MEETING OF THE LAKEWOOD BOARD OF EDUCATION, HELD ON MONDAY, MAY 13, 2019, 855 SOMERSET AVENUE, LAKEWOOD, NEW JERSEY 08701

Due to the fact that Robert S. Finger, Interim Business Administrator/Board Secretary and Kevin Campbell, Assistant Business Administrator/Assistant Board Secretary were unavailable, Mr. Bender motioned for Diane Piasentini & Jo-Ann Zsamba to be approved as Acting Board Secretaries for the meeting. Mr. Stern seconded the motion.

MOTION TO APPROVE THE DIANE PIASENTINI & JO-ANN ZSAMBA TO BE ACTING BOARD SECRETARIES. (passed by a Voice Vote)
Motion: Mr. Bender **Second:** Mr. Stern
5 Ayes: Mr. Zlatkin, Mr. Nakdimen, Mr. Newhouse, Mr. Stern, Mr. Bender
0 Nays:
0 Abstained:
4 Absent: Mrs. Gonzalez, Mr. Rodriguez, Mr. Treisser, Mrs. Jackson-Byers

I. **PLEDGE OF ALLEGIANCE:** Moshe Bender, Board President

Jo-Ann Zsamba, Acting Board Secretary called the meeting to order at 6:46 p.m. Mrs. Zsamba read the following:

SUNSHINE LAW

Pursuant to the provisions of Chapter 231, of the Laws of 1976 (THE OPEN PUBLIC MEETINGS ACT), Mr. Finger notified the public that notice of the date, time, location and agenda of this meeting, to the extent known, was provided at least forty-eight (48) hours prior to the commencement of this meeting in the following manner:

1. By posting such notice on the public announcement board of the Lakewood Board of Education Offices, and the Lakewood Township Municipal Building.
2. By e-mailing such notice to the office of the Asbury Park Press.
3. By filing such notice with the Board Secretary.
4. By mailing such notice to all individuals who requested and paid for a copy of same.

II. ROLL CALL

Board Members Present: Mr. Moshe Bender
Mr. Chanina Nakdimen
Mr. Moshe Newhouse
Mr. Shlomie Stern
Mr. Isaac Zlatkin

Board Members Absent: Mrs. Ada Gonzalez
Ms. Thea Jackson-Byers
Mr. Heriberto Rodriguez
Mr. Bentzion Treisser

Also Attending: Mrs. Laura A. Winters, Superintendent
Mrs. Jo-Ann Zsamba, Acting Board Secretary
Mrs. Diane Piasentini, Acting Assistant Board Secretary
Mr. David Shafter, State Monitor
Mr. Michael I. Inzelbuch, Esq., Board Attorney

III. EXECUTIVE SESSION - RESOLUTION

BE IT RESOLVED by the Lakewood Township Board of Education that:

1. It does hereby determine that it is necessary to meet in Executive Session to discuss matters of personnel, involving specific individuals, negotiations, anticipated litigation and/or alleged incidents of Harassment, Intimidation and Bullying (HIB).

2. These matters will be made public when the need for confidentiality no longer exists.

3. The time that the Board anticipated to be in Executive Session is TBD.

At 6:50 p.m. Mr. Stern motion for the Board to go into Executive Session. Mr. Zlatkin seconded the motion.

MOTION TO GO INTO EXECUTIVE SESSION (passed by a Voice Vote)
Motion: Mr. Bender **Second:** Mr. Stern
5 Ayes: Mr. Zlatkin, Mr. Nakdimen, Mr. Newhouse, Mr. Stern, Mr. Bender
0 Nays:
0 Abstained:
4 Absent: Mrs. Gonzalez, Mr. Rodriguez, Mr. Treisser, Mrs. Jackson-Byers

At 7:55 p.m. the Board returned to Public Session and reopened the Public Session.

IV. ROLL CALL

Board Members Present: Mr. Moshe Bender returned 7:59 p.m.
Ms. Thea Jackson-Byers
Mr. Chanina Nakdimen
Mr. Moshe Newhouse
Mr. Shlomie Stern
Mr. Isaac Zlatkin

Board Members Absent: Mrs. Ada Gonzalez
Mr. Heriberto Rodriguez
Mr. Bentzion Treisser

Also Attending: Mrs. Laura A. Winters, Superintendent
Mrs. Jo-Ann Zsamba, Acting Board Secretary
Mrs. Diane Piasentini, Acting Assistant Board Secretary
Mr. David Shafter, State Monitor
Mr. Michael I. Inzelbuch, Esq., Board Attorney

Translator: Ana Faone

V. PRESENTATIONS:
1. 2018-2019 Student Government Representative
2. Superintendent Recognition Award
3. ~~Seal of Biliteracy – Tracy Paolantonio~~ **REMOVED**
4. Hometown Heroes Donations – Mr. Schwartz
5. Recognition of Retirees
6. Milo Robots

VI. MINUTES
Public Meeting Minutes – April 30, 2019
Executive Meeting Minutes – April 30, 2019
Public Meeting Minutes – May 7, 2019

VII. COMMITTEE REPORTS – None at this meeting

VIII. CORRESPONDENCE AND COMMUNICATIONS – None at this meeting

IX. RECOGNITION OF THE PUBLIC - No one from the Public wished to speak.

STATEMENT BY BOARD PRESIDENT

Pursuant to Board Policy 0164, Roberts' Rules of Order shall govern the Board of Education in its deliberations and in the conduct of its meetings. As such, all comments from the public and from other members of the Board should be directed to the Board President who is responsible for presiding over the meeting.

The President shall direct all inquiries or comments to the appropriate Administrator or Board member for response, as appropriate. The law requires a period of public comment at our meetings, not a question or answer session or debate. The board president at his discretion may or may not feel it is appropriate to answer questions raised during the public comment period. The board and administration do take all public comments seriously and consider them when conducting business.

The President may interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive or obscene. In addition, Security Personnel may direct any individual to leave the meeting when that person does not observe reasonable decorum, whether the person is at the microphone or at any other place in the meeting room. New Jersey law makes it a crime for any person to intentionally disrupt a public meeting. Law enforcement will be contacted if a person disrupts the meeting and fails to desist after being directed to do so.

Finally, we ask that you silence all electronic devices.

X. REPORTS AND RECOMMENDATIONS OF THE BUSINESS ADMINISTRATOR/ BOARD SECRETARY:

A. Approve the attached Budgetary line item Transfers for March 2019.

B. Acceptance of the Treasurers' and Board Secretary Reports as of March 31, 2019

C. Certification of No Over expenditures:

Pursuant to N.J.A.C. 6A:23A-16.10, I, Robert S. Finger/ Interim Business Administrator/ Board Secretary, certify that as of March 31, 2019 no budgetary line item account has obligations and payments which in total exceed the amount appropriated by the District Board of Education pursuant to N.J.S.A.18A:22-8 and 18A:22-8.1, and that the District financial accounts have been reconciled and are in balance.

Robert S. Finger — May 13, 2019
Interim Business Administrator/ Board Secretary — Date

D. 1. Approve Bills List for May 13, 2019 for the Warrant Account in the amount of $8,758,077.00
   2. Approve the Supplemental Bills list for May 13, 2019 for the Warrant Account in the amount of $143,964.89

E. Approve Bills List for May 13, 2019 for the Cafeteria Account in the amount of $402,028.19

F. Approval of the Payroll and Board Share of Fica/Medi and DCRP as follows:

- Payroll for May 10, 2019 in the amount of $2,435,885.91

G. Approval of payment of New Jersey State Health Benefit Plan for March 2019 in the amount of $1,709,385.23

H. Transportation Items: None at this meeting.

I. Move to approve amendment for Title IV services contracts for 2018-2019 to add additional Nonpublic Schools and allocations as follows:

Vendor	School	Allocation
Tender Touch	Tiferes Bais Yaakov	$7,750

J. Move to renew Istation, 8150 North Central Expressway, Dallas, TX 75206 to provide Universal Screening and Computerized Reading Intervention for the 2019-2020 school year at a cost of $69,000 originally awarded via **CC 01-1819** on August 6, 2018. This is the first of two (2) one (1) year renewals

K. Request to renew **CC01-1718** for Nonpublic School IDEA In-Class Resource Program for the 2019-2020 school year to **Tender Touch Educational Services**. This is the second of two (2) one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase Professional Services 20-250-200-300-15-xxxx. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **$2,607,528** and will be amended when 2019-2020 allocations are received.

L. Request to renew **CC01-1718** for Nonpublic School IDEA In-Class Resource Program for the 2019-2020 school year to **Tree of Knowledge**. This is the second of two (2) **one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase** Professional Services 20-250-200-300-15-xxxx. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **$163,200** and will be amended when 2019-2020 allocations are received.

M. Request to renew **CC02-1718** for IDEA Nonpublic Supplemental Service Program (NPSSP) for the 2019-2020 school year to **Tender Touch Educational Services**. This is the second of two (2) one (1) year renewals; board approved June 27, 2017 to be paid from account IDEA Purchase Professional Services 20-250-200-300-xx-xxxx. Contract amount to be determined based on IDEA Federal Funds. This contract is subject to the availability of funds as may be required to meet the extended obligation. If sufficient funds are not appropriated, the Board of Education may cancel the contract. Renewal contract is estimated not to exceed **$2,150,211** and will be amended when 2019-2020 allocations are received.

N. Request to renew the Contract for **CC 05-1718** for Title III English Language Enhancement and Language Acquisition and Academic Achievement for Nonpublic Schools to Tree of Knowledge Learning Centers for the 2019-2020 school year at a cost of $115 per hour not to exceed the Nonpublic Schools Title III allocations. This is the second of two (2) one (1) year renewals.

O. Request to renew the Contract for **CC 04-1718** for Professional Development in Language Arts for the 2019-2020 school year to Staff Development Workshops, Inc. at a cost of $1,700.00 per diem not to exceed Title IIA (20-270-200-300-15-0015)and District Fund 15 (15-000-223-320-xx-xxxx) allocations and availability of funds.

P. Request to renew the contract with Café Clifton to supply Pre-K Kosher Vended Meals for the 2019-2020 school year which was originally awarded thru **Bid 15-1819** on October 24, 2018, for an estimated cost of $424,320 based on approximately 78,000 meals served annually at the following per meal cost: Charged to the Food Service Enterprise Fund 60-910-310-610-00-0000.

Breakfast @ $1.87 per meal
Lunch @ $2.94 per meal
Snack @ $.63 per meal

Q. Approve the following Consultants for the 2019-2020 school year (Travel Time: Not to exceed 15 minutes between sites at hourly rate; Documentation Time: Not to exceed 10% of total therapy time; Annual Reviews: Not to exceed one hour at hourly rate.) Hourly rate is to include therapies, meetings and related therapy activities to be paid through budget account #11-000-216-320-00-0000 and/or 11-000-216-320-00-0011.

Award made pursuant to NJAC 6A:23A-5.2(5) assuring that these Professional Service contracts are issued in a deliberative and efficient manner that ensures the school district receives the highest quality services at a fair and competitive price by the use of a comparable process.

District	Speech (Hrly)	OT (Hrly)	PT (Hrly)	Speech Eval	O/T Eval	P/T Eval	Bilingual Sp Therapy	Bilingual Speech Evaluations	COTA
Lakewood School District									
129 Shady Lane ESLS Coordinator	$80.00								
C Handler SLP LLC	$70.00			$220.00					
DAR Services LLC	$70.00			$220.00					
Elderberry Enterprises Inc	$65.00			$220.00					
Diamond Consultants	$65.00			$220.00					
Language Pros Inc ESLS Case Manager/Speech Therapist	$70.00			$220.00					
Learn to Speak LLC	$65.00			$220.00			$65.00	$220.00	
NJ Quality Speech	$65.00			$220.00					
Perel Keller LLC	$65.00			$220.00					
SJ Speech therapy LLC	$65.00			$220.00					
Shore Speech and Language LLC	$65.00			$220.00					
Summit Speech and Language Services	$65.00			$220.00					
Speech Care LLC	$70.00			$220.00					
Spanish Speechie LLC	$65.00			$220.00			$65.00	$220.00	
Lynda's Therapy LLC	$80.00			$300.00			$80.00	$300.00	

District	Speech (Hrly)	OT (Hrly)	PT (Hrly)	Speech Eval	O/T Eval	P/T Eval	Bilingual Sp Therapy	Bilingual Speech Evaluations	COTA
T Brander Therapy Inc	$70.00			$220.00					
Gibbons Thearpy Services LLC									$40.00
Avon Occupational Inc		$80.00			$240.00				
BT Evaluations		$70.00			$300.00				
Comprehensive Therapy Corp		$70.00			$220.00				
MCBW LLC		$70.00			$300.00				
Northfield Therapy		$65.00			$220.00				
On Target OT LLC		$65.00			$220.00				
Potential Unlimited Therapy		$65.00			$220.00				
Progressive OT Specialist		$70.00			$220.00				
Rivka Rotenberg OT LLC		$65.00			$220.00				
Shoot for the Stars LLC		$65.00			$220.00				
Therafun Inc		$70.00			$220.00				
Funfit Therapy			$80.00			$300.00			
Debra Mcdevitt PT PC			$80.00			$250.00			
Theraquatics LLC			$80.00			$250.00			
Full Potnetial Physical Therapy			$80.00			$250.00			
Average	$68.44	$68.64	$80.00	$225.33	$236.36	$262.50	$70.00	$246.67	$40.00
Talking Tools LLC (Feeding Therapy)	$125.00			$400.00					

*Complete Cost Comparison is available in the Business Office.

*The approval of these Consultants is contingent upon receipt of signed contracts, insurance certificates, proof of criminal background checks, and evidence of affirmative action.

R. Move to Award Chapter 226 Nonpublic Nursing Services for 2019-2020 school year.

WHEREAS, no single firm may be able to accommodate all the Nonpublic Schools in Lakewood for Nonpublic Nursing Services;

BE IT RESOLVED, that Towne Nursing LLC at a cost of $64/hr for RN, Tender Touch Educational Services LLC at a cost of $64/hr for RN and Catapult Learning LLC at a cost of $56.16/hr for RN, be awarded a contract for Nonpublic Nursing Services for the 2019-2020 school year based on each school's vendor selection and Chapter 226 allocations.

S. Request to renew the contract for **CC 02-1819** for Diagnostic and Computerized Math Intervention for the 2019-2020 school year to IReady at a cost not to exceed $74,200 subject to availability of funds. This is the first of two (2) one (1) year renewals.

T. Request to renew the contract for **CC 03-1819** for Behavior and Social Skills Consultant for the 2019-2020 school year to Behavior Therapy Associates, Towne Park Professional Center, 35 Clyde Road, Suite 101, Somerset, NJ 08873 for Lakewood Middle School at a cost of $1200 per day not to exceed $40,000 subject to available funding. This is the first of two (2) one (1) year renewals

U. Request to renew the contract for **CC 08-1819** for a Kindergarten Master Teacher for the 2019-2020 school year to Staff Development Workshops, 1427 14th Street, Lakewood, NJ 08701. Total amount for this effort shall not exceed Forty Five Thousand Dollars ($45,000) charged to account 20-220-200-329-00-0000. This is the first of two (2) one (1) year renewals.

*This item is removed as special funding was received for the 2018-2019 school and is not available for the 2019-2020 school

V. Request to renew the contract for CC **09-1819** for Title I STEM, Arts and Early Transition Programs for Nonpublic Schools for the 2019-2020 school year to Catapult Learning, Tender Touch Educational Services and Tree of Knowledge. Total cost for each vendor will not exceed the Title I STEM, Arts and Early Transition Program re-allocation amounts for each nonpublic school. (20-231-100-300-16-xxxx Title I reallocation). This is the first of two (2) one (1) year renewals pending availability of funds.

W. Request to renew the contract for **BID 02-1819** for IDEA Nonpublic School Paraprofessionals for the 2019-2020 school to Tree of Knowledge to supply IDEA Nonpublic Paraprofessional Services for the 2019-2020 school year at a cost of $25 per hour not to exceed a total amount of $340,000 and paid thru IDEA Basic Funds (20-251-100-500-xx-xxxx) and will be amended when 2019-2020 allocations are received. This is the first of two (2) one (1) year renewals.

X. Request to renew contract for **RFP 03-1819** for a Math Consultant for the 2019-2020 school year to Math Thru Discovery, LLC at a cost of $1200 per day not to exceed $34,500 for the 2019-2020 school year. This is the first of two (2) one (1) year renewals. (15-000-223-320-03-0003)

* The approval of this Consultant is contingent upon receipt of signed contracts, insurance certificates, and evidence of affirmative action.

Y. Request to renew the contract for **RFP 10-1819** for a Physician of Record for the 2019-2020 school year to Ocean Health Initiatives, Inc., 3500 Route 66, Neptune, NJ 07753 at a cost of Forty Five Thousand Dollars ($45,000). This is the first of two (2) one (1) year renewals.

* The approval of the Physician of Record is contingent upon receipt of signed contracts, insurance certificates, proof of criminal background checks, and evidence of affirmative action.

Z. Request to renew the contract for **Bid 09-1819** for Digital Recording and Archiving of District Meetings for the 2019-2020 school year to YSA Productions,58 Miller Road, Lakewood, New Jersey at a cost of $490 per hour for a minimum of 3 hours and $260 each additional half (1/2) hour.(11-000-251-335-00-0000). This is the first of two (2) one (1) year renewals.

AA. Request to renew the contract for **BID 22-1819** for District Wide HVAC Filters to American Environmental Systems, LLC to supply District Wide HVAC Filters for the 2019-2020 school year at a cost of $22,049.55. This is the first of four (4) one (1) year renewals. (11-000-261-610-00-0000).

BB. Request to renew the contract for **BID 06-1819** for District After School Program for the 2019-2020 school year to the Ocean County YMCA to provide YKIDS After School Program at a cost of $667 per student based on 180 days and a co-pay of $20 per week for the first student, $15 per week for the second student, and $10 per week for each additional student. This program is pending available funding. This is the first of two (2) one (1) year renewals.

CC. Approve the award of an emergency contract in accordance with the provisions of N.J.S.A. 18A:18A-7 to Mobilease Modular Space, Inc. to provide four (4) temporary classroom units for the Lakewood Early Childhood Center at a cost not to exceed $400,000 as per the terms of their proposal on file in the Business Office.

DD. Authorize the School Business Administrator and/or Qualified Purchasing Agent to obtain lease/purchase financing for the acquisition of four (4) temporary classroom units through the Hunterdon County Educational Services Commission cooperative purchasing program.

EE. Approve the Sidebar Agreement with the Lakewood Education Association (LEA) regarding compensation of bargaining unit members participating in the Advanced Placement Initiative tutoring program at Lakewood High School in accordance with the resolution approved by the Board at the April 30, 2019 meeting.

FF. Move to record Competitive Contract **CC 01-1920** for Chapter 192 Home Instruction received on May 7, 2019 @ 11:00 a.m. Fifteen (15) firms were solicited and One (1) response was received from Tree of Knowledge Learning Academy. As there was an improper Bid Bond submitted which is a material defect per N.J.S.A 40A:11-23.2 from Tree of Knowledge Learning Academy, and only One (1) response was received, the Interim Business Administrator requests permission to re-advertise for Chapter 192 Home Instruction for the 2019-2020 school year.

GG. Move to record Competitive Contract **CC 02-1920** for Chapter 193 Evaluation & Determination Services for Nonpublic Schools. Thirteen (13) firms were solicited and Two (2) responses were received on May 7, 2019 @ 10:00 a.m. by Psych-Ed Services, and On-Track. Both responses were rejected as the Board of Education wants to substantially revise the specification for the services pursuant to N.J.S.A. 18A:18A-22(d)

Be it further resolved, the Interim Business Administrator requests permission to re-advertise for Chapter 193 Evaluation & Determination services for the 2019-2020 school year.

HH. Move to record and award Competitive Contract **CC 03-1920** for Chapter 192/193 Instructional Services to Eligible Students and Title I Basic Skills and Title III to Promote Academic Achievement for "At Risk" and Failing Children of Nonpublic Schools in Lakewood, received on May 7, 2019 @ 12:00 noon. Fifteen (15) firms were solicited and Three (3) responses were received as follows:

LINE ITEM 0001 C 192/193 SERVICES			**Technical**	**Management**		**Total Score**
	Maximum Score		**55**	**45**		
Catapult Learning LLC 2 Aquarium Drive Ste 100 Camden, NJ 08103						
Scorer #1			54	45		

Scorer #2			53	45		
Scorer #3			54	45		
	Average Score		53.7	45		
						98.7 pts
Tree of Knowledge 326 Third St Lakewood, NJ 08701						
Scorer #1			55	35		
Scorer #2			55	35		
Scorer #3			55	36		
	Average Score		55	35.3		
						90.3 pts
Tender Touch Educational Svcs 685 River Ave Lakewood, NJ 08701						
Scorer #1			55	38		
Scorer #2			55	38		
Scorer #3			55	39		
	Average Score		55	38.3		
						93.3 pts
LINE ITEM 0002 TITLE I INSTRUCTION			**Technical**	**Management**	**Cost**	
	Maximum Score		**35**	**30**	**35**	
Catapult Learning LLC 2 Aquarium Drive Ste 100 Camden, NJ 08103						
Scorer #1			35	30		
Scorer #2			35	30		
Scorer #3			35	30		
	Average Score		35	30	29.9	
						94.9 pts
Tree of Knowledge						

326 Third St Lakewood, NJ 08701						
Scorer #1			35	30		
Scorer #2			35	30		
Scorer #3			35	30		
	Average Score		35	30	35	
						100 pts
Tender Touch Educational Svcs. 685 River Ave Lakewood, NJ 08701						
Scorer #1			35	30		
Scorer #2			35	30		
Scorer #3			35	30		
	Average Score		35	30	28.3	
						93.3 pts
LINE ITEM 0003 TITLE III			**Technical**	**Management**	**Cost**	
	Maximum Score		**35**	**30**	**35**	
Catapult Learning LLC 2 Aquarium Drive Ste 100 Camden, NJ 08103						
Scorer #1			35	30		
Scorer #2			35	30		
Scorer #3			35	30		
	Average Score		35	30	35	
						100 pts
Tree of Knowledge 326 Third St Lakewood, NJ 08701						
Scorer #1			35	28		
Scorer #2			35	29		
Scorer #3			35	28		

	Average Score		35	28.3	33.2	
						96.5 pts
Tender Touch Educational Svcs. 685 River Ave Lakewood, NJ 08701						
Scorer #1			35	30		
Scorer #2			35	30		
Scorer #3			35	30		
	Average Score		35	30	22.6	
						87.6 pts
TOTAL AVERAGE FOR ALL LINE ITEMS PER VENDOR						
	CATAPULT		**TREE OF KNOWLEDGE**	**TENDER TOUCH**		
	97.87 POINTS		**95.60 POINTS**	**91.40 POINTS**		

Move to award contracts for CC 03-1920 to Catapult Learning LLC, Tree of Knowledge, and Tender Touch Educational Services for the 2019-2020 school year. All responses were responsive and responsible to the requirements of the Technical and Management specifications. All three firms exceeded the minimum score of 75 points. Contract amounts will be based on school selection and school allocations.

XI. REPORTS AND RECOMMENDATIONS OF SUPERINTENDENT:

A. Superintendent Items

1. Motion to approve the First Reading of the following Bylaws, Policies and Regulations:

   - Policy 1642 Earned Sick Leave Law (M)
   - Regulation 1642 Earned Sick Leave Law (M)
   - Policy 5533 Pupil Smoking (M)

2. Approve the following Job Descriptions:

   - Coordinator of Fiscal Services
   - Assistant Principal/Athletic Director
   - ~~Purchasing Agent~~ **REMOVED Per the State Monitor**

3. Approval of Petty Cash Funds – NJSA 18A:19-13: NJAC 6A:23A-16.8 for the 2019-2020 school year not to exceed $250.00.

4. Adoption of the following official Newspapers and New Sources – Pursuant to the provision of Chapter 231 of the Public Laws of NJ (1975), Open Public Meetings Act for the 2019-2020 school year: Asbury Park Press (APP), The Star Ledger, the Lakewood Scoop.

5. Approval of the Uniform Minimum Chart of Accounts for New Jersey Public Schools for the 2019-2020 school year.

6. Move that emergency procedures described in the official Lakewood School District Emergency Management Plan be approved as recommended by the Superintendent of Schools.

7. Move that all present handbooks be continued in effect, for the 2019-2020 School Year, until modified upon the recommendation of the Superintendent.

8. Approval of Tax Shelter Annuity Companies for the 2019-2020 school year:

    a. AIG/Valic
    b. Ameriprise Financial
    c. AXA Equitable
    d. Colonial
    e. Great American
    f. Lincoln Investments
    g. Massachusetts Mutual
    h. MetLife
    i. New York Life
    j. Security Benefit
    k. Security First
    l. Siracusa

9. Move to approve the Payroll Schedule for 2019-2020 School Year.

10. Move that as provided by N.J.S.A. 18A:22-8.1, the Superintendent and/or designee be designated to approve such line item budget transfers that are necessary between Board of Education meetings, and that such transfers shall be reported to the Board of Education, ratified and duly recorded in the minutes of the next regular meeting for the 2019-2020 school year.

11. Approve the Business Administrator or designee to pay bills between Board meetings due to special or emergent circumstances, written notification provided to the Board 24 hours in advance, and to be ratified at the next scheduled board meeting for the 2019-2020 school year.

12. Approve collection and maintenance of student records according to 6A:32-7.

13. Approval to authorize the Procurement of Goods & Services through State Agencies (State Contracts) (Title 18A:18A-10) for the 2019-2020 school year and authorize the District Purchasing Agent to make purchases of goods and services entered into on behalf of the state by the Division of Purchase and Property utilizing various vendors that have state contracts. The Purchasing Agent shall make known to the Board the commodity/service, vendor and state contract number utilized.

14. Adoption of the 2019-2020 District K-12 Curriculum, Courses of Study and mandated programs and textbooks.

15. Approval to adopt the 2019-2020 High School Course Proficiencies.

16. Approve participation in NJSIAA for the 2019-2020 school year.

17. Approve authorization of the Superintendent of Schools to appoint staff members during emergent circumstances for ratification at the next scheduled board meeting.

18. Resolved, that the Board of Education hereby establishes a photocopy fee of $.05 per letter size page and $.07 per legal size page for official Board Minutes and other public documents, and

    BE IT FURTHER RESOLVED, that all requests for public information which requires employee time shall be provided at the hourly rate(s) of the employee(s) assigned to produce that public information.

19. Move that the Board of Education authorize the Superintendent and Business Administrator to implement the 2019-2020 budget, once authorized and finalized, pursuant to local and state policies and regulations.

20. Approve Barbara Schulmeister for $50.00 per hour to attend Board meetings, typing Board meeting minutes, and other duties as assigned by the Superintendent, Board Secretary or designee from July 1, 2019 through July 31, 2019.

21. Approve Jo-Ann Zsamba for $50.00 per hour other duties/special projects as assigned by the Superintendent, Board Secretary or designee for the 2019-2020 school year.

22. Approve Ana Faone, Gissela Malgeri, and Karen Vargas-Baltazar to translate at Board meetings, on an as needed basis, at a rate of $40.00 per hour, for the 2019-2020 school year.

23. Approve Ana Faone to translate the district Student Handbook and other documents for the 2019-2020 school year, at a rate of $30.00 per page, to be paid through budget account # 11-000-251-100-00-2000.

24. Approve the following Central Registration staff for the 2019-2020 School Year District Residency Yearly Confirmation, as per District Policy #5111, and during peak enrollment and transfer periods, starting July 1, 2019 through September 30, 2019, on an as needed basis, not to exceed a maximum of 40 hours per person, to be paid through budget account #11-000-252-100-00-0000.

Ann Baillie
Jacqueline Burns
Ana Faone
Karen Vargas Baltazar

25. Motion to approve the Comprehensive Equity Plan Needs Assessment (CEP) for School Years 2019-2020 through 2021-2022.

26. Motion to approved the donations from Hometown Heroes for the following:

➢ Lakewood Middle School	$850
➢ Lakewood High School	$1,200
➢ Piner Elementary	$800
➢ Early Childhood Education Center	$500
➢ Spruce Street Elementary	$1,200
➢ Ella G. Clarke School	$650
➢ Clifton Ave. Elementary	$750
➢ Oak Street School	$900

27. **Resolved,** on the recommendation of the Superintendent that the Board terminates employee #8119 immediately, to be paid through May 16, 2019, as per the contract.

28. Approve the 2018-2019 tuition costs for the following out-of-district placements, to be paid through budget account #11-000-100-561-00-0000.

Number	Placement	Per Diem Rate/Monthly Rate/Hourly Rate	Aide/Nurse Per Diem/Monthly/Hourly	Billable Days/months	Start Date
929975	Brick Township	$1,165.42/month		6 months	12/23/2018-6/30/2019
929562	Neptune Township Board of Education	$75.00/month		89 days	2/4/2019-6/30/2019
929561	Neptune Township Board of Education	$75.00/month		89 days	2/4/2019-6/30/2019

29. Approve the 2018-2019 tuition costs for the following out-of-district placements, to be paid through budget account #11-000-100-566-00-0000.

Number	Placement	Per Diem Rate/Monthly Rate	Aide/Nurse Per Diem/Monthly	Billable Days/Months	Start Date
928372	Bancroft	$290.18/day		49 days	4/1/2019-6/30/2019

30. Approve the following cost of students who attended Yachad during the summer of 2017, to be paid through account #11-000-100-569-00-0000:

1.	E.R.A. (42697)	7/2/2017-8/13/2017	$7,500.00
2.	R.B. (215341)	7/2/2017-8/13/2017	$7,500.00
3.	B.F. (905619)	7/2/2017-8/13/2017	$7,500.00
4.	C.L. (906441)	7/2/2017-8/13/2017	$7,500.00
5.	B.M. (205342)	7/2/2017-8/13/2017	$7,500.00
6.	B.M. (905700)	7/2/2017-8/13/2017	$7,500.00
7.	R.N. (906938)	7/2/2017-8/13/2017	$7,500.00
8.	C.P.S. (906545)	7/2/2017-8/13/2017	$7,500.00
9.	C.F.W. (195338)	7/2/2017-8/13/2017	$7,500.00

31. Approve the following cost of students who attended Yachad during the summer of 2018, to be paid through account #11-000-100-569-00-0000:

10.	R.B. (215341)	7/1/2018-8/12/2018	$7,500.00
11.	T.C. (906859)	7/1/2018-8/12/2018	$7,500.00
12.	B.F. (905619)	7/1/2018-8/12/2018	$7,500.00
13.	C.K. (905659)	7/1/2018-8/12/2018	$7,500.00
14.	L.K. (907266)	7/1/2018-8/12/2018	$7,500.00
15.	C.L. (906441)	7/1/2018-8/12/2018	$7,500.00
16.	B.M. (205342)	7/1/2018-8/12/2018	$7,500.00
17.	B.M. (905700)	7/1/2018-8/12/2018	$7,500.00

18. R.N. (906938)	7/1/2018-8/12/2018	$7,500.00
19. C.P.S. (906545)	7/1/2018-8/12/2018	$7,500.00
20. T.S. (905758)	7/1/2018-8/12/2018	$7,500.00
21. C.F.W. (195338)	7/1/2018-8/12/2018	$7,500.00

32. Medical/Administrative Homebound Instruction for the following students by the following agency/consultant, to be paid through budget account #11-150-100-320-00-0000. (Approval is contingent upon having a signed contract, insurance certificate and affirmative action for those homebound instructors who are independent contractors as a condition to being approved by Board or Education.)

Number	Agency/Consultant	Date	Hourly Rate
161185	Tanya Lees	5/4/19 – 6/20/19	$40.00
204243	Tanya Lees	4/26/19 – 5/26/19	$40.00
922653	Kathryn Bower	4/14/19 – 5/14/19	$40.00
908703	Todd Pizzella	4/18/19 – 5/18/19	$40.00
194263	Education Inc. dba Learnwell	3/29/19 - 4/12/19	$49.00
910264	Education Inc. dba Learnwell	4/3/19 – 4/17/19	$49.00
905982	Kathryn Bower, Candy Herriger	5/6/19 – 6/20/19	$40.00
195329	Kathryn Bower	6/7/19 –6/20/19	$40.00
912193	Carmella Quick	5/15/19 – 6/20/19	$40.00
906068	Brenda Douglas	4/25/19 – 6/20/19	$40.00
194265	Hampton Behavioral	2/15/19 – 2/22/19	$40.00
194580	New Hope	2/1/19 – 2/28/19	$550.00/wkly
191559	Gina Silinonte	5/5/19 – 6/21/19	$40.00
906829	Children's Hospital of Philadelphia (CHOP)	5/1/19 – 6/20/19	$56.57
175325	Barry Hoberman	6/7/19 – 6/20/19	$40.00
923988	Todd Pizzella	5/22/19 – 6/20/19	$40.00
191277	Michael Hadley, Iryna Magbanua	6/7/19 – 6/20/19	$40.00
909136	Gail Condon, TBD	5/6/19 – 6/20/19	$40.00
911099	Tyler Flint	4/7/19 – 6/7/19	$40.00
915712	Tracy Brenman, Maureen Palhetta	5/7/19 – 6/20/19	$40.00
204731	Education Inc. dba Learnwell	4/12/19 – 4/26/19	$49.00
906720	Education Inc. dba Learnwell	5/3/19 – 5/17/19	$49.00
10883	Barbie Glatzer	4/21/18 –6/20/19	$40.00
225347	Candy Herriger	5/3/19 – 6/20/19	$40.00
912892	Tree of Knowledge	3/1/19 – 6/20/19	$50.00
191241	Florence Bivins Rhoney	4/16/19 – 5/9/19	$40.00
909889	Valerie Truisi	4/4/19 – 5/4/19	$40.00
925007	Barbra Costello	5/20/19 – 6/20/19	$40.00
929913	Allison Havemann	5/15/19 – 6/20/19	$40.00
191534	Jeanette Callahan, Michael Filardo	5/7/19 – 5/14/19	$40.00
194240	Ayman Abdouh,	4/29/19 – 5/10/19	$40.00

Number	Agency/Consultant	Date	Hourly Rate
	Tanya Lees		
906780	Danielle Young	3/18/19 – 4/1/19	$40.00
191270	Tanya Lees	4/18/19 -6/20/19	$40.00
214755	Silvergate Prep	5/3/19 – 6/3/19	$50.00
905954	Florence Bivins Rhoney	4/12/19 – 5/6/19	$40.00
917757	Jeanette Callahan	4/12/19 – 5/6/19	$40.00
928013	Leilanie Small	5/8/19 – 6/20/19	$40.00
214789	Tanya Lees	5/10/19 – 6/20/19	$40.00
201203	Jeanette Callahan Iryna Magbanua	4/16/19 – 5/8/19	$40.00
204243	Education Inc. dba Learnwell	5/1/19 – 5/15/19	$49.00
928013	Education Inc. dba Learnwell	4/30/19 – 5/14/19	$49.00

33. Approve Aliza Beren/Child Smart LLC as a BCBA consultant for the 2018-2019 school year at a rate of $100.00 per hour, for a maximum of 20 hours per week, not to exceed a total of $15,000.00, to be paid through budget account #s 11-000-219-320-00-0000 & 11-000-219-390-13-0000. (Approval is contingent upon having a signed contract, insurance certificate and affirmative action for those homebound instructors who are independent contractors as a condition to being approved by Board or Education.)

34. Approve Diamond Consultants for Out of District and Initial Speech and Language Evaluations for the 2018-19 school year, at a rate of $300.00 per evaluation and $65.00 per hour travel for OOD evaluations, to be paid through budget account # 11-000-216-320-00-0000. (Approval is contingent upon having a signed contract, insurance certificate and affirmative action for those homebound instructors who are independent contractors as a condition to being approved by Board or Education.)

35. Approve the following Nonpublic trips for the 2018-2019 School Year:

School	Date	Trip Name	Amount	Grant	Account
TIFERES BAIS YAAKOV	5/21/19	Historic Richmond Town	$1,000	Title IVA	20-280-200-300-16-091I
TIFERES BAIS YAAKOV	5/29/19	Long Street Farms	$1,000	Title IVA	20-280-200-300-16-091I
BNOS ORCHOS CHAIM	5/30/19	Dr. Suss Stables	$357	Title IVA	20-280-200-300-16-075I

36. Approve the following Nonpublic professional developments for the 2018-2019 School Year:

School	Vendor	PD Name	Amount	Grant	Account
CALVARY ACADEMY	Pearson	The Sky Tonight Planetarium	$750	Title IV	20-280-200-300-16-066I

37. Approve the following Nonpublic grant playground items:

School	Vendor	Description	Amount	Grant	Account
YESHIVA TORAS MENACHEM	MRC	Playground Equipment	$10,394.04	Title IVA	20-280-200-300-16-059I
YESHIVA SHAAREI ORAH	Palos Sports	Sports Equipment	$3,040.19	Title IVA	20-280-200-300-16-004J

38. Move that the Board of Education approve the LEA General Intent to Collaborate with the McKinney-Vento Education of Homeless Children and Youth Program for the 2019-2020 school year.

39. Approve Maria Byrd as High School scheduler to work with High School Principal and District Supervisor of Guidance regarding creating, building and completing all individual student schedules based on the new master schedule for the 2019-2020 school year, at a rate of $40.00 per hour, a maximum of 100 hours, not to exceed $4,000.00, to be paid through LHS ASP/SIA funds, budget account # 20-232-200-100-03-0003.

40. Approve the following Lakewood High School staff members to chaperone the Junior Prom on May 31, 2019. Staff will be paid $50.00 each as per Schedule H of the LEA contract guide:

Melissa Laureigh
Robert Terrigno
Valerie Daniluk
Lisa Bergamotto
Peter Buttita
Matthew Payne
Patricia Gregory
Kevin Savini

41. Approve the following Lakewood High School staff members to chaperone the Senior Farewell on Friday, May 31, 2019. Staff will be paid $50.00 each as per Schedule H of the LEA contract guide:

Nancy Riordan
Alaina Spicer
Steven VanHise
Kevin Savini
Candy Herriger
Gloria White

42. Approve Jennifer Patella, OSS staff member for After School Clubs, from May 7, 2019 through June 6, 2019, two times per week, 2 hours per day, at a rate of $40.00 per hour, not to exceed $1,200.00, to be paid through the Lakewood Township Restricted Grant.

43. Approve Harriette Reynoso, 3-5 grades literacy coach, to work for a total of 150 hours, to work on grades 3-5 Writing Units and on revising Reading Units based on teacher and building administrator feedback.

44. Approve Kari Novatin to intern in the Human Resource Dept. during the summer after her contractual hours as she is completing her second year in the master's program at Villanova.

45. Approval of the following school trips:

Date	School	Where to	# Students	# Staff / Adults	Admission Cost/Acct#	Transportation Cost/Acct#
6/7/19	LHS	*Opening of NJ Special Olympics	18	10	$0.00	$345.00
5/2/19	EGC	GCU	39	4	$0.00	$70.00 (In-House Voucher Pay)
6/11/19	SSS	**Seaside Park Boardwalk	228	43	$0.00	$700.00 (In-House Voucher Pay) $1,140.00 (Meals)
5/24/19	SSS	**Popcorn Zoo	135	25	$320.00	$420.00 (In-House Voucher Pay) $320.00

Date	School	Where to	# Students	# Staff / Adults	Admission Cost/Acct#	Transportation Cost/Acct#
						(Snack)
5/23/19	SSS	**Popcorn Zoo	93	18	$222.00	$280.00 (In-House Voucher Pay) $222.00 (Snack)
6/6/19 (6/11/19 Rain Date)	OSS	***Camp Topanemus	185	20	$1,100.00	$990.00 (Contracted) $340.00 (In-House Voucher Pay)
5/31/19	LHS	****East Coast Escape Room/Cousins Paintball/El Madrigal	16	1	$896.00	$585.00 (Contracted)
5/29/19	LMS	***** Lakehurst Naval Airbase	15	2	$0.00	$175.00 (In-House Voucher Pay)
6/5/19	LHS	@ Longwood Gardens	50	5	$275.00	$1,462.07
6/10/19	LHS	## African American Museum	16	2	$160.00	$1,080.00

*ACCT. #15-000-270-512-03-0003
**FUNDRAISING/PTO/PARENT
***FUNDRAISING
****CLUB & STUDENTS
*****ACCT. #15-000-270-512-04-0004
@ STUDENT PAID NO COST TO DISTRICT
PAID WITH CLUB FUNDS

46. Approve Professional Development for the following staff for the 2018-2019 school year:

LAST NAME	FIRST NAME	WORKSHOP	DATE(S)	REGISTRATION FEE	MILEAGE	OTHER
DeSopo	James	***Project Lead the Way	8/4/19-8/16/19	$2,400.00	$0.00	$592.00 (airfare) $125.00 (Uber) $1,320.00 (Lodging) $286.00 (Meals) $3,200.00 (Stipend)
Douglas	Brenda	Special Olympic Track	5/11/19	$0.00	$0.00	$75.00 (Chaperone Fee)
Fry	John	Special Olympic Track	5/11/19	$0.00	$0.00	$75.00 (Chaperone Fee)
Gregory	Patricia	**Advanced Placement Summer Institute	7/22/19 7/23/19 7/24/19 7/25/19	$900.00	$0.00	$1,200.00 (Stipend)
Gregory	Patricia	**International Advanced Placement Conference	7/17/19-7/21/19	$890.00	$0.00	$418.57 (Flight) $150.00 (Parking) $756.00 (Lodging) $112.00 (Meals) $1,280.00 (Stipend)
Hadley	Michael	**Advanced Placement Summer	7/22/19 7/23/19 7/24/19	$900.00	$0.00	$1,200.00 (Stipend)

LAST NAME	FIRST NAME	WORKSHOP	DATE(S)	REGISTRATION FEE	MILEAGE	OTHER
		Institute	7/25/19			
Laureigh	Melissa	*****AP Summer Institute	7/22/19 7/23/19 7/24/19 7/25/19	$900.00	$69.94	$1280.00
Mackow	Nicole	*8th Annual Northeast PBIS Network Leadership forum	5/15/19 5/16/19 5/17/19	$200.00	$120.90	$45.62 (Tolls) $160.00 (Meals) $282.00 (Lodging)
Manlapig	Courtney	****NJTESOL Conference	5/30/19	$274.00	$20.70	$0.00
Mann	Amy	*****AP Summer Institute	7/22/19 7/23/19 7/24/19 7/25/19	$900.00	$69.94	$1280.00
Spicer	Alaina	***Project Lead the Way	8/5/19-8/16/19	$2,400.00	$104.78	$1,969.00 (Lodging) $340.00 (Meals) $3,200.00 (Stipend)

*THIS WAS APPROVED 2/12/19 AGENDA -ADDING LODGING WHICH WAS APPROVED UNDER BRIDGIT VALGENTI WHO NOW IS NOT GOING.
**ACCT#20-270-200-500-15-0015
***REGISTRATION ACCT#20-360-100-800-03-0000 TRAVEL ACCT#20-360-200-580-03-0000 STIPEND ACCT#20-360-200-104-03-0000 OTHER ACCT#20-360-200-500-03-0000
****ACCT# 20-241-200-500-15-0015
*****ACCOUNT #20-270-200-100-15-0015

47. The Lakewood School District hereby authorizes the submission of the Perkins Secondary Consolidation application for Fiscal Year 2020, and accepts the grant award of the funds upon subsequent approval of the FY 2020 Perkins Secondary Consolidated application in the amount of $390,249.00.

48. **Resolved**, that effective July 1, 2019, through June 30, 2020, the Board of Education hereby reappoints, ***Michael I. Inzelbuch, Esquire***, as General Counsel to the Board of Education.
    1) Same terms and conditions as the 2018-2019 contract, which is on file in the office of the Business Administrator.

49. **Resolved**, that effective, July 1, 2019, through June 30, 2020, the Board of Education hereby reappoints, ***Holman, Frenia & Alison,*** as Auditors to the Board of Education.
    1) Same terms and conditions as the 2018-2019 contract, which is on file in the office of the Business Administrator.

50. Approve Lauren Fobes to assist in the creation and revision of ELA curriculum for 3-5 literacy, aligned to the NJSLS and district curriculum/pacing guides, from July 1, 2019 through August 31, 2019, at a rate of $40 per hour, not to exceed 100 hours.

51. Approve Sarah Johnson to assist in the creation and revision of ELA curriculum for 6-8 literacy, aligned to the NJSLS and district curriculum/pacing guides, from July 1, 2019 through August 31, 2019, at a rate of $40 per hour, not to exceed 100 hours.

52. Approve Jeanette Callahan to assist in the creation and revision of ELA curriculum for 9-12 literacy, aligned to the NJSLS and district curriculum/pacing guides, from July 1, 2019 through August 31, 2019, at a rate of $40 per hour, not to exceed 100 hours.

53. Approve Elsa Mena to translate/create new k-2 ELA curriculum documents and resources for Spanish bilingual classes, at a rate of $40.00 per hour, not to exceed 100 hours.

54. Approve Elrica Kersaint, Vivien Kok, Tina Sardano, and Shannon Meyers appointed for ELL Data Team to prepare ACCESS score reports and review exit data, at a rate of $40 per hour, not to exceed 40 hours each, to be paid through Title III, account budget # 20-241-200-100-15-0015.

55. Approval to submit Renewal Application for Change of Use of Educational Space for the 2019-2020 school year at the following locations:
    - Snoezelen Room at Lakewood Early Childhood Center Campus III
    - Snoezelen Room at Spruce Street Elementary School

56. Approve Omaida Segui for $50.00 per hour other duties/special projects as assigned by the Superintendent, Board Secretary or designee for the 2019-2020 school year.

57. Approve the revised District Health Curricula for Grades K-12.

IMPORTANT INFORMATION:

Fire Drill Report – April 2019
Security Drill Report – April 2019
HIB Report – April 2019

B. PERSONNEL

1. CERTIFICATED

a. Resignations

1. SNYDER, Christina
Teacher – 5th Grade Gifted & Talented – CAS
Effective: June 30, 2019

2. VANORDEN, Diana
Teacher – 5th Gr – OSS
Effective: June 30, 2019

b. Retirements

1. SLOAN, Linda
Teacher – Art – LHS
Effective: June 30, 2019

c. Terminations - None At This Meeting

d. Leaves of Absence

1. FORTUNA, Victoria
Psychologist-CST/LHS
Medical-Sick (35 days)-Paid
Effective April 29, 2019
Terminating: June 17, 2019
Medical-Personal (3 days)-Paid
Effective: June 18, 2019
Terminating: June 20, 2019(pending Dr.'s release)

2. SCRIBNER, Susan
Teacher-Piner Elementary
FMLA-Unpaid
Effective: March 18, 2019
Returning: May 20, 2019

(extended from original Board approved 2/27/19 request)

e. Transfers

1. KUREK, Jill
   From: Interventionist - SSS
   To: Interventionist – Piner
   Effective: September 1, 2019
   Terminating: June 30, 2020
   (budget account # 15-230-100-101-10-0010)

2. LIEBERMAN, Benjamin
   From: Supervisor of Science, Engineering and Title I,II,III,IV, Non Public Textbooks, and Nursing Grants - District
   To: Supervisor of Science (Grade 6-12) & Engineering (Grades 6-8) and Assistant Principal, LHS
   Effective: July 1, 2019
   Terminating: June 30, 2020
   (replacement for O Bonner – reassigned)
   (budget account # 15-000-240-103-03-0003)

3. BONNER, Owen
   From: Assistant Principal, LHS
   To: Assistant Principal (Assigned Part Time to LMS) and Athletic Director (District Position)
   Effective: July 1, 2019
   Terminating: June 30, 2020
   (New Position)
   (budget account #s to be 50/50 each
   15-000-240-103-04-0004/ 11-402-100-100-15-0000)

4. DEJOHN, Andrea
   From: Guidance, LHS
   To: Guidance, LMS
   Effective: July 1, 2019
   Terminating: June 30, 2020
   (replacement for P. Kaminsky – reassigned)
   (budget account # 15-000-218-104-04-0004)

5. KAMINSKY, Parker
   From: Guidance, LMS
   To: Guidance, LHS
   Effective: July 1, 2019
   Terminating: June 30, 2020
   (replacement for A. DeJohn – reassigned)
   (budget account # 15-000-218-104-03-0003)

6. YOFFE, Henna
   From: Teacher – Math – LMS
   To: Teacher – Math – LHS
   Effective: September 1, 2019
   Terminating: June 30, 2020
   (replacement for K. Keniston – resigned - $56,416.00)
   (budget account #15-140-100-101-03-0003)

f. Appointments

1. ESY Substitute Coverage
   Effective: July 1, 2019
   Terminating: August 12, 2019
   Certificated Staff $40.00 per hour

Bedrose, Marissa	Mount, James
Bouney, Michele	Moses, Stacy
Bukowinski, Stephen	Napolitano, Tara
Choffey, Laura	Padilla, Zeynep
Correia, Rondalyn	Pagliaro, Gina
DeGuilio-DeCarlo, Jillian	Panora, Diana
Donovan, Taylor	Pierce, Lisa
Doyle, Courtney	Romito, Marissa
DiMiceli, Rosalie	Saunders, Lauren
Gargulinski, Melissa	Schmitz, Alexa
Giorgiantonio, Jessica	Shames, Michelle
Haines, Melanie	Small, Leilanie
Hall, Kathleen	Smith, Krista
Kirby, Kathleen	Stone, Jessica
MacConnell, Christine	Stuart, Dena
Maley, Eileen	Szczepanek, Heather
Mazzaroni, Susan	Thomas, Lauren
McCracken, Trudy	Tuorto, Kathleen

2. ESY (Extended School Year)
   Effective: July 1, 2019
   Terminating: August 12, 2019
   Percentage of Their Annual Salary

Staff Member	Position	6 Weeks	Percentage
Caplan,Ann	Speech Therapist	X	$10,441.65
Dick, Miriam	Speech Therapist	X	$13,551.90
Gewirtz, Rachelle	Speech Therapist	X	$9,616.65
Gruen, Karen	Speech Therapist	X	$9,616.65
Herskowitz, Chaya	Speech Therapist	X	$9,391.65
Jankoski, Kathleen	Speech Therapist	X	$13,551.90
Kramer, Chaya	Speech Therapist	X	$9,856.65
Kronglas, Caroline	Speech Therapist	X	$8,521.65
Osina, Chana	Speech Therapist	X	$8,731.65
Silberstein, Faye	Speech Therapist	X	$9,391.65
Valenti, Stacey	Speech Therapist	X	$12,456.90
Lane, Sharon	Occupational Therapist	X	$12,366.90
Moshe, Orly	Occupational Therapist	X	$11,431.65
Saito, Chelsea	Occupational Therapist	X	$12,456.90
Sosowsky, Beth	Occupational Therapist	X	$9,391.65
Plotnik, Chani	Occupational Therapist	X	$9,616.65
Taplin, Sorah	Occupational Therapist	X	$12,726.90
Weinstein, Henya	Occupational Therapist	X	$11,401.65
Baquero, Coleen	Occupational Therapist	X	$13,551.90
Darrow-Barr, Kyna	Physical Therapist	X	$13,176.90
Gualano, Renee	Physical Therapist	X	$11,221.65
Jackson, Christina	Physical Therapist	X	$12,561.90
Kalish, Rachel	Physical Therapist	X	$13,266.90

3. Morning Duty LHS & LMS
   2019-2020 School Year
   6:30 a.m. to 7:00 a.m. regular start time
   Salary: $20.00 a day

Name	Location
Piero, Lisa	LMS
Janusz, Maria	LMS
Peccarelli, Lewis	LMS
Muth , Michael	LMS

4. Morning Duty LHS & LMS - Substitutes
   2019-2020 School Year
   6:30 a.m. to 7:00 a.m. regular start time
   Salary: $20.00 a day

Name	Location
Schenk, Linda	LMS
Nielsen, Catherine	LMS
Klotz, Mary Ellen	LMS
Badum, Stephanie	LMS

g. Reappointments

1. LEA Certified – Tenured (10 Months)
   Effective: September 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Degree	Step	Salary
ACEVEDO	Luane	BA+15	17	$62,111.00
ALBERTSON	Kelly	MA	17	$64,111.00
ALVAREZ	Angela	BA+15	22	$72,011.00
AMSEL	Sima	MA	9	$56,111.00
ARLAUCKAS	Christine	BA	12	$55,211.00
ARMSTRONG	Kelly	BA	9	$53,111.00
BAQUERO	Coleen	MA	29	$90,346.00
BARBAGELATA	Karen	MA	15	$61,111.00
BARTON	Courtney	MA	7	$54,761.00
BEATON	Angela	MA	14	$60,111.00
BELL	Laura	MA	17	$64,111.00
BENVENUTO	Claire	BA	9	$53,111.00
BERESFORD	Amy	MA	17	$64,111.00
BERMAN	Blima	MA	19	$67,411.00
BLACKWELL	Marisol Garcia	MA	19	$67,411.00
BLOOM-ANEN	Kathleen	BA	18	$62,711.00
BORRESS	Jessica	MA	11	$57,511.00
BOTUCK	Yaffa	MA+15	24	$79,446.00
BOUNEY	Michele	MA	9	$56,111.00
BOWER	Kathryn	BA	29	$87,346.00
BOWERS	Carol	MA+15	20	$70,611.00
BRACHFELD	Rachel	MA	8	$55,411.00
BRENMAN	Tracy	BA	16	$59,611.00
BROWN	Maryellen	MA	18	$65,711.00
BRUNO	Julianne	MA	17	$64,111.00

Last Name	First Name	Degree	Step	Salary
BUKOWINSKI	Stephen	BA+15	15	$59,111.00
BUKOWINSKI	Mary	BA+15	14	$58,111.00
BURNETT	William	BA	22	$71,011.00
BYRD	Maria	MA	7	$54,761.00
CALLAHAN-MELIA	Jeanette	BA	12	$55,211.00
CAMPBELL	Kaneisha	MA	12	$58,211.00
CANO	Melinda	MA+30	19	$69,411.00
CAPELLA	Lori	BA	22	$71,011.00
CAPLAN	Anne	MA	20	$69,611.00
CAPPER-PATTERSON	Jennifer	BA	22	$71,011.00
CAREY	Ana	MA+30	25	$82,746.00
CARLO	Rose	BA	9	$53,111.00
CARPENTER	Dawn	BA	19	$64,411.00
CARPENTER-ASCOUGH	Jamie	MA	13	$59,111.00
CARRETTA	Monica	BA	17	$61,111.00
CARRION	Damarisinai	BA	9	$53,111.00
CERVENAK	George	MA	11	$57,511.00
CINMAN	Nicole	BA	6	$51,261.00
CITTADINO	Jennifer	BA+15	9	$54,111.00
CLARKE	Katherine	MA	29	$90,346.00
CLIMER	Donna	MA+15	20	$70,611.00
COHEN	Chaya	MA+15	10	$57,811.00
CONROY	James	BA	29	$87,346.00
COONEY	Maria	BA	19	$64,411.00
COPLAN	Lisa	BA	12	$55,211.00
CORREIA	Rondalyn	BA	17	$61,111.00
CORREIA	Cheryl	BA+15	15	$59,111.00
CREWE	Dana	BA+15	19	$65,411.00
CURRAO	Cynthia	BA+15	18	$63,711.00
CURRAO	Vincent	MA	18	$65,711.00
CZECH	Margaret	BA	6	$51,261.00
DAHROUGE	Michael	BA+30	7	$53,761.00
DAHROUGE	Nicole	BA+30	7	$53,761.00
DARBY	Jennifer	BA+30	20	$68,611.00
DARNOWSKI	Sheila	MA+15	29	$91,346.00
DARROW-BARR	Kyna	MA	28	$87,846.00
DAUM	Etty	MA	19	$67,411.00
DE JOHN	Andrea	MA	20	$69,611.00
DE SANTIS	Jessica	BA+30	9	$55,111.00
DE VENECIA-MCFARLAND	Maria	MA+30	9	$58,111.00
DECKER	Debra	MA	26	$83,046.00

Last Name	First Name	Degree	Step	Salary
DELUCIA	Stephanie	MA	14	$60,111.00
DESOPO	James	BA+30	26	$82,046.00
DI MICELI	Rosalie	BA+30	10	$55,811.00
DICK	Miriam	MA	29	$90,346.00
DINEEN	Meghan	BA	17	$61,111.00
DING	Cecelia	BA	11	$54,511.00
DORAN	Amanda	MA+30	12	$60,211.00
DORANDO	Erica	BA	16	$59,611.00
DOTTS	Jodi	BA	18	$62,711.00
DOUGLAS	Brenda	BA	18	$62,711.00
DOWLING	Christine	BA	19	$64,411.00
DOWNEY	Shannon	BA	8	$52,411.00
DRAWBAUGH	Mary Beth	BA+15	28	$85,846.00
DRUMRIGHT JR	Eugene	BA	29	$87,346.00
DUNN	Gladys	MA	17	$64,111.00
ELIAS	Kristen	BA	9	$53,111.00
FAAS	Matthew	MA	6	$54,261.00
FAGAN	Christine	MA	14	$60,111.00
FIANI	Marianna	MA	17	$64,111.00
FILARDO	Michael	BA	18	$62,711.00
FILKIN	Karen	MA+15	29	$91,346.00
FLEMING	Lora	BA	16	$59,611.00
FLETCHER	Jodi	BA+15	16	$60,611.00
FLOYD	Harold	BA	28	$84,846.00
FOBES	Lauren	MA	5	$54,261.00
FODOR	Andrew	BA+15	9	$54,111.00
FOGARTY	Kristin	BA	13	$56,111.00
FORTUNA	Victoria	PHD	29	$93,346.00
FOX	Paulette	BA+15	12	$56,211.00
FRANCESE	Joanna	BA	13	$56,111.00
FRANCIA	Michael	BA+30	9	$55,111.00
FRIEDMAN	Leah	MA	15	$61,111.00
FRY	John	BA+15	29	$88,346.00
GARCES	Margarita	MA	18	$65,711.00
GERTNER	Mitchel	MA+30	19	$69,411.00
GEWIRTZ	Rachelle	MA	17	$64,111.00
GIACONIA	Colleen	BA	11	$54,511.00
GILBERT	Juliann	MA	8	$55,411.00
GIORGIANTONIO	Jessica	MA	8	$55,411.00
GLANTZ	Ross	MA	24	$78,446.00
GLASSENBERG	Deena	MA+15	8	$56,411.00

Last Name	First Name	Degree	Step	Salary
GLATZER	Barbie	BA	17	$61,111.00
GOLDMAN	Chana	MA	6	$54,261.00
GONZALEZ	Gladys	BA	22	$71,011.00
GONZALEZ	Evelyn	MA	29	$90,346.00
GREENBERG	David	MA	13	$59,111.00
GREGSON	Angelique	BA	15	$58,111.00
GRIFFIN	Lauren	MA	19	$67,411.00
GROSS	Sarah	MA	9	$56,111.00
GRUEN	Karen	MA	17	$64,111.00
GRUENEBAUM	Batsheva	MA+15	19	$68,411.00
HADLEY	Michael	BA	14	$57,111.00
HAINES	Melanie	BA	17	$61,111.00
HALL	Kathleen	MA+30	15	$63,111.00
HALUSKA	Sharon	BA	12	$55,211.00
HAMMEL	Kelly	BA	6	$51,261.00
HARTWELL	Jennifer	BA	23	$73,211.00
HENDRY	Janet	MA+30	18	$67,711.00
HERRIGER	Candy	BA	21	$68,811.00
HERSKOWITZ	Chaya	MA	16	$62,611.00
HETZEL-WELSHMAN	Karen	BA	29	$87,346.00
HINTON	Denise	BA	17	$61,111.00
HOFFMAN	Corinne	MA	14	$60,111.00
HOFFMAN	Kyle	BA	29	$87,346.00
HOLMES	Randy	BA	19	$64,411.00
HUGGINS-DICKEY	Gay	MA	16	$62,611.00
HUTCHISON-DANILUK	Valerie	PHD	9	$59,111.00
IACONO	Lori	MA	6	$54,261.00
INTROMASSO	Alicia	BA	17	$61,111.00
JACKSON	Cristina	PHD	25	$83,746.00
JACOBS	Miriam	MA+30	19	$69,411.00
JANKOSKI	Kathleen	MA	29	$90,346.00
JANUSZ	Maria	BA	11	$54,511.00
JOHNSON	Sarah	BA	18	$62,711.00
JUDE	Patricia	BA	18	$62,711.00
KALISH	Rachel	PHD	27	$88,446.00
KAMINSKI	Claire	MA+30	12	$60,211.00
KANAREK	Nechama	MA+30	14	$62,111.00
KARSKO	George	BA	24	$75,446.00
KAUFFMAN	Carolyn	BA	17	$61,111.00
KAWKA	Shannon	BA+30	11	$56,511.00
KAZNOWSKI	Jennifer	MA	16	$62,611.00

Last Name	First Name	Degree	Step	Salary
KEARNEY	Tracey	MA+30	12	$60,211.00
KELLY	Richard	MA+30	23	$78,211.00
KELUSAK	Erin	BA	14	$57,111.00
KERSAINT	Elrica	MA+15	13	$60,111.00
KIRBY	Kathleen	BA	19	$64,411.00
KLEIN	Rachel	MA+30	21	$73,811.00
KLINGER	Aimee	BA+15	20	$67,611.00
KLOTZ	Maryellen	BA	18	$62,711.00
KOZLAK	Doreen	BA	19	$64,411.00
KRAMER	Chaya	MA	18	$65,711.00
KUREK	Jill	BA	13	$56,111.00
KWICINSKI	Nancy	BA	14	$57,111.00
LAGOVIYER	Cara	MA	17	$64,111.00
LANE	Sharon	BA	27	$82,446.00
LANG	Arthur	MA+30	17	$66,111.00
LASDUN	Ahuva	MA	6	$54,261.00
LAWRIE	Amy	BA	19	$64,411.00
LAZARA	Danielle	BA	15	$58,111.00
LAZEWNIK	Rochel	PHD	28	$90,846.00
LEACH	Cara	MA+15	13	$60,111.00
LEE	Darren	BA+15	17	$62,111.00
LEES	Tanya	BA	9	$53,111.00
LEHOTAY	Grace	MA	29	$90,346.00
LESIN	Chana	MA	16	$62,611.00
LONGSWORTH	Rutricia	BA	9	$53,111.00
LUICK	Anne	OFF GUIDE	OFF GUIDE	$117,805.00
MAC CONNELL	Christine	BA+15	29	$88,346.00
MACKOW	Nicole	MA+30	16	$64,611.00
MADSEN	Mads	BA	29	$87,346.00
MAGBANUA	Iryna	BA+15	7	$52,761.00
MALEY	Eileen	BA+15	24	$76,446.00
MALGERI	Gissela	BA	11	$54,511.00
MANN	Raymond	BA	17	$61,111.00
MAZZARONI	Susan	BA+15	9	$54,111.00
MCCORMACK	Christine	BA	17	$61,111.00
MCCRACKEN	Trudy	BA+15	18	$63,711.00
MCLAUGHLIN	Maryellen	MA	24	$78,446.00
MCLEAN	Joseph	BA	18	$62,711.00
MCPARTLIN	Karen	BA	17	$61,111.00
MERCER	Stefani	BA	9	$53,111.00

Last Name	First Name	Degree	Step	Salary
METELSKI	Alison	BA+15	19	$65,411.00
MEYER	Cariann	BA	9	$53,111.00
MILLER	Rivka	MA+15	9	$57,111.00
MILON	Danielle	MA+30	16	$64,611.00
MINKA	John	MA+15	14	$61,111.00
MINUTILLO-SHANN	Antoinette	MA	14	$60,111.00
MITCHELL	Stacy	BA	16	$59,611.00
MOGIELSKI	Malwina	BA	9	$53,111.00
MOLLOY	Joan	BA	20	$66,611.00
MOORE	Tara	MA	16	$62,611.00
MOSES	Stacy	BA	19	$64,411.00
MOSHE	Orly	MA	23	$76,211.00
NAPOLITANO	Tara	MA	13	$59,111.00
NATOLI	Christy	BA	16	$59,611.00
NAYLOR	Amy	MA	15	$61,111.00
NEPPEL	Arlene	MA	18	$65,711.00
NIECHWIADOWICZ	Stephanie	BA	15	$58,111.00
NIELSEN	Stephanie	BA	21	$68,811.00
NIELSEN	Catherine	MA	14	$60,111.00
NOTARO JR.	Salvatore	BA+15	12	$56,211.00
NUSSBAUM	Gila	MA+30	21	$73,811.00
O'HARA	Gina	BA	13	$56,111.00
OLIVER	Kirsten	MA	11	$57,511.00
OLIVIER	Jody	BA	14	$57,111.00
OLSEN	Alisen	BA	12	$55,211.00
ORTIZ	Danielle	BA	14	$57,111.00
PADILLA	Zeynep	BA	15	$58,111.00
PAGLIARO	Gina	MA	15	$61,111.00
PALHETA	Maureen	BA	14	$57,111.00
PALMIERI	Ida	MA+30	15	$63,111.00
PANORA	Diana	BA	8	$52,411.00
PATELLA	Jennifer	MA+30	11	$59,511.00
PEACE	Stacey	BA	15	$58,111.00
PEACOCK	Stephen	BA+30	9	$55,111.00
PECCARELLI	Lewis	MA	7	$54,761.00
PEDERSON	Michelle	BA+30	6	$53,261.00
PEPEK	Eileen	MA	18	$65,711.00
PEPPER	Marsha	MA+30	20	$71,611.00
PEREZ	Luz	BA	15	$58,111.00
PHILLIPS III	Franklin	MA	19	$67,411.00
PIERO	Lisa	BA	13	$56,111.00

Last Name	First Name	Degree	Step	Salary
PIZZELLA	Todd	MA	20	$69,611.00
PLOTNIK	Chana	MA	17	$64,111.00
POBOL	Karen	BA	19	$64,411.00
PRIBILA	Maureen	BA	21	$68,811.00
PUGLISI	Barbara	BA+30	21	$70,811.00
QUICK	Carmella	MA	12	$58,211.00
QUINLAN	Brian	BA+30	8	$54,411.00
REED	Denise	BA	24	$75,446.00
RESIGNATO	Rachel	BA	10	$53,811.00
REYNOSO	Harriete	MA	21	$71,811.00
RINDNER	Susan	MA+15	9	$57,111.00
RIORDAN	Nancy	BA+30	15	$60,111.00
ROCHE	Melanie	BA	18	$62,711.00
ROMITO	Marissa	BA+30	9	$55,111.00
ROSCIANO-DIPIETRO	Michelle	MA+30	29	$92,346.00
ROSENBLATT	Rivkah	MA	9	$56,111.00
RUIZ	Georgia	BA	19	$64,411.00
RUSSELL	Reginald	BA	29	$87,346.00
RZEPKOWICZ	Leah	MA	9	$56,111.00
SAAVEDRA	Magaly	BA	17	$61,111.00
SAITO	Chelsea	MA	26	$83,046.00
SALGUERO	Samuel	BA	20	$66,611.00
SALINS	Andris	MA	28	$87,846.00
SANCHEZ	Sharon	MA	3	$53,361.00
SANTA MARIA	Amanda	BA+15	22	$72,011.00
SANTUCCI	Nicholas	BA	14	$57,111.00
SARDANO	Tina Marie	BA+15	19	$65,411.00
SCAFIDDI	Ashley	BA	7	$51,761.00
SCHACHT	Corinne	BA+15	23	$74,211.00
SCHENCK	Linda	BA	21	$68,811.00
SCHLOSS	Shainy	MA+15	24	$79,446.00
SCHONBRUN	Malky	MA	18	$65,711.00
SCHWARTZ	Phyliss	MA	6	$54,261.00
SCRIBNER	Susan	BA+15	18	$63,711.00
SHAW	Kimberlee	MA	24	$78,446.00
SHELLY	Kyle	BA	8	$52,411.00
SILBERSTEIN	Faye	MA	16	$62,611.00
SILINONTE	Gina	BA	11	$54,511.00
SILVESTRI	Daniel	MA	8	$55,411.00
SINGER	Estera	BA	21	$68,811.00
SLAWSKY	Brueck	BA	10	$53,811.00

Last Name	First Name	Degree	Step	Salary
SLOCUM	Heather	MA	18	$65,711.00
SORRENTINO	William	BA+15	8	$53,411.00
SOSOWSKY	Beth	MA	16	$62,611.00
SPICER	Alaina	MA	8	$55,411.00
STEINMETZ	Doreen	MA+30	23	$78,211.00
STERN	Peter	MA+30	9	$58,111.00
STRAUS	Shifra	MA	21	$71,811.00
STRIPTO	Nicole	BA	17	$61,111.00
STUART	Dena	BA	19	$64,411.00
STURMAN	Janet	BA+15	18	$63,711.00
SUAREZ	Evelyn	MA+15	29	$91,346.00
SURGENT	Brian	MA	12	$58,211.00
SWEIGART	Lizia	BA+30	12	$57,211.00
SZCZEPANEK	Heather R	MA	6	$54,261.00
SZCZYGIEL	Alyson	MA+30	22	$76,011.00
TAPLIN	Soroh	BA	28	$84,846.00
TEREN	Sara	MA	9	$56,111.00
THOMAS	Lauren	BA+15	11	$55,511.00
TOAL	Morgan	BA	11	$54,511.00
TRAPKIN	Marie	BA+30	15	$60,111.00
TSAPATSARIS	Ana	MA+15	7	$55,761.00
TUCKER	Katrina	MA	12	$58,211.00
TWEITMANN	Lorraine	BA	9	$53,111.00
TZUR	Ora	MA	16	$62,611.00
VALENTI	Stacey	MA	26	$83,046.00
VALGENTI	Bridgit	MA+15	11	$58,511.00
VAN AMBURGH	Joann	BA	14	$57,111.00
VAN SANT	Maria	BA+15	22	$72,011.00
VANHISE	Steven	BA	6	$51,261.00
VARACALLI	Matthew	BA	9	$53,111.00
VILLA	Kelly	BA+15	17	$62,111.00
VILLEC	Vanessa	BA	13	$56,111.00
WALKER	Stephanie	BA	16	$59,611.00
WARE	Jennifer	BA	16	$59,611.00
WARE	Mary	BA	16	$59,611.00
WATTS	Tara	BA	12	$55,211.00
WAXMAN	Rivka	MA	9	$56,111.00
WEHL	Rachel	MA	24	$78,446.00
WEINSTEIN	Henya	MA+30	22	$76,011.00
WIEMKEN	Susan	BA	22	$71,011.00
WIGDORTZ	Alicia	BA	15	$58,111.00

Last Name	First Name	Degree	Step	Salary
WILLIAMS	Tina	BA+30	8	$54,411.00
WILLIAMS-BROWNE	Hyacinth	BA	20	$66,611.00
WILSON	Natasha	BA	6	$51,261.00
WOOTTON	Kathleen	MA+15	29	$91,346.00
WUDZKI	Jon	BA+15	15	$59,111.00
YAKOVCHUK JR.	Roy	BA	17	$61,111.00
ZELADA-LARA	Lilian	BA+30	17	$63,111.00
ZENTMAN	Chana	MA	18	$65,711.00
ZWICKEL	Kenneth	BA+15	29	$88,346.00

2. LEA Certified – Non-Tenured (10 Months)
   Effective: September 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Degree	Step	Salary
ABDOUH	Ayman	BA	25	$77,746.00
ABRAHAM	Charna Penina	MA	9	$56,111.00
ADAMS	Brittni	MA	5	$54,261.00
AMBROZAITIS	Lindsay	BA	4	$50,761.00
ANTUNA	Ashley	BA	4	$50,761.00
ARIAS	Vanessa	MA+30	5	$56,261.00
BABIAK	Lori	MA	7	$54,761.00
BADUM	Stephanie	BA	5	$51,261.00
BAIRD	Alexandra	BA	2	$50,061.00
BARNEY	Austin	BA	3	$50,361.00
BEATON	Jennifer	BA	5	$51,261.00
BEDROSE	Marissa	BA	5	$51,261.00
BELLISSIMO	Alicia	MA	13	$59,111.00
BENAVIDES	Patricia	MA+15	17	$65,111.00
BERGAMOTTO	Lisa	MA	6	$54,261.00
BOROWICKI	Melissa	BA	4	$50,761.00
BUGBEE	Peter	BA	2	$50,061.00
BURAY	Holly	BA	7	$51,761.00
BUTTITTA	Peter	BA	3	$50,361.00
CANCHON VERGARA	Javier Ricardo	BA+30	19	$66,411.00
CARINI	Andrea	BA	6	$51,261.00
CASALE	Leanna	BA	2	$50,061.00
CASTELLANO	Sally	MA	20	$69,611.00
CHOFFEY	Laura	BA	5	$51,261.00
CIGNARELLA	Carly	BA+30	3	$52,361.00
CIRLINCIONE	Jamie	BA+15	3	$51,361.00

Last Name	First Name	Degree	Step	Salary
COMPONILE	Gina	BA	5	$51,261.00
CORREA	Caleb	BA	3	$50,361.00
CORRIGAN	Jessica	BA	4	$50,761.00
COSTELLO	BARBRA	BA	3	$50,361.00
COWARD	Jennifer	MA	3	$53,361.00
CUNIGLIO	Mario	BA	17	$61,111.00
CUSANELLI	Danielle	BA	2	$50,061.00
DAVIS	Cristine	BA	15	$58,111.00
DEFALCO	Tara	BA	4	$50,761.00
DEGUILIO-DECARLO	Jillian	BA	5	$51,261.00
DEL GROSSO	Jenna	BA	5	$51,261.00
DEPASQUALE	Kathleen	BA	5	$51,261.00
DEUTSCH	Moshe	MA+30	13	$61,111.00
DONOHUE	Melissa	MA	2	$53,061.00
DONOVAN	Taylor	BA	2	$50,061.00
DORSI	Michael	MA	2	$53,061.00
DOYLE	Courtney	BA	2	$50,061.00
DRAG	Dawn	BA	15	$58,111.00
DUDLEY	Kylene	BA	6	$51,261.00
DUGAN	Kelly	BA	13	$56,111.00
EGLESTON	Debra	BA	6	$51,261.00
ELENESKI	Kelly	MA+30	11	$59,511.00
ERREICH	Rachel	MA	7	$54,761.00
FARINELLA	Silvia	MA	14	$60,111.00
FARNSWORTH	John	MA	5	$54,261.00
FAYNOR	Brianne	MA+30	5	$56,261.00
FERGUSON	Brianna	BA	2	$50,061.00
FERLISI	Samantha	BA	3	$50,361.00
FERNANDEZ	Merissa	BA	17	$61,111.00
FINKEL	Esther	MA	5	$54,261.00
FISCHER	Bluma	MA+15	2	$54,061.00
FLEMMING	Kristin	BA	4	$50,761.00
FLINT	Tyler	BA	6	$51,261.00
FONTANES	Elizabeth	MA	8	$55,411.00
GAHR	Ashley	BA	5	$51,261.00
GARGULINSKI	Melissa	BA+15	7	$52,761.00
GAYDA	Christine	BA	5	$51,261.00
GERVASINI	Alexis	MA	7	$54,761.00
GIL FARIAS	Maria	MA	22	$74,011.00
GLICKMAN	Alexa	BA	3	$50,361.00
GOBLE	William	BA	5	$51,261.00

Last Name	First Name	Degree	Step	Salary
GOLD	Kimberly	BA	5	$51,261.00
GOLDBAUM	Malka	MA	7	$54,761.00
GOLDING	Cheryl	MA+30	3	$55,361.00
GOLDWASSER	Libby	MA+15	9	$57,111.00
GREENE	Elyssa	MA	4	$53,761.00
GREGORY	Patricia	BA	5	$51,261.00
GUALANO	Renee	PHD	21	$74,811.00
GUTMAN	Amanda	BA	4	$50,761.00
HAMDI	Stacie	MA	21	$71,811.00
HAMMOND	Devora	MA+30	2	$55,061.00
HATCHER	Laura	BA	3	$50,361.00
HAVEMANN NIEDRACH	Allison	MA	2	$53,061.00
HAYDEN	Carrie	MA	14	$60,111.00
HEILMAN	Eileen	BA+30	5	$53,261.00
HERMAN	Jenna	BA	3	$50,361.00
HOOPS	Catherine	MA+15	9	$57,111.00
HORNER	Jacquelyn	BA	2	$50,061.00
HUDAK	Katie	BA	4	$50,761.00
ITWARU	Nandieta	MA+15	12	$59,211.00
IVANUS	Mariya	BA	8	$52,411.00
JACOB	Lindsey	MA	4	$53,761.00
JASINSKI	Rachel	BA+15	9	$54,111.00
JINKS	Eileen	BA	3	$50,361.00
KALLOK	Kim Alexis	BA	3	$50,361.00
KAMINSKY	Parker	MA	2	$53,061.00
KARAS	Rebecca	MA	4	$53,761.00
KATECHIS	Nicoletta	BA+30	4	$52,761.00
KATZ	Aviva	MA	5	$54,261.00
KELLY	Suzette	BA	8	$52,411.00
KESSLER	Tara	MA	9	$56,111.00
KILIMNIK	Michelle	BA	18	$62,711.00
KING	Trisha	MA	12	$58,211.00
KIRK	Peter	BA	14	$57,111.00
KOK	Vivien	BA	4	$50,761.00
KONAR	Michele	BA	4	$50,761.00
KRAFT	Julianna	BA	4	$50,761.00
KRAVETZ	Rose	BA	5	$51,261.00
KRONGLAS	Caroline	MA	10	$56,811.00
KURZWEIL	Christine	BA	6	$51,261.00
LAKE	Daniel	BA	3	$50,361.00
LANE-DOWNING	Kimberly	BA+15	2	$51,061.00

Last Name	First Name	Degree	Step	Salary
LASH	Kaitlyn	BA	2	$50,061.00
LAUREIGH	Melissa	BA	4	$50,761.00
LEAHEY	Meghan	BA	4	$50,761.00
LEVINE	Andrea	BA+15	3	$51,361.00
LIEBERMAN	Naomi	BA	16	$59,611.00
LIVINGSTON	Anna	BA	5	$51,261.00
LUCCARELLI	Amanda	BA	3	$50,361.00
LUNA	Georgette	BA+30	4	$52,761.00
LUTZ	Lisa	MA	7	$54,761.00
MAJOWICZ	David	BA	7	$51,761.00
MAKSUMOV	Yana	MA+30	11	$59,511.00
MALDONADO	Nichole	MA	4	$53,761.00
MANLAPIG	Courtney	BA	9	$53,111.00
MANN	Amy	BA+15	9	$54,111.00
MARQUES	Kristen	BA+15	13	$57,111.00
MARRANO	Melissa	BA	2	$50,061.00
MAURIELLO	Cassandra	BA+15	5	$52,261.00
MCCARTHY	Jennifer	BA	9	$53,111.00
MCGUINNESS	Maureen	MA	7	$54,761.00
MCKENNA	Maura	MA	22	$74,011.00
MENA	Elsa	BA	5	$51,261.00
MERCER	Tiffany	BA	5	$51,261.00
MEYERS	Shannon	BA	4	$50,761.00
MINCER	Mirel	BA	4	$50,761.00
MOORE	Elizabeth	BA	6	$51,261.00
MORELLI	Caitlin	BA	4	$50,761.00
MOSES	Marisa	BA	4	$50,761.00
MOUNT	James	BA	4	$50,761.00
MRUK	Lisa	BA+30	10	$55,811.00
MULLEN	Jennifer	MA	14	$60,111.00
MUTH	Michael	BA	5	$51,261.00
MYERS	Susan	BA	15	$58,111.00
MYLOD	Kim	MA	13	$59,111.00
NADEAU	Meghan	BA	3	$50,361.00
NAUSEDAS	Laura	BA	2	$50,061.00
O'CONNOR	Kristin	MA	9	$56,111.00
ORELLANA	Oscar	MA	16	$62,611.00
ORTON	Timothy	BA	4	$50,761.00
OSINA	Chana	MA	12	$58,211.00
PALERMO	Andrea	BA	2	$50,061.00
PALLANTE	Frances	BA	17	$61,111.00

Last Name	First Name	Degree	Step	Salary
PALMIERI	Heather	MA	8	$55,411.00
PAYNE	Matthew	BA+30	3	$52,361.00
PESCATORE	Victoria	BA+15	3	$51,361.00
PETERSON	Jacelyn	BA+30	11	$56,511.00
PIERCE	Lisa	BA+30	2	$52,061.00
PIETRUSKA	Holly	BA	4	$50,761.00
PIPES	Karen	BA	12	$55,211.00
PIVETZ	Benjamin	BA	3	$50,361.00
POMPONIO	Myra	BA	13	$56,111.00
PRIANTE	Kimberly	BA+15	2	$51,061.00
RAUER	Angelica	MA	24	$78,446.00
REDDAN	Timothy	BA	5	$51,261.00
REDDING	Laura	BA	8	$52,411.00
REIDMILLER	Jessica	BA	2	$50,061.00
RICA	Lindsay	BA	5	$51,261.00
RINEHART	Michele	BA	3	$50,361.00
RITTER	Christina	BA+15	4	$51,761.00
RODGER	Renee	BA	13	$56,111.00
ROSENBERG	Yocheved	MA+30	2	$55,061.00
ROSLOWSKI JR	Roger	BA	12	$55,211.00
SALB	Baila	MA	6	$54,261.00
SANTIAGO	Aleksandra	BA	5	$51,261.00
SAUNDERS	Lauren	BA	4	$50,761.00
SAVINI	Kevin	BA	5	$51,261.00
SCHAEFER	Melanie	BA	2	$50,061.00
SCHECHTER	Gittel	MA	5	$54,261.00
SCHMITZ	Alexa	BA	2	$50,061.00
SCHWAB	Estee	MA+15	21	$72,811.00
SCHWED	Miriam	MA	5	$54,261.00
SHAMES	Michelle	BA	3	$50,361.00
SHERIDAN	Susan	MA+15	7	$55,761.00
SIMONELLI	Dana	MA	7	$54,761.00
SMALL	Leilanie	MA	7	$54,761.00
SMITH	Krista	BA+15	5	$52,261.00
SOLAR	Sharon	MA	8	$55,411.00
SOLLY	Jennifer	MA	5	$54,261.00
SPARANDERA	Jessica	BA	3	$50,361.00
SPIECKER	Victoria	MA	7	$54,761.00
STAUB	Megan	BA	2	$50,061.00
STEPIEN	Alyssa	BA+15	4	$51,761.00
STONE	Jessica	BA	7	$51,761.00

Last Name	First Name	Degree	Step	Salary
SVOBODA	Veronica	MA	7	$54,761.00
TALBOT	Heather	BA	12	$55,211.00
TAMARANA	Rebecca	MA	4	$53,761.00
TAUBEL	Jennifer	BA+15	9	$54,111.00
TERRIGNO	Robert	BA	5	$51,261.00
THOMAS	Dawn	MA	16	$62,611.00
THOMPSON	Andrea	MA	13	$59,111.00
TJARKS	Bridget	BA	6	$51,261.00
TRAHEY	Sara	MA+30	9	$58,111.00
TROIA	Kayla	BA+15	3	$51,361.00
TRUAX	Paige	BA+15	3	$51,361.00
TRUISI	Valerie	MA+15	15	$62,111.00
TU	Quoc	MA	9	$56,111.00
TUORTO	Kathleen	BA+30	8	$54,411.00
VARELA	Gloria	MA	12	$58,211.00
VIDES	Maritza	BA	3	$50,361.00
WALSH	Jillian	BA	3	$50,361.00
WARGA	Emily	BA	2	$50,061.00
WATSON	Amy	BA+15	8	$53,411.00
WEINFELD	Esther	MA	3	$53,361.00
WEINICK	Tammy	BA	14	$57,111.00
WIENCKE	Kate	BA	5	$51,261.00
WILLIAMS	Ariel	BA	5	$51,261.00
WILSON	Bernice	BA	3	$50,361.00
WOLFE	Staci	BA	5	$51,261.00
YOFFE	Henna	BA	6	$51,261.00
YOUNG	Danielle	BA+15	4	$51,761.00
ZIMERLA	Amanda	BA	2	$50,061.00
ZINK	Michael	BA	2	$50,061.00
ZWICK	Garen	MA	7	$54,761.00

3. LEA – 12 months Other – District - Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Job Title	Salary
WILSON	John	JROTC	$80,763.36*

* Subjected To Salary Requirements of the Federal Government

4. LEA – 10 months Other – District – Non-Tenured
   Effective: September 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Job Title	Salary
JACKSON	Jay	JROTC	$94,903.20*

* Subjected To Salary Requirements of the Federal Government

5. LAA Principals, Directors, and Supervisors –Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Job Title	STEP	Amount Includes Stipend
BONNER	Owen	Assistant Principal (Assigned Part Time to LMS) and Athletic Director (District Position)	8	$121,800.00
CUCURO	Yvette	Assistant Principal	OFF GUIDE	$152,820.00
FEIFER	Tova	Title 1 Instructional Supervisor/K-2 ELA Supervisor	9	$128,944.00
FINKLIN	Major	Assistant Principal	7	$125,564.00
GARFUNKEL	Chaya	Supervisor of Curriculum	6	$122,465.00
GOLDSTEIN	Richard	Principal	7	$137,179.00
HOROWITZ	Scott	Assistant Principal	12	$133,330.00
LIEBERMAN	Benjamin	Supervisor of Science & Engineering (Grades 6-12) and Assistant Principal, LHS	8	$126,800.00
LONG	Debra	Principal	6	$130,967.00
MALDONADO	Annette	Assistant Principal	12	$133,330.00
MARSHALL	Marcy	Principal	17	$154,666.00
Meabe	Deborah	Principal	3	$126,828.00
MOSTEL	Tobree	Assistant Principal	12	$133,330.00
MOZES	Heni	Supervisor of LECC	6	$119,465.00
PAOLANTONIO	Tracy	Supervisor of Guidance &	13	$144,183.00

Last Name	First Name	Job Title	STEP	Amount Includes Stipend
		Testing, Bilingual/ESL Education & World Language		
RILEY	Douglas	Assistant Principal	16	$145,234.00
RING	Jessica	Assistant Principal	6	$119,465.00
RIVERA	Ebony	Principal	10	$137,674.00
RODRIGUEZ JONES	Magdalis	Assistant Principal	6	$119,465.00
ROLSTON	Deborah	Assistant Principal	6	$124,465.00
SALGUERO	Aleida	Principal	6	$130,967.00
SCHROEPFER	Joseph	Principal	16	$151,269.00
SPITZ-STEIN	Malka	Supervisor Of Mathematics, Technology, Science (K-5) And Chapter 192/193 Grants	OG	$148,510.00
STARESHEFSKY	Devorie	Supervisor of Special Education	OG	$148,510.00
WALTERS	Kevin	Supervisor of English Language Arts 3-12, Social Studies & Fine Arts	6	$119,465.00
WEISZ	Adina	Supervisor of Related Services & IDEA	OG	$150,510.00

6. LAA Principals, Directors, and Supervisors – Non-Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Job Title	STEP	Amount Includes Stipend
Matson	Michael	Assistant Principal	3	$115,715.00
Stead	Thomas	Assistant Principal	9	$130,944.00

h. Salary Adjustments

i. Stipends

1. Co-Curriculum Stipend Positions - LMS
   2019-2020 School Year
   per LEA contract Schedule G
   Account #15-401-100-100-04-0004

Name:	Position	Stipend
Reidmiller, Jessica	District Art Show	$673.00
Nadeau, Megan	District Art Show	$673.00
Shemeley, Lindsay	District Art Show	$673.00
Fodor, Andrew	Winter and Spring Concerts	$946.00
Resignato, Rachel	Winter and Spring Concerts	$946.00
Barney, Austin	Winter and Spring Concerts	$946.00
Heather Ross	Class Advisor Grade 6	$1167.00
Linda Schenck	Class Advisor Grade 7	$1167.00
Giaconia, Colleen	Class Advisor Grade 8	$1,401.00
Ambrozaitis, Lindsay	Yearbook Grade 8	$1,743.00
Quick, Carmela	Stock Clerk	$1,408.00
Valgenti, Bridgit	Audio Visual	$1,126.00
Douglas, Brenda	Student Government Middle School	$1,260.00

2. Department Coordinator Positions - LMS
   2019-2020 School Year
   per LEA contract Schedule F
   Account #15-401-100-100-04-0004

Name:	Position	Stipend
Darnowski, Sheila	Bilingual	$3,960
Elias, Kristen	Science	$3,960
Intromasso, Alicia	Special Education	$3,960
Lee, Darren	History	$3,960
Moore, Tara	Physical Education	$3,960
Mackow, Nicole	Elective	$3,960
Giaconia, Colleen	Math	$3,960
Johnson, Sarah	Language Arts	$3,960

3. GOBLE, William
   Data Specialist – LMS
   Effective: September 1, 2019
   Terminating: June 30, 2020
   Stipend: $ 6,000.00
   (budget account #15-401-100-100-04-0004)

4. Climate and Culture Chairperson
   Effective: September 1, 2019
   Terminating: June 30, 2020
   Stipend: $2,500.00

   VALGENTI, Bridgit
   MACKOW, Nicole

5. Child Study Team Member
   Summer Employment Per LEA Contract Article VI
   To be paid as part of the year salary.
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Amount
ABRAHAM	Charna Penina	$5,611.10
BELL	Laura	$6,411.10
BLACKWELL	Marisol Garcia	$6,741.10
BOWERS	Carol	$7,061.10
CASTELLANO	Sally	$6,961.10
CLIMER	Donna	$7,061.10
DEUTSCH	Moshe	$6,111.10
FILKIN	Karen	$9,134.60
FORTUNA	Victoria	$9,334.60
GIL FARIAS	Maria	$7,401.10
GOLDING	Cheryl	$5,536.10
GRUENEBAUM	Batsheva	$6,841.10
HAMMOND	Devora	$5,506.10
HENDRY	Janet	$6,771.10
JACOBS	Miriam	$6,941.10
KAZNOWSKI	Jennifer	$6,261.10
MAKSUMOV	Yana	$5,951.10
NUSSBAUM	Gila	$7,381.10
RAUER	Angelica	$7,844.60
ROSCIANO-DIPIETRO	Michelle	$9,234.60
ROSENBERG	Yocheved	$5,506.10
SCHWAB	Estee	$7,281.10
STERN	Peter	$5,811.10
WEHL	Rachel	$7,844.60
ZENTMAN	Chana	$6,571.10

7. Guidance Counselor
   Summer Employment as Per LEA Schedule F
   To be paid as part of the year salary.
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Location	Stipend
BERGAMOTTO	Lisa	LHS	$2,463.00
BORRESS	Jessica	LHS	$2,463.00
BYRD	Maria	LHS	$2,463.00
DE JOHN	Andrea	LMS	$2,463.00
GREENE	Elyssa	LMS	$2,463.00
HOFFMAN	Corinne	CAS	$1,433.00
IACONO	Lori	LHS	$2,463.00
KAMINSKY	Parker	LHS	$2,463.00
NAPOLITANO	Tara	EGC	$1,433.00
ORELLANA	Oscar	LHS	$2,463.00
SALINS	Andris	OSS	$1,433.00
SANCHEZ	Sharon	SSS	$1,433.00
SIMONELLI	Dana	PINER	$1,433.00
VARELA	Gloria	LMS	$2,463.00

a. Tuition Reimbursement

1. JUDE, Patricia
   3 credits
   EDUC 5203 Second Language Acquisition
   $1,950.00
   Account #11-000-291-280-00-0000

2. SMITH, Krista
   3 credits
   ABA525 Core Skills in Autism
   $1,860.00
   Account #11-000-291-280-00-0000

3. STEINMETZ, Doreen
   3 credits
   EDUC 5203 Second Language Acquisition
   $1,950.00
   Account #11-000-291-280-00-0000

k. Miscellaneous – None At This Meeting

2. NON-CERTIFICATED

a. Resignations

1. BAUBLES, Peter Evan
   Paraprofessional – Program – LMS
   June 20, 2019

b. Retirements – None At This Meeting

c. Terminations

1. Employee #8119
   Paraprofessional – OSS
   Effective: May 16, 2019

d. Leaves of Absence – None At This Meeting

e. Transfers

1. BENJAMIN, David
   From: Safety Coordinator
   To: Warehouse Coordinator
   Effective: July 1, 2019
   Terminating: June 30, 2020

2. BEARDEN, Amy
   From: Dispatcher
   To: Transportation Routing Clerk
   Effective: July 1, 2019
   Terminating: June 30, 2020

3. MERCOLINO, Denise
   From: Clerical Assistant – Non-Affiliate
   To: Secretary 1 – LEA - OSS
   Effective: July 1, 2019
   Terminating: June 30, 2020
   Salary: Step 19 - $37,272.00
   (replacement for D Pysniak – resigned)
   (budget account # 11-000-219-105-13-0013)

4. SEGUI, Sonia
   From: Assistant Transportation Coordinator II
   To: Administrative Secretary – LEA – CAS/LMS
   Effective: July 1, 2019
   Terminating: June 30, 2020
   Salary: Off Guide - $57,714.00
   (replacement for A. Esmart – reassigned)
   (budget account # 11-000-219-105-13-0013)

4. ESMART, Awilda
   From: Secretary 1 – LEA
   To: Transportation Clerical Assistant – Non-Affiliate
   Effective: July 1, 2019
   Terminating: June 30, 2020
   Salary: $30,300.00
   (replacement for D. Mercolino – reassigned)
   (budget account # 11-000-270-160-00-0000)

5. HEAGELE, Marli
   From: Paraprofessional- 1:1-LECC Campus 1
   To: Classroom Paraprofessional -LECC Campus 1
   Effective: May 13, 2019
   Terminating: June 30, 2019
   (replacement for Amanda Esmart -resigned)
   (budget account # 11-216-100-106-15-0015)

6. REMOVED by the State Monitor

7. REMOVED by the State Monitor

8. *SHORT, Kenneth
   Copier Center/Warehouse – Part-time
   Effective: July 1, 2019
   Terminating: June 30, 2020
   Salary: $15.00 per hour
   (25 hours per week)
   (budget account # 11-000-262-100-00-0000)

f. Appointments

1. *&*** Substitute
   2018-2019 School year
   Salary: $12.00 per hour

   Inzelbuch, Menucha Miriam
   Inzelbuch, Sara Esther

2. ESY Substitute Coverage
   Effective: July 1, 2019
   Terminating: August 12, 2019
   Non-Certificated Staff $20.00 per hour

Andrews, Amy
Burke, Pamela
Flores, Reina
Hartman, Kia
Hearns, Josie
Hooper, Margaret
Klein, Baila
Maldonado, Delilah

g. Reappointments

1. Non-Affiliate (12 Months) – District
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	Job Title	Salary
Amoyelle	Zahara	Grant Facilitator (10 Months)	$62,287.00
Baillie	Ann	Technology Support	$48,697.00
Ballesteros	Elizabeth	Sub Caller	$16,806.00
Bearden	Amy	Transportation Routing Clerk	$50,180.00
Benjamin	David	Warehouse Coordinator	$51,010.00
Bunnell	Jennifer	Special Education Clerical Assistant	$51,036.00
Burns	Jacqueline	Special Education Clerical Assistant	$51,036.00
Campbell	Kevin	Assistant Business Administrator	$134,054.00
Cash	Luann	Facilities Clerical Assistant	$37,886.00
Cooper	Kevin	Computer Technician	$51,562.00
Corrigan	Jill	Accounts Payable Assistant	$48,850.00
Corrigan	Ryan	Computer Technician	$44,000.00
Deperi	Charles	Facilities Manager	$100,000.00

Last Name	First Name	Job Title	Salary
DeSimone	Robert	Director of Security & Warehouse Supervisor	$80,000.00
Deinhardt	Darlene	Health Benefits/Workers Comp. Coordinator	$46,440.00
Eisenstadt	Sora	Grant Facilitator (10 Months)	$62,287.00
Erlanger	Shoshanah	Related Services Clerical Assistant	$43,614.00
Esmart	Awilda	Transportation Clerical Assistant	$30,300.00
Fallon	Charles	Treasurer	$13,500.00
Faone	Ana	Clerical Assistant Central Registration	$43,344.00
Felix	Janet	Accounts Payable Assistant	$48,850.00
Fusco	Allison	Chapter 192/193 Data & Processing Assistant	$46,206.00
Guidie	Darla	Payroll Manager	$75,336.00
Gulics	Jane	Purchasing Specialist	$51,600.00
Lawrence	Timothy	Warehouse/Courier	$26,471.00
Lee	Kristine	Certified Public Accountant	$82,945.00
Mclaughlin	Tricia	Executive Administrative Professional	$46,346.00
Mercer	Jason	Certified Public Accountant	$94,005.00
Murray	Lisa	Payroll Clerk	$38,126.00
Ogle	Richard	Computer Technician	$59,738.00
O'neill	Patricia	Clerical Assistant - Grants	$34,441.00
Palagonia	Carol	Asst. Transportation Coordinator Ii	$55,762.00
Paulino	Jisseh	Secretary Central Registration	$30,960.00
Pellitteri	Michael	Computer Technician	$26,885.00
Piasentini	Diane	Purchasing Manager	$105,082.00
Poss	Heather	Chapter 192/193 Data & Processing Assistant	$36,120.00
Powell	Bryan	Computer Technician	$53,948.00
Powell	Mary Ann	Human Resource Associate	$44,468.00
Powers	Aimee	Data Specialist	$44,000.00
Russo	Diane	Data Coordinator/Specialist/Computer Technician	$81,538.00
Schoenfeld	Evelyn	Clerical Assistant For The Supervisors	$46,344.00
Schulmeister	Barbara	Executive Administrative Professional	$67,286.00
Schwiebert	Holly	Chapter 192/193 Data & Processing Assistant	$50,352.00
Segui	Omaida	Executive Secretary	$55,444.00
Somodi	Gina	Clerical Assistant – Grants	$30,000.00
Starling	Alfred	Security Liaison	$34,202.00
Trischitta	James	Director Of Technology, Non Public Technology & Non Public Security Grant	$150,672.00

Last Name	First Name	Job Title	Salary
Vargas-Baltazar	Karen	Clerical Assistant Central Registration	$30,500.00
Vulpis	Evelyn	Human Resources Coordinator	$49,147.00
Walsh	Mary	Transportation Routing Clerk	$25,800.00
Young	Julian	Warehouse/Courier - District	$26,471.00
Zimmerman	Deanna	Chapter 192/193 Grant Clerk/Instructional Space Coordinator	$33,024.00
Zsamba	Jo-Ann	Executive Administrative Professional	$84,882.00

2. Security Specialist – Non-Affiliates
   Part-Time/Substitutes – as needed
   Effective: September 1, 2019
   Terminating: June 30, 2020
   Salary: $24.38 per hour

Last Name	First Name
BEAL	Shanna
BURESCH	Thomas
DEVANEY	James
DOCKRAY	Eric
DOHERTY	John
DOLAN	James
GALLO	Gerard
GUSK	David
JOHNSON	Kathleen
KELCOURSE-BAKER	Cheri
KIASCHKO	Andreas
LABOY	Ralph
LYNCH	Edward
MAJOROSSY	Steven
MCCALLUM	David
MELON	Michael
MITCHELL	Donald
PARISE	Michael
PERO	James
PINHEIRO	Leoni
REILLY	Kevin
RICHMOND	Gary
TAYLOR	Robert
WITTING	Robert
WOLARIK	Paul
YEAGER	Russell

3. Paraprofessional - LEA - (10 Month)
Subject to need and further verification
Effective: September 1, 2019
Terminating: June 30, 2020

Last Name	First Name	Credits	Step	Salary
Abdelshahid	Hanan	90	5	$20,289.00
Aboff	Erin	90	7	$20,439.00
Acosta	Steven	90	7	$20,439.00
Addario	Katelyn	90	6	$20,289.00
Alban	Monica	90	4	$20,139.00
Albanese- Estenoz	Ligia	60	4	$19,439.00
Amogretti	Victoria	0	15	$21,424.00
Andreola	Lisa	90	8	$20,614.00
Andrews	Amy	90	5	$20,289.00
Antico	Adrianne	90	14	$22,899.00
Antinori	Gialeen	60	6	$19,589.00
Antuna	Lizette	60	20	$28,449.00
Araneo	Dawn	90	7	$20,439.00
Ardizzone	Patrizia	0	5	$17,594.00
Askin	Kimberly	90	7	$20,439.00
Baer	Gwen	90	17	$25,524.00
Bals	Brianna	90	4	$20,139.00
Barry	Kaitlin	90	5	$20,289.00
Beam	Melanie	90	6	$20,289.00
Benevento	Jill	90	9	$20,794.00
Benvenisti	Doris	90	11	$21,199.00
Berrios	Alexandria	90	9	$20,794.00
Bersch	Lesley	90	13	$22,199.00
Blyden, Jr.	Raymond	60	17	$24,824.00
Bono	Diane	90	14	$22,899.00
Boutsikaris	Despina	90	7	$20,439.00
Bradley	Christy	30	19	$27,134.00
Brown	Timothy	60	25	$35,149.00
Broyde	Chana	90	9	$20,794.00
Bryson	Dimetrius	0	4	$17,939.00
Buckley	Amelia	90	3	$20,014.00
Burke	Pamela	60	6	$19,589.00
Bush	Eileen	30	18	$25,934.00
Cabornero	Doreen	0	5	$18,089.00
Campbell	Ann	90	11	$21,199.00
Campese	Ilana	60	11	$20,499.00

Last Name	First Name	Credits	Step	Salary
Candia Aguilar	Adalberto	90	14	$22,899.00
Cangialosi	Julie	90	5	$20,289.00
Cardone	Theresa	30	5	$19,499.00
Carlo	Angela	90	7	$20,439.00
Carr	Terri	0	17	$23,324.00
Castaneda	Margieth	90	6	$20,289.00
Centeno	Yesenia	90	17	$25,524.00
Cirillo	Lois	0	23	$30,924.00
Collado Ozoria	Nisauris	60	9	$20,094.00
Conover-Hart	Tyesha	0	3	$17,469.00
Cosgrove	Christen	90	6	$20,289.00
Cunningham	Lois	90	6	$20,289.00
Curran	Maryanne	0	15	$21,424.00
Cusick	Maureen	90	12	$21,549.00
Daly	Samantha	90	6	$20,289.00
De Champlain	Deborah	0	8	$18,414.00
Dechamplain	Abigail	30	4	$19,349.00
Deliz	Gail	0	6	$18,089.00
Delpezzo	Angela	90	7	$20,439.00
Dentino	Anthony	90	11	$21,199.00
Deutsch	Chaya Charyl	0	4	$17,939.00
Deveau	Renea	0	11	$18,999.00
Devico	Sandra	0	16	$22,324.00
Donato	Michele	90	9	$20,794.00
Donaway	Lisa	90	5	$20,289.00
Donnelly	Kathleen	0	24	$32,274.00
Dougher	Barbara	90	12	$21,549.00
Dries	Candace	30	18	$25,609.00
Duffy	Erin	90	9	$20,794.00
Dzialowski	Alina	0	9	$18,594.00
Ecke	Kayla	90	10	$20,994.00
Eilers	Renee	0	18	$24,524.00
Elefant	Shira	30	11	$20,409.00
Emporelli	Eleni	0	15	$21,424.00
Esposito	Sharon	90	5	$20,289.00
Fee	Christopher	90	7	$20,094.00
Fernandez	Maria	90	4	$20,139.00
Fernandini	Wendy	0	15	$21,424.00
Fierro	Daniel	90	10	$20,994.00
Flagg	Carongayle	90	4	$20,139.00
Flores	Reina	90	9	$20,794.00

Last Name	First Name	Credits	Step	Salary
Franklin	Raymond	90	9	$20,794.00
Frattellone	Tyler	60	5	$19,589.00
Gallegos	Edgar	60	7	$19,739.00
Gavan	Laura	0	17	$23,324.00
Gayda	Amanda	0	6	$18,089.00
Ghatas	Ereny	90	15	$23,624.00
Gomes-Fontes	Kristina	0	6	$18,089.00
Graff	Shari	90	5	$20,289.00
Grant	Alexa	60	9	$20,094.00
Greenes	Rochel	90	5	$20,289.00
Greenstein	Batya	90	6	$20,289.00
Greves	Denise	90	11	$21,199.00
Guadagno	Linda	0	21	$28,249.00
Halter	Tracy	90	7	$20,439.00
Hansen	Veronica	0	5	$18,089.00
Hartman	Kia	90	6	$20,289.00
Haupt	Brenda	30	17	$24,734.00
Heagele	Marli	90	13	$22,199.00
Hearns	Josie	30	6	$19,499.00
Herrera	Rosa	0	15	$21,424.00
Higgins	Natalie	90	6	$20,289.00
Hooper	Margaret	0	6	$18,089.00
Howland	Jessica	90	12	$21,549.00
Hughes	Ilene	90	12	$21,549.00
Hughes	Patricia	90	13	$22,199.00
Huntington	Elizabeth	90	11	$21,199.00
Jones-Brown	Tori	90	16	$24,524.00
Kazanowsky	Samantha	90	5	$20,289.00
Kenney	Dana	60	11	$20,499.00
Khalid	Quratul	90	8	$20,614.00
King	Bobbie	90	9	$20,794.00
Kirman	Eryn	90	12	$21,549.00
Klein	Baila	90	3	$20,014.00
Knapp	Eileen	0	7	$18,239.00
Kortenhaus	Kimberly	60	6	$19,589.00
Kowaleski	Clematina	0	22	$29,574.00
Kowaleski	Patricia	90	4	$20,139.00
Labarre	Timothy	90	5	$20,289.00
Lamaruggine	Angela	0	6	$18,089.00
Lamaruggine	Antoinette	0	9	$18,594.00
Lamaruggine	Joanne	60	18	$26,024.00

Last Name	First Name	Credits	Step	Salary
Larosa	Theresa	90	5	$20,289.00
Lefurge	Kathleen	0	21	$28,249.00
Liebhauser	Rachael	90	6	$20,289.00
Liebhauser	Susan	90	9	$20,794.00
Lipani	Irene	90	4	$20,139.00
Lloyd	Cathleen	90	8	$20,614.00
Lopez	Delia	0	9	$18,594.00
Lopez	Leslie	90	12	$21,549.00
Lounsbury	Sheryl	90	9	$20,794.00
Luss	Faigy	30	6	$19,499.00
Madera	Brianna	0	9	$18,594.00
Mahaffey	Lillian	90	4	$20,139.00
Maldonado	Delilah	90	6	$20,289.00
Maliff	Corey	90	10	$20,994.00
Marino	Amy	90	11	$21,199.00
Marotta	Phatima	90	7	$20,439.00
Martin	Heather	60	10	$20,294.00
Martinez	Nivia	0	19	$25,724.00
Martinez	Xiomara	90	11	$21,199.00
Masoud	Martha	60	5	$19,589.00
Matthaey	Cortney	60	5	$19,589.00
Mccaffrey	Kaylen	60	4	$19,439.00
Mcclave	Wendy	90	4	$20,139.00
Mcguire	Marlene	90	9	$20,794.00
Mckinnon	Jessica	90	11	$21,199.00
Mezera	Ingreed	30	12	$20,759.00
Mizrahi	Nechoma	60	15	$22,924.00
Moody	Lisa	90	22	$31,774.00
Mortellito	Toniann	60	12	$20,849.00
Mulholland	Brandi	0	9	$18,594.00
Nakhli	Abdellatif	90	11	$21,199.00
Neri	Rosaria	60	11	$20,499.00
Nieves	Karina	0	2	$17,344.00
Nisivoccia	Jessica	60	12	$20,849.00
Norman	Anna	30	16	$23,734.00
O'halloran	Lisa	90	4	$20,139.00
O'neill	Diana	60	6	$19,589.00
Oquendo	Maria	30	4	$19,349.00
Ordenana	Veronica	0	4	$17,939.00
Ortega	Cristal	0	6	$18,089.00
Panora	Jennifer	90	11	$21,199.00

Last Name	First Name	Credits	Step	Salary
Paolicelli	Cynthia	0	18	$24,524.00
Pareja	Jacqueline	90	7	$20,439.00
Parker	Dorothea	90	11	$21,199.00
Peace	Lorraine	0	19	$25,724.00
Perez	Catherine	0	12	$19,349.00
Pfeifer	Cristina	90	8	$20,614.00
Pick	Melissa	90	6	$20,289.00
Poloski	Brittany	90	7	$20,439.00
Powoski	Melinda	90	16	$24,524.00
Prescott	Kelly	90	9	$20,794.00
Primmer	Gail	0	22	$29,574.00
Regina	Lisa	30	11	$20,409.00
Renouf	Leila	90	6	$20,289.00
Renzi	Sheri	90	23	$33,124.00
Rita	Carla	0	11	$18,999.00
Rivera	Susan	0	9	$18,594.00
Rivera-Cortes	Margie	0	12	$19,349.00
Rizk	Noha	90	13	$22,199.00
Roberts	Noreen	90	8	$20,614.00
Rodriguez	Leah	90	8	$20,614.00
Rodriguez	Ravin	60	9	$20,094.00
Rodriguez	Ritchie	90	13	$22,199.00
Rodriguez	Vanessa	90	3	$20,014.00
Romando	Elizabeth Anne	0	16	$22,324.00
Romano	Eileen	0	9	$18,594.00
Rouse	Christine	90	10	$20,994.00
Ruszczyk	Elizabeth	0	9	$18,594.00
Salameh	Marian	90	4	$20,139.00
Sandomeno	Kristen	90	5	$20,289.00
Sansone	Debra	0	23	$30,924.00
Santucci	Carol	0	24	$32,274.00
Schneller	Luz	0	11	$18,999.00
Scudieri-Iafelice	Jennifer	90	12	$21,549.00
Seery	Daniel	90	11	$21,199.00
Shor	Miladys	90	10	$20,994.00
Shorter	Sherri	90	9	$20,794.00
Sierchio	Valerie	90	9	$20,794.00
Simonetti	Lisa	60	11	$20,499.00
Sinondon	Andrea	90	20	$29,149.00
Slobiski	Sandra	90	9	$20,794.00
Smith	Evelyn	0	23	$30,924.00

Last Name	First Name	Credits	Step	Salary
Snyder	Holly	60	5	$19,589.00
Solano	Raysa	60	12	$20,849.00
Spicher	Teresa	0	23	$30,924.00
Stein	Erica	90	11	$21,199.00
Stepiro	Nicole	0	15	$21,424.00
Stevenson	Carole	60	7	$19,739.00
Straniero	Samantha	60	6	$19,589.00
Sumeriski	Donna	0	15	$21,424.00
Tarkowski	Mariola	90	6	$20,289.00
Tesser	Charna	90	5	$20,289.00
Tobon	Blanca	90	9	$20,794.00
Tront	Grace	90	16	$24,524.00
Urquhart-Wilson	Janine	90	5	$20,289.00
Weber	Diane	90	9	$20,794.00
Whatton	Colleen	0	9	$18,594.00
White	Gloria	30	18	$25,934.00
Williams	Monica	0	17	$23,324.00
Wolff	Rosemary	0	11	$18,999.00
Woloshin	Gary	90	10	$20,994.00
Wood	Janet	0	25	$33,649.00
Yilmaz	Kimberlee	90	19	$27,924.00
Young	Donna	0	16	$22,324.00
Zaragoza	Elizabeth	60	8	$19,914.00
Zarzycki	Robin	60	12	$20,849.00
Zuczek	Karen	60	17	$24,824.00
Zwiercan	Grazyna	90	11	$21,199.00

4. LEA Secretary I – Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	STEP	Salary
Castro	Gloribel	5	$22,625.00
Cedeno	Alexandra	13	$30,270.00
Flores	Gricelda	7	$27,510.00
Garcia	Lisette	6	$27,150.00
Gervolino	Donna	6	$27,150.00
Gonzalez	Maria	10	$28,650.00
Maure	Pietrina	11	$29,130.00
Rodriguez	Jeanette	8	$27,870.00
Torres	Nancy	18	$35,832.00

Last Name	First Name	STEP	Salary
Young	Lourdes	14	$31,110.00

5. LEA Secretary I – Non-Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	STEP	Salary
CAPISTRAN	JENNIFER	4	$26,790.00
DELMAURO	LORENA	15	$32,130.00
DESENA	ALEXANDRA	15	$32,130.00
DOMENECH	MELISSA	14	$31,110.00
HURLER	EILEEN	20	$38,832.00
NAPOLITANO	SHANNON	6	$27,150.00

6. LEA Administrative Secretary – Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	STEP	Salary
BROOKS	ANTONIA	25	$49,271.00
CARICARI	ROSEMARY	OFF GUIDE	$62,700.
CLAXTON	PATRICIA	25	$49,271.00
GREENBERG	PATRICE	OFF GUIDE	$62,700.00
HAGUE	MARY	20	$40,126.00
JOHNSON	SUSAN	24	$47,287.00
MENDEZ	NOEMI	19	$38,514.00
NOVATIN	KARI	25	$49,271.00
OLIVER	ROBYN	25	$49,271.00
REIGLE	DONNA	25	$49,271.00
REYES	HILDA	14	$32,147.00
SHORT	PATRICIA	25	$49,271.00

7. LEA Administrative Secretary – Non-Tenured
   Effective: July 1, 2019
   Terminating: June 30, 2020

Last Name	First Name	STEP	Salary
POWELL	CAMMIE	20	$40,126.00
ROSALES	ASHLEY	6	$28,055.00

8. LEA – Other – District (10 Months)
   Effective: September 1, 2019

Terminating: June 30, 2020

Last Name	First Name	Job Title	Salary
MANNEY	Robert	Attendance Officer/Coordinator	$43,695.00*

*Salary includes Base Salary & Coordinator Stipend

9. LEA Secretary I0 Months – Non-Tenured
   Effective: September 1, 2019
   Terminating: June 30, 2020

LAST NAME	FIRST NAME	STEP	SALARY
CLARK III	Lawrence	25	$39,735.00
CUZCO	Emilia	25	$39,735.00

h. Salary Adjustments – None At This Meeting

i. Stipends – None At This Meeting

j. Miscellaneous

1. From: ROSELLI, Patrizia
   To: ARDIZZONE, Patrizia
   Paraprofessional – 1:1 – LECC Campus I
   Effective: May 6, 2019
   Terminating: June 30, 2019
   (Name Correction)

* Appointment subject to approval of Criminal History background check by State Department of Education, as per NJSA 18A:6-7-1, et. seq., NJSA 18A:39-17 et. seq., or NJSA 18A:6-4.13 et seq., as applicable.

** As required by law and code, this Emergent Employee Resolution, upon motion duly made, seconded and carried, it was RESOLVED that this person be employed by the Board of Education of the Lakewood Public School District in the County of Ocean on an emergent basis.

*** This position does not include the following:

Medical Coverage	Personal Days
Dental Coverage	Professional Days
Prescriptions	Vacation Days
Optical Coverage	Sick Days
Reimbursement for	

XII. OLD BUSINESS

XIII. NEW BUSINESS

XIV. GOOD AND WELFARE

XV. ADJOURNMENT

MOTION TO APPROVE THE MINUTES, ADDITIONS & CORRECTIONS TO THE AGENDA, BUSINESS AGENDA, SUPERINTENDENT AGENDA (passed)
Motion: Mr. Zlatkin **Second:** Mr. Newhouse
6 Ayes: Mr. Zlatkin, Mr. Nakdimen, Mr. Newhouse, Mr. Stern, Mrs. Jackson-Byers, Mr. Bender
0 Nays:
0 Abstained:
3 Absent: Mrs. Gonzalez, Mr. Rodriguez, Mr. Treisser

Note: Mr. Nakdimen's vote should reflect his abstention from any item pertaining to or involving SCHI, which includes: Business Agenda – Letters "I, K, M, R, & HH."

Motion to Adjourn:
Motion: Mr. Stern **Second:** Mr. Zlatkin

Meeting was adjourned at 8:23 p.m.

I, Diane Piasentini and Jo-Ann Zsamba, Acting Board Secretaries, of the Lakewood Board of Education, hereby certify this to be a true copy of the Agenda from a public meeting held on May 13, 2019.

Diane Piasentini June 24, 2019
Diane Piasentini, Acting Board Secretary

Jo-Ann Zsamba June 24, 2019
Jo-Ann Zsamba, Acting Board Secretary

1642 EARNED SICK LEAVE LAW

All persons holding any office, position, or employment in local school districts, regional school districts, or county vocational schools of the State who are steadily employed by the Board of Education or who are protected by tenure in their office, position, or employment under the provisions of N.J.S.A. 18A:30-2 or any other law, except persons in the classified service of the civil service under Title 11, Civil Service, of the Revised Statutes, shall be allowed sick leave with full pay for a minimum of ten school days in any school year in accordance with the provisions of N.J.S.A. 18A:30-2.

However, a Board of Education may determine some persons holding an office, position, or employment are not eligible for sick leave in accordance with N.J.S.A. 18A:30-2. These persons shall be covered under the provisions of the New Jersey Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 through 34:11D-11. Policy and Regulation 1642 outline the provisions of the Act for those persons the Board of Education determines are not eligible for sick leave in accordance with the provisions of N.J.S.A. 18A:30-2 or any rule or law of New Jersey other than the Act.

For the purposes of Policy and Regulation 1642, "employer" means a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

For the purposes of Policy and Regulation 1642, "employee" means an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

In accordance with the provisions of N.J.S.A. 34:11D-2, for every thirty hours worked, an employee eligible to accrue earned sick leave under the Act shall accrue one hour of earned sick leave commencing no later than October 29, 2018.

The employer will not provide an employee with the full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the provisions of N.J.S.A. 34:11D-2.a.

The employer will not permit the employee to accrue or use in any benefit year, or carry forward from one benefit year to the next, more than forty hours of earned sick leave.

Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning February 26, 2019 after the employee commences employment.

If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.

The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits as the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the reasons outlined in N.J.S.A. 34:11D-3.a.

No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

In accordance with N.J.S.A. 34:11D-5, failure of the employer to comply with the provisions of the Act shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law."

The employer shall retain records documenting hours worked and earned sick leave taken by employees covered under the Act in accordance with the provisions of N.J.S.A. 34:11D-6.

The employer shall provide notification, in a form issued by the Commissioner of Labor and Workforce Development, to employees of their rights under the Act; post the notification; and provide a copy of the notification to employees eligible to accrue earned sick leave under the

ADMINISTRATION
1642
Earned Sick Leave Law (M)

Act in accordance with the provisions of N.J.S.A. 34:11D-7.

N.J.S.A. 34:11D-1 through 34:11D-11

Adopted:

R 1642 EARNED SICK LEAVE LAW (M)

M

A. Definitions Relative to Policy and Regulation 1642 and the New Jersey Earned Sick Leave Law (Act)

"Act" means the New Jersey Earned Sick Leave Law – N.J.S.A. 34:11D-1. through 34:11D-11.

"Benefit year" means the period of twelve consecutive months, July 1 through June 30, as established by an employer in which an employee shall accrue and use earned sick leave as provided pursuant to N.J.S.A. 34:11D-2, provided that once the starting date of the benefit year is established by the employer it shall not be changed unless the employer notifies the Commissioner of Labor and Workforce Development of the change in accordance with regulations promulgated pursuant to the Act. The Commissioner shall impose a benefit year on any employer the Commissioner determines is changing the benefit year at times or in ways that prevent the accrual or use of earned sick leave by an employee.

"Certified Domestic Violence Specialist" means a person who has fulfilled the requirements of certification as a Domestic Violence Specialist established by the New Jersey Association of Domestic Violence Professionals.

"Child" means a biological, adopted, or foster child, stepchild or legal ward of an employee, child of a domestic partner or civil union partner of the employee.

"Civil union" means a civil union as defined in N.J.S.A. 37:1-29.

"Commissioner" means the Commissioner of Labor and Workforce Development.

"Department" means the Department of Labor and Workforce Development.

"Designated domestic violence agency" means a county-wide organization with a primary purpose to provide services to victims of domestic violence, and which provides services that conform to the core domestic violence services profile as defined by the Division of Child Protection and Permanency in the Department of Children and Families and is under contract with the division for the express purpose of providing the services.

"Domestic or sexual violence" means stalking, any sexually violent offense, as defined in N.J.S.A. 30:4-27.26, or domestic violence as defined in N.J.S.A. 2C:25-19, and N.J.S.A. 17:29B-16.

"Domestic partner" means a domestic partner as defined in N.J.S.A. 26:8A-3.

"Employee" means, for the purposes of Policy and Regulation 1642, an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided with sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

"Employer" means, for the purposes of Policy and Regulation 1642, a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

"Family member" means a child, grandchild, sibling, spouse, domestic partner, civil union partner, parent, or grandparent of an employee, or a spouse, domestic partner, or civil union partner of a parent or grandparent of an employee, or a sibling of a spouse, domestic partner, or civil union partner of the employee, or any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

"Health care professional" means any person licensed under Federal, State, or local law, or the laws of a foreign nation, to provide health care services, or any other person who has been authorized to provide health care by a licensed health care professional, including but not limited to doctors, nurses, and emergency room personnel.

"Parent" means a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or of the employee's spouse, domestic partner, or civil union partner, or a person who stood in loco parentis of the employee or the employee's spouse, domestic partner, or civil union partner when the employee, spouse or partner was a minor child.

"Retaliatory personnel action" means denial of any right guaranteed under the Act and any threat, discharge, including a constructive discharge, suspension, demotion, unfavorable reassignment, refusal to promote, disciplinary action, sanction, reduction of work hours, reporting or threatening to report the actual or suspected immigrant status of an employee or the employee's family, or any other adverse action against an employee.

"Sibling" means a biological, foster, or adopted sibling of an employee.

"Spouse" means a husband or wife.

B. Provision of Earned Sick Leave – N.J.S.A. 34:11D-2

1. The employer shall provide earned sick leave in accordance with the Act for each employee working for the employer.

2. For every thirty hours worked, the employee shall accrue one hour of earned sick leave. The employer **will not** provide an employee their full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the Act.

3. The employer **will not** permit the employee to accrue or use in any benefit year, or carry forward from one benefit year to the next, more than forty hours of earned sick leave.

   a. Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning on February 26, 2019 after the employee commences employment.

   b. If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave **beginning on the 120th calendar day after the employee commences employment.**

4. The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer

offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

5. The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits as the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

6. Upon the mutual consent of the employee and employer, an employee may voluntarily choose to work additional hours or shifts during the same or following pay period, in lieu of hours or shifts missed, but shall not be required to work additional hours or shifts or use accrued earned sick leave. The employer may not require, as a condition of an employee using earned sick leave, that the employee search for or find a replacement worker to cover the hours during which the employee is using earned sick leave.

7. If an employee is transferred to a separate division, entity, or location, but remains employed by the same employer, then the employee shall be entitled to all earned sick leave accrued at the prior division, entity, or location, and shall be entitled to use the accrued earned sick leave as provided in the Act.

8. If an employee is terminated, laid off, furloughed, or otherwise separated from employment with the employer, any unused accrued earned sick leave shall be reinstated upon the re-hiring or reinstatement of the employee to that employment, within six months of termination, being laid off or furloughed, or separation, and prior employment with the employer shall be counted towards meeting the eligibility requirements set forth in N.J.S.A. 34:11D-2.

9. The employer may choose the increments in which its employees may use earned sick leave, provided that the largest increment of earned sick leave an employee may be required to use for each shift for which earned sick leave is used shall be the number of hours the employee was scheduled to work during that shift.

C. Permitted Usage of Earned Sick Leave – N.J.S.A. 34:11D-3

1. The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the following:

   a. Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee;

   b. Time needed for the employee to aid or care for a family member of an employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member;

   c. Absence necessary due to circumstances resulting from the employee, or a family member of an employee, being a victim of domestic or sexual violence, if the leave is to allow the employee to obtain for the employee or the family member: medical attention needed to recover from
   physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence;

   d. Time during which the employee is not able to work because of a closure of the employee's workplace, school, or place of care of a child of an employee, by order of a public official due to an epidemic or other public health emergency, or because of the issuance by a public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others; or

   e. Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability.

2. If an employee's need to use earned sick leave is foreseeable, the employer **will** require advance notice, not to exceed seven calendar days prior to the date the leave is to begin, of the intention to use the leave and its expected duration, and shall make a reasonable effort to schedule the use of earned sick leave in a manner that does not unduly disrupt the operations of the employer. If the reason for the leave is not foreseeable, the employer will require an employee to give notice of the intention as soon as practicable if the employer has notified the employee of this requirement.

   a. The employer may prohibit employees from using foreseeable earned sick leave on certain dates provided reasonable notice of these dates is provided to employees and the employer will require reasonable documentation if sick leave that is not foreseeable is used during those dates.

   b. For earned sick leave of three or more consecutive days, the employer will require reasonable documentation that the leave is being taken for the purpose permitted under N.J.S.A. 34:11D-3.a. and C.1. above.

   c. If the leave is permitted under N.J.S.A. 34:11D-3.a.(1) and C.1.a. above or N.J.S.A. 34:11D-3.a.(2) and C.1.b. above, documentation signed by a health care professional who is treating the employee or the family member of the employee indicating the need for the leave and, if possible, number of days of leave, shall be considered reasonable documentation.

   d. If the leave is permitted under N.J.S.A. 34:11D-3.a.(3) and C.1.c. above because of domestic or sexual violence, any of the following shall be considered reasonable documentation of the domestic or sexual violence: medical documentation; a law enforcement agency record or report; a court order; documentation that the perpetrator of the domestic or sexual violence has been convicted of a domestic or sexual violence offense; certification from a certified Domestic Violence Specialist or a representative of a designated domestic violence agency or other victim services organization; or other documentation or certification provided by a social worker, counselor, member of the clergy, shelter worker, health care professional, attorney, or other professional who has assisted the employee or family member in

dealing with the domestic or sexual violence.

e. If the leave is permitted under N.J.S.A. 34:11D-3.a.(4) and C.1.d. above, a copy of the order of the public official or the determination by the health authority shall be considered reasonable documentation.

f. If the leave is permitted under N.J.S.A. 34:11D-3.a.(5) and C.1.e. above, tangible proof of the reasons outlined in N.J.S.A. 34:11D-3.a.(5) and C.1.e. above shall be considered reasonable documentation.

3. Nothing in the Act shall be deemed to require the employer to provide earned sick leave for an employee's leave for purposes other than those identified in N.J.S.A. 34:11D-3, or prohibit the employer from taking disciplinary action against an employee who uses earned sick leave for purposes other than those identified in N.J.S.A. 34:11D-3.

4. The employer will not pay an employee for unused earned sick leave at the end of the benefit year pursuant to N.J.S.A. 34:11D-3.c.

5. Unless the employer's policy or a collective bargaining agreement provides for the payment of accrued earned sick leave upon termination, resignation, retirement, or other separation from employment, an employee shall not be entitled under N.J.S.A. 34:11D-3 to payment of unused earned sick leave upon the separation from employment.

6. Any information the employer possesses regarding the health of an employee or any family member of the employee or domestic or sexual violence affecting an employee or employee's family member shall be treated as confidential and not disclosed except to the affected employee or with the written permission of the affected employee.

D. Retaliation, Discrimination Prohibited – N.J.S.A. 34:11D-4

1. No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

a. The employer shall not count earned sick leave taken under the Act as an absence that may result in the employee being subject to discipline, discharge, demotion, suspension, a loss or reduction of pay, or any other adverse action.

2. There shall be a rebuttable presumption of an unlawful retaliatory personnel action under N.J.S.A. 34:11D-4 whenever the employer takes adverse action against an employee within ninety days of when that employee:

a. Files a complaint with the Department or a court alleging a violation of any provision of N.J.S.A. 34:11D-4;

b. Informs any person about the employer's alleged violation of N.J.S.A. 34:11D-4;

c. Cooperates with the Department or other persons in the investigation or prosecution of any alleged violation of N.J.S.A. 34:11D-4;

d. Opposes any policy, practice, or act that is unlawful under N.J.S.A. 34:11D-4; or

e. Informs any person of his or her rights under N.J.S.A. 34:11D-4.

3. Protections of N.J.S.A. 34:11D-4 shall apply to any person who mistakenly, but in good faith alleges violations of the Act.

4. Any violator of the provisions of N.J.S.A. 34:11D-4 shall be subject to relevant penalties and remedies provided by the "New Jersey State Wage and Hour Law," N.J.S.A. 34:11-56a et seq., including the penalties and remedies provided by N.J.S.A. 34:11-56a24, and relevant penalties and remedies provided by N.J.S.A. 2C:40A-2, for discharge or other discrimination.

E. Violations, Remedies, Penalties, Other Measures – N.J.S.A. 34:11D-5

1. Any failure of the employer to make available or pay earned sick leave as required by the Act, or any other violation of the Act, shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law," N.J.S.A. 34:11-56a et seq., or other violation of the

New Jersey State Wage and Hour Law, as the case may be, and remedies, penalties, and other measures provided by the New Jersey State Wage and Hour Law, N.J.S.A. 34:11-58, and N.J.S.A. 2C:40A-2 for failure to pay wages or other violations of the New Jersey State Wage and Hour Law shall be applicable, including, but not limited to, penalties provided pursuant to N.J.S.A. 34:11-56a22 and 34:11-56a24, and civil actions by employees pursuant to N.J.S.A. 34:11-56a25, except that an award to an employee in a civil act shall include, in addition to the amount provided pursuant to N.J.S.A. 34:11-56a25, any actual damages suffered by the employee as the result of the violation plus an equal amount of liquidated damages.

F. Retention of Records, Access – N.J.S.A. 34:11D-6

1. The employer shall retain records documenting hours worked by employees and earned sick leave accrued/advanced, used, paid, and paid out and carried over by/to employees, for a period of five years, and shall, upon demand, allow the Department access to those records to monitor compliance with the requirements of the Act.

   a. If an employee makes a claim the employer has failed to provide earned sick leave required by the Act and the employer has not maintained or retained adequate records documenting hours worked by the employee and earned sick leave taken by the employee or does not allow the Department access to the records, it shall be presumed the employer has failed to provide the earned sick leave, absent clear and convincing evidence otherwise.

2. In addition, the penalties provided by the "New Jersey State Wage and Hour Law," N.J.S.A. 34:11-56a et seq. for violations of the requirements of the New Jersey State Wage and Hour Law regarding the maintaining and disclosure of records shall apply to violations of the requirements of N.J.S.A. 34:11D-6.

G. Notification to Employees – N.J.S.A. 34:11D-7

1. The employer shall provide notification, in a form issued by the Commissioner, to employees of their rights under the Act, including the amount of earned sick leave to which they are entitled and the terms of its use and remedies provided by the Act to employees if the employer fails to provide the required benefits or retaliates against employees exercising their rights under the Act.

a. The employer shall conspicuously post the notification in a place or places accessible to all employees in each of the employer's workplaces.

b. The employer shall also provide each employee with a written copy of the notification: not later than thirty days after the form of the notification is issued; at the time of the employee's hiring, if the employee is hired after the issuance; and at any time, when first requested by the employee.

c. The Commissioner shall make the notifications available in English, Spanish, and any other language that the Commissioner determines is the first language of a significant number of workers in the State and the employer shall use the notification in English, Spanish, or any other language for which the Commissioner has provided notifications and which is the first language of a majority of the employer's workforce.

H. Provisions Preemptive; Construction of Act – N.J.S.A. 34:11D-8

1. No provision of the Act, or any regulations promulgated to implement or enforce the Act, shall be construed as:

a. Requiring the employer to reduce, or justifying the employer in reducing, rights or benefits provided by the employer pursuant to the employer's policy or a collective bargaining agreement which are more favorable to employees than those required by the Act or which provide rights or benefits to employees not covered by the Act;

b. Preventing or prohibiting the employer from agreeing, through a collective bargaining agreement or employer policy, to provide rights or benefits which are more favorable to employees than those required by the Act or to provide rights or benefits to employees not covered by the Act;

c. Prohibiting the employer from establishing a policy whereby an employee may donate unused accrued earned sick leave to another employee or other employees; or

d. Superseding any law providing collective bargaining rights for employees, or in any way reducing, diminishing, or adversely affecting those collective bargaining rights, or in any way reducing, diminishing, or affecting the obligations of the employer under those laws.

2. Employees or employee representatives may waive the rights or benefits provided under the Act during the negotiation of a collective bargaining agreement.

3. With respect to employees covered by a collective bargaining agreement in effect on October 29, 2018, no provision of the Act shall apply until the stated expiration of the collective bargaining agreement.

I. Severability – N.J.S.A. 34:11D-9

1. The provisions of the Act shall be deemed to be severable and if any section, subsection, paragraph, sentence or other part of the Act is declared to be unconstitutional, or the applicability thereof to any person is held invalid, the remainder of the Act shall not thereby be deemed to be unconstitutional or invalid.

Adopted:

5533 PUPIL SMOKING (M)

M

The Board of Education recognizes the use of tobacco presents a health hazard that can have serious implications both for the smoker and the nonsmoker and that smoking habits developed by young **people** may have lifelong harmful consequences.

For the purpose of this Policy, "smoking" means the burning of, inhaling from, exhaling the smoke from, or the possession of a lighted cigar, cigarette, pipe, or any other matter or substance which contains tobacco or any other matter that can be smoked, or the inhaling or exhaling of smoke or vapor from an electronic smoking device **pursuant to N.J.S.A. 26:3D-57. For the purpose of this Policy, "smoking" also includes the use of smokeless tobacco and snuff.**

For the purpose of this Policy, "electronic smoking device" means an electronic device that can be used to deliver nicotine or other substances to the person inhaling from the device, including, but not limited to, an electronic cigarette, cigar, cigarillo, ~~or~~ pipe, **or any cartridge or other component of the device or related product pursuant to N.J.S.A. 2A:170-51.4.**

For the purpose of this Policy, "school buildings" and "school grounds" means and includes land, portions of land, structures, buildings, and vehicles, owned, operated or 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 any other central facilities including, but not limited to, kitchens and maintenance shops. "School buildings" and "school grounds" also include athletic stadiums; swimming pools; any associated structures or related equipment tied to such facilities including, but not limited to, grandstands **and 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 include other facilities as defined in N.J.A.C. 6A:26-1.2; 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.

N.J.S.A. 2A:170-51.4 prohibits the sale or distribution to any person under twenty-one years old of any cigarettes made of tobacco or any other matter or substance which can be smoked, or any cigarette paper or tobacco in any form, including smokeless tobacco; and any electronic device that can be used to deliver nicotine or other substances to the person inhaling from the device, including, but not limited to, an electronic cigarette, cigar,

cigarillo, pipe, or any cartridge or other component of the device or related product. Consequences for a student possessing such an item will be in accordance with the Student Code of Conduct.

The Board prohibits smoking by students at any time in school buildings **or** on school grounds, at **school-sponsored** events away from school, **or** on **a school bus**.

The Board also prohibits the possession of any item listed in N.J.S.A. 2A:170-51.4 at any time in school buildings or on school grounds, at school-sponsored events away from school, or on a school bus. Such items will be confiscated and may be returned to the parent, upon request.

Prohibited Items and Controlled Dangerous Substances

If it appears to an educational staff member or other professional, upon confiscating such item(s), that the student may currently be under the influence of alcohol or other drugs, the staff member shall inform the Principal or designee. The Principal or designee will immediately notify the parent and the Superintendent or designee. The Principal or designee will arrange for an immediate medical examination of the student and shall comply with all of the provisions of N.J.A.C. 6A:16-4.3 and Policy and Regulation 5530 – Substance Abuse.

In the event the Principal or designee, after inspection of the confiscated item(s), has reason to believe the item(s) may have contained or may contain a controlled dangerous substance or a controlled dangerous analog pursuant to N.J.S.A. 2C:35-2, the Principal or designee will immediately notify the parent and the Superintendent or designee. The Principal or designee will arrange for an immediate medical examination of the student and shall comply with all of the provisions of N.J.A.C. 6A:16-4.3 and Policy and Regulation 5530 – Substance Abuse. Principals and designees will be trained to identify controlled dangerous substances in electronic smoking devices.

A sign indicating smoking is prohibited in school buildings and on school grounds will be posted at each public entrance of a school building in accordance with law. The sign shall also indicate violators are subject to a fine.

A Student who violates the provisions of this Policy shall be subject to appropriate disciplinary measures in accordance with the district's Student Discipline/Code of Conduct and may be subject to fines in accordance with law. In the event a student is found to have violated this Policy and the law, the Principal or designee may file a complaint with the appropriate

Municipal Court or other agency with jurisdiction as defined in N.J.A.C. 8:6-9.1(c).

A student found to have violated this Policy and the law may be required to participate in additional educational programs to help the student understand the harmful effects of smoking and to discourage the use of tobacco products. These programs may include, but are not limited to, counseling, smoking information programs, and/or smoking cessation programs sponsored by this school district or available through approved outside agencies.

The Board directs that the health curriculum include instruction in the potential hazards of the use of tobacco. All school staff members shall make every reasonable effort to discourage students from developing the habit of smoking.

The Board of Education will comply with any provisions of a municipal ordinance which provides restrictions on or prohibitions against smoking equivalent to, or greater than, those provided in N.J.S.A. 26:3D-55 through N.J.S.A. 26:3D-63.

N.J.S.A. 2A:170-51.4
N.J.S.A. 2C:35-2
N.J.S.A. 18A:40A-1
N.J.S.A. 26:3D-55 through 26:3D-63
N.J.A.C. 6A:16**4.3**
N.J.A.C. 8:6-7.2; 8:6-9.1 through 8:6-9.5

Adopted: 17 October 2013
Revised: