

**III. PERSONNEL**

**Board Liaison: Ms. Cooper**

A. Rescind the following appointments:

Location	First	Last	Position
T.O.P.S.	Jaclyn	Cicchino	Bus Aide
T.O.P.S.	Dawn	O'Dell	Substitute Bus Aide
T.O.P.S.	Lorraine	Ocasio	Substitute Bus Aide

B. **Resignations/Retirements/Terminations**

Accept the following Resignations/Retirements/Terminations:

Location	First	Last	Position	Action	Effective
VMS	Steven	Mauri	Night Custodian CUST.VM.BLDG.NA.03	Termination	12/1/2025
Manito	Cindy	Parr	Elementary Teacher LOA.MT.REG.01.02	Retirement	1/1/2026
DHS	William	Kobb	Elementary Teacher TCHR.DG.BSK.MG.01	Retirement	7/1/2026
Manito	John	Znutas	Night Supervisor	Resignation	12/16/2025
VMS	Thomas	Shortman	Custodian CUST.VM.BLDG.NA.04	Retirement	2/1/2026
DHS	Kim	Kiraly	Elementary Teacher TCHR.DG.REG.KD.02	Retirement	7/1/2026

C. **Amend the following appointment:**

Location	First	Last	Position	Replacing	Degree	Step	Salary	Effective Dates
VMS	Todd	Certosimo	Night Custodian (No Boiler License)	N/A	N/A	N/A	\$46,305 (pro-rated)	7/1/2025-9/30/2025
Heights	Tara	Cappello	Leave Replacement	Jessica Dooyes	BA	1	\$66,629 (pro-rated)	3/31/2026-4/2/2026

**D. Transfers**

Approve the following transfers for the 2025-2026 school year:

<b>New Position/Location/UPC</b>	<b>First</b>	<b>Last</b>	<b>Previous Position/Location</b>	<b>Effective Dates</b>
Teacher/Manito TCHR.MT.REG.01.02	Alyssa	Buske	Teacher/Heights	11/24/2025-6/30/2026
Speech Language/T.O.P.S. TCHR.TP.SPH.PK.01	Alissa	Brandl	Speech Language/Manito	11/24/2025-6/30/2026
Night Custodian/VMS CUST.VM.BLDG.NA.02	John	Znutas	Night Custodian/Manito	12/16/2025-6/30/2026
Night Custodian/Manito CUST.MT.BLDG.NA.03	Tash	Bushnauskas	Night Custodian/VMS	12/16/2025-6/30/2026

**E. Appointments (Certificated Staff)**

Approve the following appointments of certificated staff:

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position(s)</b>	<b>FTE</b>	<b>Degree</b>	<b>Step</b>	<b>Salary</b>	<b>Effective</b>
DHS	Caitlin	Holden	Teacher TCHR.DG.CST.MG.01	Previous FTE .5 New FTE .6	MA	10	\$86,092 (prorated)	1/1/2026

**F. Appointments (Non-Certificated Staff)**

Approve the following appointments of non-certificated staff:

	<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position(s)</b>	<b>Replacing</b>	<b>Salary/Hourly Rate</b>	<b>Effective</b>
*	Heights	Erica	Janis	PC Aide	N/A	Contracted Hourly Rate	2025-2026 School Year
*	Heights	Jessica	Gretkowski	PC Aide	N/A	Contracted Hourly Rate	2025-2026 School Year
*	VMS	Valerie	Mulieri	Paraprofessional- After-school clubs as needed	N/A	Contracted Hourly Rate	2025-2026 School Year
	Heights	Lisa	Mann	RC Paraprofessional/ PC Aide AIDE.HT.RES.MG.03	Maria Glasson	\$21/hour	11/20/2025
	District	Gary Andrew	Koenig	Human Resources Specialist HRSP.BO.HRS.NA.01	Nicole Rock	\$95,000 (prorated)	On or About 12/16/2025

\* To be paid upon submission of an approved voucher

**G. Appointments/Mentor Assignments**

Approve the following student Mentor assignments for the 2025-2026 school year:

Location	Provisional Teacher/Mentee	Mentor	Dates
VMS	Ava De Vencentis	Kimberly Salacki	11/4/2025-12/23/2025
VMS	Travis Hunt	Assigned by NJ PSA Leader to Leader (L2L) Christian Cardenas	11/3/2025-6/30/2026

**H. Classroom Observations**

Approve the following Students to perform ten hours of Classroom Observations at the Dogwood Hill Elementary School for the 2025-2026 school year:

First	Last	College
Avery	Conrad	Bergen County Community College
Fae	Edwards	Bergen County Community College

\* Pending appropriate paperwork

**I. Police Department Liaison**

Approve the appointment of Sean Bowe as the 2025-2026 District Liaison to the Oakland Police Department and the Bergen County Prosecutor’s Office, as per the requirements of the revised Uniform Memorandum of Agreement.

**J. Appointments/Substitutes**

Approve the appointment of the following daily substitute personnel for the 2025-2026 school year:

First	Last	Position	Notes
Richard	DeSantis	Teacher	N/A
Taryn	Harry	Teacher/Paraprofessional/ABA Therapist	N/A
Christine	Picioccio	Teacher/Paraprofessional	N/A
Dolores	Baills	Teacher	\$24 per hour
Edward	Enerlich IV	Teacher/Paraprofessional/ABA Therapist/Bus Aide	N/A
Taylor	Palmieri	Teacher/Paraprofessional	N/A
Sara	Carlson	Teacher/Paraprofessional	N/A
Maria	Deraco	Teacher/Paraprofessional/ABA Therapist	N/A

\*Pending satisfactory completion of all employment obligations

**K. Revised Leaves of Absence**

Revise the following Leaves of Absence:

Location	First	Last	Position	Type of Leave	Dates of Leave
DHS	William	Kobb	Elementary Teacher	FMLA	10/8/2025-12/23/2025 Return to district 1/5/2026 (50 sick days paid w/benefits)
Heights	Jessica	Dooyes	Elementary Teacher	Sick/FMLA NJFLA	10/27/2025-1/2/2026 (37 sick days paid w/benefits) 1/5/2026-4/3/2026 (Unpaid w/benefits) Return to district 4/6/2026

**L. Leave of Absence**

Approve the following Leave of Absence:

Location	First	Last	Position	Type of Leave	Dates of Leave
Manito	Jennifer	Grella	Elementary Teacher TCHR.MT.REG.03.02	Sick Days FMLA NJFLA	3/11/2026-5/6/2026 (35 sick days paid w/benefits) 5/7/2026-9/30/2026 (unpaid w/benefits) returning to district 10/1/2026
District	Alison	Bianchi	Child Study Team- LDTC TCHR.TP.CST.MG.0	Sick Days FMLA NJFLA	4/4/2026-5/1/2026 (15 sick days paid w/benefits) 5/4/2026-9/28/2026 (unpaid w/benefits) returning to district 9/29/2026

**M. Days Without Pay**

Acknowledge the following employees' Days Without Pay as listed below:

Location	First	Last	Position	Dates of Leave
DHS	Peggy Anne	Barreira	Teacher	11/5/2025

**N. Stipend/ Pensionable**

Approve the following Pensionable Stipend assignment for the 2025-2026 school year:

Location	First	Last	Assignment	Salary/Stipend Amount	Effective date
Manito	Tash	Bushnauskas	Night Supervisor	\$1,590 (prorated)	12/16/2025-6/30/2026

O. **Stipend/Non-Pensionable**

Approve the following Non-Pensionable Stipend assignment for the 2025-2026 school year to be paid upon submission of an approved voucher:

Location	First	Last	Assignment	Salary/Stipend Amount	Effective date
VMS	Saul	Gondelman	VMS Girls Basketball Coach	\$2,469	2025-2026 school year

P. **Other**

Approve the following to be paid upon submission of an approved voucher:

Location	First	Last	Assignment	Salary/Stipend Amount	Notes
District	Robyn	Greenwald	District Liaison for the student teachers- Fall Semester	\$ 500	to be paid through the Ramapo College Teacher Ed. Program
District	Pamela	Baykal	District Liaison for the student teachers- Spring Semester	\$ 1,000	to be paid through the Ramapo College Teacher Ed. Program
Heights	Gina	White	UFLI Training	\$ 52 per hour	5 hours
Heights	Kaitlyn	Pipolo	UFLI Training	\$ 52 per hour	5 hours
Heights	Noelle	Nebbia	Summer Curriculum	\$ 52 per hour	10 hours
VMS	Jake	Ursillo	Basketball Scoreboard Operator	\$ 60 per game	Home games