196.00	\$725.00	\$72,921.00
Jahnke, Julie	Secretary - III - Facilities	11	\$61,161.00	\$525.00	\$61,686.00
Kalish, Debra	Secretary - IV - Principals	11	\$64,261.00	\$525.00	\$64,786.00
Kennedy, Lisa	Secretary - IV - Principals	16	\$72,196.00	\$625.00	\$72,821.00
Kern, Lorrie	Secretary - III - Elementary	9	\$57,061.00		\$57,061.00
Kish, Jennifer	Secretary - IV - Athletics	7	\$59,161.00		\$59,161.00
Luecht, Kimberly	Secretary - IV - Principals	5	\$58,231.00		\$58,231.00
McCarthy, Susan	Secretary - III - Guidance	7	\$56,061.00		\$56,061.00
Miller, Kelly	Secretary - IV - Accounts Payable	16	\$72,196.00		\$72,196.00
Mondaruli, Kristen	Secretary - III - Elementary	4	30.11/hr.		
Nimmo, Donna	Secretary - III - Guidance	9	\$57,061.00	\$625.00	\$57,686.00
Niziol, Teresa	Secretary - IV - Special Services	16	\$72,196.00		\$72,196.00
Ortiz-Connors, Mildred	Secretary - III - Special Services	6	\$56,061.00		\$56,061.00
Sieglen, Maryann	Secretary - III - Elementary	1	28.63/hr.		
Stahl, Patrizia	Secretary - IV - Principals	6	\$59,161.00		\$59,161.00
Tasker, Nancy	Secretary - IV - Principals	16	\$72,196.00	\$625.00	\$72,821.00
Vollmers, Sharon	Secretary - III - Vice Principals	16	\$69,096.00	\$625.00	\$69,721.00
Williams, Tracy	Secretary - III - Vice Principals	11	\$61,161.00		\$61,161.00

<b>JOB COACHES</b>			
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Rate</b>
Adamitis, Randi	Structured Learning Job Coach	1	\$49.18
Jacobs, Shannon	Structured Learning Job Coach	1	\$49.18
Nakev, Jasminka	Structured Learning Job Coach	1	\$49.18
Peters, Shanna	Structured Learning Job Coach	1	\$49.18
Walters, Alyssa	Structured Learning Job Coach	1	\$49.18

Young, Patricia	Structured Learning Job Coach	1	\$49.18
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<b>TECHNICAL SUPPORT ASSISTANTS</b>			
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Rate</b>
DiGennaro, Peter	Technology Support Specialist	4	\$76,200.00
West, Robert	Technology Support Specialist	4	\$76,200.00