

**DISTRICT OF ROXBURY TOWNSHIP
BOARD OF EDUCATION
May 11, 2026**

**REGULAR MEETING AGENDA
LINCOLN ROOSEVELT SCHOOL
34 N. Hillside Avenue, Succasunna, NJ 07876**

CALL TO ORDER: 6:30 P.M.

PUBLIC SESSION: 7:30 P.M.

SPEAKER REQUEST AT BOARD OF EDUCATION MEETINGS

*Anyone wishing to speak about agenda or non-agenda items at a meeting of the Roxbury Township Board of Education must follow these procedures. Located on the front table will be forms entitled, **Speaker Request Form**. Please fill one out indicating your name and address and the agenda item or topic you wish to discuss. After completing the form, return it to the Assistant Business Administrator. Thank you for your cooperation.*

I. MEETING CALLED TO ORDER

The Roxbury Township Board of Education is meeting in a Regular Session for discussion on business before the Board tonight.

The New Jersey Open Public Meetings Law was enacted to ensure the public's right to have advance notice of and to attend meetings of public bodies at which business affecting their interest is discussed or acted upon. In accordance with the provisions of the Act, the Board has caused written notice of this meeting and copies of its agenda to be transmitted to:

West Morris Reporter - Newspaper	Municipal Clerk
Daily Record - Newspaper	Roxbury Public Library
Star Ledger - Newspaper	Roxbury Website - www.roxbury.org/boe/meetings-minutes

The notice of tonight's meeting has been posted in the Board's Business Office.

II. ROLL CALL

III. RESOLUTION TO MEET IN EXECUTIVE SESSION

RESOLVED, that the Roxbury Township Board of Education hold an Executive Session on May 11, 2026, regarding personnel matters, student matters and attorney client privilege.

IV. ROLL CALL

V. PUBLIC SESSION

VI. PLEDGE OF ALLEGIANCE

VII. PRESENTATIONS

- **Educators and Support Professionals of the Year**
- **Retiree Recognition**

Certificated Personnel (Administrators, Teachers, Nurses, Counselors, etc.)				
	<i>Name</i>	<i>Position/School</i>	<i>Date of Retirement</i>	<i>No. of Years in District</i>
1	Hollenbeck, Helen	Special Education Teacher / EMS	06/30/26	15
2	LaPara, Angela	Italian Teacher / EMS & RHS	06/30/26	7
3	Maiello, Erin	Special Education Teacher / EMS	06/30/26	20
4	Marzocca, Michelle	ISL Teacher / FES	09/30/25	24
5	McNemar, Theresa	ISL Teacher / LR	06/30/26	26
6	Redwood, Susan	LDTTC	02/28/26	16
7	Saul, Joanne	Reading Specialist / JES	01/31/26	31
8	Trautz, Caryn	Special Education Teacher / EMS	06/30/26	16
9	Zenna, Kathryn	School Nurse	06/30/26	21

Support Staff Personnel (Secretaries, Maintenance, Paraprofessionals, Bus Drivers, etc.)				
	<i>Name</i>	<i>Position/School</i>	<i>Date of Retirement</i>	<i>No. of Years in District</i>
1	Dexter, Carla	Special Education Paraprofessional / JES	12/31/25	18
2	Fairchild, Christy	Bus Driver	10/31/25	23
3	Faraj, Daniel	Bus Driver	01/01/26	26
4	Haucke, Theresa	Special Education Paraprofessional / NES	6/30/26	15
5	Hawco, Barbara	Special Education Paraprofessional / EMS	06/30/26	25
6	Hemmer, Cynthia	Special Education Paraprofessional / RHS	10/31/25	10
7	Milde, Marybeth	Bus Driver	06/30/26	27
8	Nieves, Daniel	Mechanic	12/31/25	20
9	Oakes, Gwendolyn	Bus Driver	12/31/25	18
10	Perez, Cynthia	Principal's Secretary	08/31/25	25
11	Press, Nancy	Special Education Paraprofessional / JES	6/30/26	4

- **Congratulations to Mr. Stu Mason, 2025-2026 Morris County Athletic Director of the Year!**

- **2025-2026 Roxbury Performing Arts Honors Ensemble Recognition**

Gr. 7~

- Marieliz Carrero NJ Region I Intermediate Honor Choir
- Myla King NJ Region I Intermediate Honor Choir
- Sabrina Morales NJ Region I Intermediate Honor Choir
- Katelyn Oliveira NJ Region I Intermediate Honor Choir

Gr. 8~

- Madison Costantiello NJ Region I Intermediate Honor Choir
- Santiago Fandino NJ Region I Intermediate Honor Choir
- Daisy Mickelson NJ Region I Intermediate Honor Choir
- Karl Reiche NJ Region I Intermediate Honor Choir
- Fiona Vella NJ Region I Intermediate Honor Choir

Gr. 9~

- Jack Cuzzo Rutgers University Honor Band
- Jah'Sean Esannason NJ Region I Intermediate Honor Band, Rutgers University Honor Band
- Giovanni Morales NJ Region I Intermediate Honor Band
- Zachary Recchia NJ Region I Intermediate Honor Band, Rutgers University Honor Band

Gr. 10~

- Sean Cully NJ All-State Choir
- Nora Doyle NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Jericko Guerrero NJ All-State Choir

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- Jacob Henderson-Smith NJ Region I Senior Honor Band, Rutgers University Honor Band
- Kailer Malafronte Rutgers University Honor Band
- Delia McAuliffe NJ Region I Senior Honor Choir
- Andrew Montrose NJ All-State Choir
- Noah Orszulak NJACDA Summer Honor Choir
- Liam Schlam NJ Region I Senior Honor Band, NJ Region I Senior Honor Choir, Rutgers University Honor Band, NJACDA Summer Honor Choir, NJ All-State Choir, NJ All State Band
- Matthew Sellitto Rutgers University Honor Band
- Sophia Tasama Rutgers University Honor Band

Gr. 11~

- Maxwell Barton NJACDA Summer Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Brady Batsch NJ Region I Senior Honor Choir, NJ All-State Choir
- Derek Gatto NJ Region I Senior Honor Choir
- Cara Goldstein NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir
- Leah Nelson NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, ACDA All Eastern Honor Choir
- Riley O'Keefe NJ All-State Choir
- Sean Park NJ Region I Senior Honor Band
- Michael Tomassi NJ Region I Senior Honor Band, Rutgers University Honor Band

Gr. 12~

- Logan Batsch NJACDA Summer Honor Choir, NJ All-State Choir
- Kaleigh Bodtmann NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, NJ All-State Choir
- Joseph Borda NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Jennifer Buczynski NJ Region I Senior Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Colleen Feeney NJ All-State Choir
- Jasper Fernandes NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Alexander Fullam NJ Region I Senior Honor Orchestra, NJ Region I Senior Honor Band, NJ All-State Orchestra, NJ All State Band, NJ Governor's Award
- Elizabeth Ricucci NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir, NJ All-State Choir, ACDA All Eastern Honor Choir
- Diego Rodriguez NJ All-State Choir
- Alexa Rossi NJ All-State Choir
- Caden Scire NJ Region I Senior Honor Band, NJ Region I Senior Honor Choir, Rutgers University Honor Band, NJACDA Summer Honor Choir, NJ All-State Choir, NJ All State Band, ACDA All Eastern Honor Choir
- Breena VanHook NJ Region I Senior Honor Choir, NJACDA Summer Honor Choir

Faculty Accolades:

- Mr. Patrick Hachey was selected to be the Conductor for the 2026 New Jersey All-State Treble Choir, becoming one of only 10 high school teachers selected to do so during the ensemble's 25-year history.
- Mrs. Krista Sweer performed as the pianist for the 2026 New Jersey All-State Treble Choir.

VIII. CORRESPONDENCE

IX. STUDENT REPRESENTATIVE'S COMMENTS

X. BOARD PRESIDENT'S COMMENTS

XI. SUPERINTENDENT'S REPORT

XII. BUSINESS ADMINISTRATOR'S REPORT

XIII. MINUTES

1. Minutes of the Regular Board Meeting of April 27, 2026.
2. Minutes of the Executive Session of April 27, 2026.

XIV. COMMITTEE REPORTS

Each Committee Chair will advise the full board of the last committee meeting, and the next committee meeting, and any other comments you believe are important for the full board to know.

- A. COMMUNITY RELATIONS/SHARED SERVICES
- B. EDUCATION
- C. FACILITIES
- D. FINANCE
- E. PERSONNEL
- F. POLICIES/GOVERNANCE
- G. NEGOTIATIONS
- H. SUSTAINABILITY

XV. PUBLIC COMMENTS - Action Items - There is a three-minute time limit, per Board Policy.

XVI. ACTION ITEMS

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business, and will be voted on by one motion.

A. Finances (Resolutions 1-14)

STUDENT ACTIVITY ACCOUNTS

- *1. RESOLVED, that the Roxbury Township Board of Education approve the Student Activity Accounts monthly bill lists for the month of April 2026 as follows:

Roxbury High School	\$86,105.19	Franklin School	\$45.94
Athletics	\$465.00	Kennedy School	\$3,922.00
Eisenhower Middle School	\$4,002.04	Jefferson School	\$1,400.00
Lincoln Roosevelt School	\$0	Nixon School	\$2,129.00

BILLS LIST

- *2. RESOLVED, that the Roxbury Township Board of Education approve the May 2026 bills list totaling \$2,030,365.85.

TRAVEL REQUESTS

- *3. RESOLVED, that the Roxbury Township Board of Education approve unavoidable travel costs as presented which are educationally necessary and fiscally prudent and are related to and within the scope of the employee's current responsibilities, and promotes the delivery of instruction or further the efficient operation of the school district. The reimbursements are in compliance with the state travel reimbursement guidelines as established by the Department of Treasury and Board of Education policy in accordance with N.J.A.C. 6A-23B-1.1 et seq.

	Name	Workshop Title		Place*	Date of Workshop	Registration Fee	Total Estimated Expenses
1	Mondanaro, Joseph	NJASBO 64th Annual Conference	4	Atlantic City, NJ	6/2/26-6/5/26	\$500.00	\$1244.76
2	Katz, Robert	School Transportation Supervisor Association's General Meeting	4	Monroe, NJ	6/3/26	\$0	\$0
3	DiLorenzo, Sarah	Orton-Gillingham Plus Course	4	Virtual	6/15/26-6/18/26	\$1,750.00	\$1,750.00

1-State/Federal policy requirements, 2-State curricular requirements, 3-State Initiatives, 4-Individual job requirements, T2-paid for by Title II funding, T3 paid for by Title III funding. Substitute coverage is indicated by "S" followed by the number of days for which a substitute is needed.

TAX PAYMENT SCHEDULE

- *4. RESOLVED, that the Roxbury Township Board of Education approve the 2026-2027 Tax Payment Schedule as shown below:

ROXBURY TOWNSHIP BOARD OF EDUCATION			
2026-2027 TAX PAYMENT SCHEDULE			
Date	Levy	Debt Service Levy	Total Tax Levy
9-Jul-26	2,598,609		2,598,609
23-Jul-26	2,598,609		2,598,609
6-Aug-26	2,598,609		2,598,609
20-Aug-26	2,598,609		2,598,609
10-Sep-26	2,598,609		2,598,609
24-Sep-26	2,598,609		2,598,609
8-Oct-26	2,598,609		2,598,609
22-Oct-26	2,598,609		2,598,609
6-Nov-26	2,598,609		2,598,609
19-Nov-26	2,598,609		2,598,609
3-Dec-26	2,598,609		2,598,609
17-Dec-26	2,598,613		2,598,613
7-Jan-27	3,263,197		3,263,197
21-Jan-27	3,263,197		3,263,197
4-Feb-27	3,263,197		3,263,197
18-Feb-27	3,263,197		3,263,197
4-Mar-27	3,263,197		3,263,197
18-Mar-27	3,263,197		3,263,197
8-Apr-27	3,263,197		3,263,197
22-Apr-27	3,263,197		3,263,197
6-May-27	3,263,197		3,263,197
20-May-27	3,263,197		3,263,197
3-Jun-27	3,263,197		3,263,197
17-Jun-27	3,263,199		3,263,199
Totals	70,341,678		70,341,678

CONTRACTS

- *5. RESOLVED, that the Roxbury Township Board of Education approve a contract with Integrated Translation Services, 90 East Halsey Road, Suite 346, Parsippany, NJ, to provide foreign language translation services effective from July 1, 2026, through June 30, 2027, on an as-needed and as requested by the district.
- *6. RESOLVED, that the Roxbury Township Board of Education approve a contract with J and B Therapy, LLC, P.O. Box 151, Augusta, NJ, to provide services on as needed and as requested basis by the district at the rates listed below, effective on July 1, 2026, and ending on June 30, 2027, and not to exceed \$35,000.00.

<i>Service</i>	<i>Rate</i>
Occupational and/or Speech Therapy	\$112.50/hour
Physical Therapy	\$112.50/hour
Educational Support Services (LDTC)	\$112.50/hour
Psychologist Services	\$112.50/hour
Evaluations*	\$450.00/evaluation
Bilingual Evaluations	\$545.00/evaluation
Behavioral Support Services As provided by BCBA/Behavioral Supervisor	\$112.50/hour (3 hours/week minimum)
Behavioral Plans & Functional Behavior Assessments#	\$112.50/hour
Behavioral Support Services as provided by a Behaviorist	\$112.50/hour
Reading Specialist	\$98.00/hour
Home Instruction	\$90.00/hour
Social Work Services	\$98.00/hour
*ABA Paraprofessional Services	\$75.00/hour
*Paraprofessional Services	\$50.00/hour
Teacher of the Deaf Services	\$175.00/hour
ESY Services	\$495.00/per day
ESY Services - 1 hour or less	Billed hourly, 2-hour minimum
Administrative Fee	2%

*Includes, but is not limited to, evaluations for Occupational Therapy, Physical Therapy, Speech Therapy, Educational Assessments, and Psychological Evaluations. Each evaluation includes but is not limited to: student record review, staff/teacher interview and consultation, parent interview, student observation, direct administration of assessments, therapist observation, and completed report (with goals and objectives, as applicable). This charge is applicable regardless of whether the professional has a regularly scheduled time for other student contact.

#Behavioral Plans are not to exceed ten (10) hours per plan; Functional Behavior Assessments are not to exceed eighteen (18) hours per assessment.

- *7. RESOLVED, that the Roxbury Township Board of Education approve a contract with InSite Health, Inc., 5 Greentree Center, Suite 302, Marlton, NJ, to provide Mental Health Services to the students in the amount of \$282,544.00 plus the cost of additional services on an as-needed and as-requested basis by the district listed below for the 2026/2027 school year.

<i>Service</i>	<i>Fee</i>
1 Psychiatric evaluations	\$400.00 per evaluation
2 Psychotherapy evaluations & sessions	\$230.00 per evaluation. Therapy follow up sessions post evaluation may be invoiced to the district at \$200.00 per session.
3 Professional Development Training	\$1,500.00 (per group of 10)

4	Parent & Caregiver Psychoeducation Workshops	\$750.00 per training session
2	Child Study Team Psychiatrist evaluations	\$650.00 per evaluation
3	Risk/Threat Assessment	\$500.00 per evaluation
4	Hours in Excess of Contracted Days	MD/DO: \$550 per hour NP: \$350 per hour Therapist: \$200 per hour

APPROVAL OF PURCHASES

- *8. RESOLVED, that the Roxbury Township Board of Education approve the purchase of electrical supply for the new serving area at Roxbury High School from Johnstone Supply, 19 Vreeland Road, Florham Park, NJ, in the amount of \$2,666.11 and funded through the Food Service Account.
- *9. RESOLVED, that the Roxbury Township Board of Education approve the purchase of supplies for the new serving area at Roxbury High School from Hanover Supply Co., 269 Route 10, East Hanover, NJ, in the amount of \$7,078.01 and funded through the Food Service Account.
- *10. RESOLVED, that the Roxbury Township Board of Education approve the purchase of HVAC control upgrades for the Roxbury High School from Trane U.S., Inc., 19 Chapin Road, Bldg B, Suite 200, Pine Brook, NJ, in the amount of \$21,500.00 and funded through the SDA Emergent Needs Grant.
- *11. RESOLVED, that the Roxbury Township Board of Education approve the purchase of electrical supplies to upgrade transformers throughout the district from Jewel Electric LLC, 133 Halleck Avenue, Jersey City, NJ, in the amount of \$38,597.01 and funded through the SDA Emergent Needs Grant.
- 12. RESOLVED, that the Roxbury Township Board of Education approve the purchase of outdoor pickleball court materials for Franklin Elementary School from Ben Shaffer Recreation, P.O. Box 844, Lake Hopatcong, NJ, in the amount of \$78,686.33 using BC-BID-24-35 Co-Op #11-BECCP.

JOINT TRANSPORTATION AGREEMENT

- *13. RESOLVED, that the Roxbury Township Board of Education approve a Joint Transportation Agreement whereby the Roxbury Township Board of Education will act as the Host District, providing transportation services as specified below to the Joiner District, the Mount Arlington Board of Education.

2026-2027 ESY Joint Transportation Agreement				
Start Date	End Date	Host District's Route Number	Destination	Joiner Cost
06/29/2026	07/30/2026	RHS03	RHS (EH)	\$2,500.00
06/29/2026	07/30/2026	RHS03	RHS (CF)	\$2,500.00
4% Administrative fee				\$200.00
Joiner District To and From Total Route Cost				\$5,200.00

2026-2027 ESY Joint Transportation Agreement				
Start Date	End Date	Host District's Route Number	Destination	Joiner Cost
07/06/2026	07/31/2026	MPK01	Mount Arlington Public Schools/Edith Decker	\$7,757.02

		4% Administration Fee	\$310.28
		Joiner District To and From Total Route Cost	\$8,067.30

OUT-OF-DISTRICT PLACEMENT/SERVICES - 2026/2027

*14. RESOLVED, that the Roxbury Township Board of Education approve the 2026/2027 School Year Out-Of-District Placements/Services listed below:

State ID	School or Provider	Total Cost	Dates
4955431188	Bergen County Special Services Board of Education	\$1,360.00	7/1/26-7/31/26
3173219009	Cornerstone Day School	\$108,240.00	7/6/26-6/30/27
6174751322	Cornerstone Day School	\$108,240.00	7/6/26-6/30/27
3634176041	Bergen County Special Services Board of Education	\$6,850.00	6/29/26-7/24/26
3183745473	P.G. Chambers School	\$111,869.10	7/6/26-6/18/27
9257080803	P.G. Chambers School	\$111,869.10	7/6/26-6/18/27

B. Education (Resolutions 1-5)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

HIB REPORT

- *1. RESOLVED, that the Roxbury Township Board of Education affirms the Superintendent's decisions provided in the Harassment, Intimidation, and Bullying Report for the 2025/2026 school year for Incident Nos. 24 through 28.
- *2. RESOLVED, that the Roxbury Township Board of Education acknowledges receipt of the Harassment, Intimidation, and Bullying Report for the 2025/2026 school year.

FIELD TRIPS / COMPETITIONS

*3. RESOLVED, that the Roxbury Township Board of Education approve staff and students of Roxbury Public Schools and Roxbury Community School for participation in field trips to the destination listed and as indicated below pursuant to District Policy/Regulation 2340 for the 2025/2026 school year effective May 12, 2026 through June 30, 2026.

		Trip Destination approved for:		
	Trip Destination	Same-day trips	CBI trips for Autism and Multiple Disabilities programs	Rewards-based trips for ERI programs
1	Great Swamp Outdoor Education Center (Chatham Township, NJ)	SAME [#]	CBI [#]	REWARD
2	Hanover Lanes (East Hanover, NJ)		CBI	REWARD
3	Hedden Park (Randolph, NJ)	SAME	CBI	REWARD
4	Lewis Morris County Park (Morris Township, NJ)	SAME	CBI	REWARD

[#] Amendments to the trip destination's listing aprvd 6/9/25 in Exhibit E-1.

APPROVAL OF RHS SPECIAL PROGRAMS

*4. RESOLVED, that the Roxbury Township Board of Education accept the following Special Programs submitted by Roxbury High School students to be completed during the 2026/2027 school year.

	<i>Special Program</i>	<i>Research Focus</i>	<i>Length of Time</i>	<i>Credits</i>	<i>Student</i>
1	SENIOR OPTION	Aviation	FY	5	210391
2	SENIOR OPTION	Nursing Senior Option	FY	5	207437
3	SENIOR OPTION	Rox-THON Director	FY	5	209385
4	SENIOR OPTION	TV & Media Production	FY	5	207535
5	SENIOR OPTION	TV Production	FY	5	208264

INTERNATIONAL STUDENT EXCHANGE

- *5. RESOLVED, the Roxbury Township Board of Education approve pupil #102354 from the ISE to be enrolled as a junior in a full course of study at Roxbury High School beginning August 26, 2026 through June 15, 2027, with enrollment also encompassing attendance at an orientation at the high school in August 2026. This resolution amends and supersedes XVI.B.9 approved March 23, 2026.

C. Policies (Resolutions 1-2)

The following motion recommended by the Superintendent and School Business Administrator is non-controversial, a matter of routine business and will be voted on by one motion.

SECOND READING

- *1. RESOLVED, that the Roxbury Township Board of Education approve the following for second reading:

SECOND READING						
	<i>Policy/Reg</i>	<i>P/R No.</i>	<i>P/R Title [(M) = Mandated by law or monitoring standards]</i>	<i>Section</i>	<i>Reason</i>	<i>Exhibit No.</i>
1	P	5533	Student Smoking (M)	STUDENTS	Revised	5533P
2	R	5533	Student Smoking (M)	STUDENTS	Revised	5533R
3	P	7441	Electronic Surveillance In School Buildings and On School Grounds (M)	PROPERTY	Revised	7441P

FIRST READING

- *2. RESOLVED, that the Roxbury Township Board of Education approve the following for first reading:

FIRST READING						
	<i>Policy/Reg</i>	<i>P/R No.</i>	<i>P/R Title [(M) = Mandated by law or monitoring standards]</i>	<i>Section</i>	<i>Reason</i>	<i>Exhibit No.</i>
1	P	5460	High School Graduation (M)	STUDENTS	Revised	5460P
2	P	5701	Academic Integrity	STUDENTS	Revised	5701P

D. Personnel (Resolutions 1-12)

The following motions recommended by the Superintendent and School Business Administrator are non-controversial, a matter of routine business and will be voted on by one motion.

(NOTE: Approval of these resolutions authorizes the Superintendent to submit to the County

Superintendent applications for emergent hiring and the candidate's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those candidates listed below. All appointments are pending verification of employment history pursuant to New Jersey P.L. 2018, c. 5 (N.J.S.A. 18A:6-7.6, et. seq.); contingent upon receipt of proper certification; and all salary placements are pending receipt of college transcripts verifying degree status.)

JOB DESCRIPTIONS

- *1. RESOLVED, that the Roxbury Township Board of Education approve the following revised job descriptions:

	Job Title	Job Coding	Exhibit #
1	Groundskeeper	CMS-4	JD-1

RESIGNATIONS, RETIREMENTS, TERMINATIONS

2. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Name	Loc	Position	Action	Final day of employment	Discussion
1	Bontempo, Samantha	KES, NES	SLS	Resignation	6/30/26	
2	Connolly, Julianne	LRS	Lunch Aide	Resignation	6/30/26	
3	Cooper, Christen	NES	Gr. 2 Teacher	Resignation	6/30/26	
4	Haucke, Theresa	NES	Paraprofessional	Retirement	6/30/26	
5	Herter, Susan	FES	Permanent Substitute Teacher	Resignation	6/30/26	
6	Kollmar, Nicole	FES	Special Education Teacher	Resignation	6/30/26	
* 7	Long, Virginia	TRANSP	Bus Aide	Resignation	5/25/26	Amends & supersedes 3/23/26, XV.D.1.4
8	Press, Nancy	JES	Paraprofessional	Retirement	6/30/26	
* 9	Torsiello, Christopher	RHS	Art Teacher	Resignation	6/30/26	

LEAVES OF ABSENCE

3. RESOLVED, that the Roxbury Township Board of Education approve the following:

	Employee	Leave Start Date	Paid Leave	Unpaid FMLA/ NJFLA ^	Return Date	Discussion
1	15774	5/26/26 [#]	Using avail sick days	n/a	upon release by physician	[#] Pending receipt of documentation in accordance with the law or district policy.
* 2	19059	4/16/26	Using avail sick then personal days	FMLA, if needed	upon release by physician	
3	21966	8/24/26 or sooner if nec	Using avail sick days	FMLA/NJFLA	1/11/27	
^Leave becomes unpaid when sick/personal days depleted or released by physician, whichever occurs first.						

REASSIGNMENTS / TRANSFERS

4. RESOLVED, that the staff listed below be transferred to a new location and/or assignment for the 2026/2027 school year as indicated:

	Name	Former Assignment & Loc.		New Assignment & Loc.		Effective Date	Discussion
1	Allison, Robert	Gr. 3 Teacher TCH.FRA.GR3.NA.04	FES	Gr. 4 Teacher TCH.FRA.GR4.NA.04	FES	9/1/26 [#]	RA to replace M.Gallagher.
* 2	Gallagher, Maria	Gr. 4 Teacher TCH.FRA.GR4.NA.04	FES	Special Education Teacher (LLD) TCH.SPE.LLD.NA.02	RHS	9/1/26 [#]	26/27 position replaces TCH.FRA.GR3.NA.04.
3	Palanchi, Kristin	School Library Media Specialist TCH.DS.MED.NA.03	LRS, EMS	School Library Media Specialist TCH.DS.MED.NA.03	FES, LRS	9/1/26 [#]	KP to replace S.DiLorenzo @ FES.
4	DiLorenzo, Sarah	School Library Media Specialist TCH.DS.MED.NA.01	FES	ISL Teacher (ELA) TCH.DS.BSI.NA.07	FES	9/1/26 [#]	SD to replace C.McInnes.
5	McInnes, Cathy	ISL Teacher (ELA) TCH.DS.BSI.NA.07	FES	Gr. 4 Teacher TCH.FRA.GR4.NA.01	FES	9/1/26 [#]	CM to replace S.Drury.
6	Drury, Sean	Gr. 4 Teacher TCH.FRA.GR4.NA.01	FES	Gr. 5 Teacher TCH.LR.GR5.NA.08	LRS	9/1/26 [#]	SD to replace C.DeRosa.
7	DeRosa, Christina	Gr. 5 Teacher TCH.LR.GR5.NA.08	LRS	Kindergarten Teacher TCH.FRA.KIN.NA.03	FES	9/1/26 [#]	Replacement in position.
* 8	Caivano, Roxana	School Library Media Specialist TCH.RHS.MED.NA.01	RHS	School Library Media Specialist TCH.DS.MED.NA.01	NES, RHS	9/1/26 [#]	26/27 position replaces TCH.RHS.MED.NA.01 & TCH.DS.COMP.NA.01.
9	Siegel, David	Library Media Design Teacher TCH.DS.COMP.NA.01	NES	Gr. 4 Teacher TCH.NIX.GR4.NA.03	NES	9/1/26 [#]	
10	Tucker, Elizabeth	Math Electives Teacher TCH.EMS.MAT.NA.05	EMS	Gr. 8 Math Teacher TCH.EMS.MAT.NA.06	EMS	9/1/26 [#]	ET to replace A.Sanders.
11	Sanders, Amanda	Gr. 8 Math Teacher TCH.EMS.MAT.NA.06	EMS	ISL Teacher (Math) TCH.EMS.BSI.NA.03	EMS	9/1/26 [#]	AS to replace S.Jacobs.
12	Jacobs, Samantha	ISL Teacher (Math) TCH.EMS.BSI.NA.03	EMS	ISL Teacher (Math) TCH.DS.BSI.NA.04	FES	9/1/26 [#]	SJ to replace L.Derendal.
13	Derendal, Lyndsay	ISL Teacher (Math) TCH.DS.BSI.NA.04	FES	Kindergarten Teacher TCH.FRA.KIN.NA.02	FES	9/1/26 [#]	26/27 position replaces TCH.EMS.MAT.NA.05.
14	Storm, Meghan	Gr. 4 Teacher TCH.KEN.GR4.NA.02	KES	Gr. 3 Teacher TCH.KEN.GR3.NA.02	KES	9/1/26 [#]	MS to replace M.Della Peruti.
15	Della Peruti, Melanie	Gr. 3 Teacher TCH.KEN.GR3.NA.02	KES	Gr. 2 Teacher TCH.KEN.GR2.NA.03	KES	9/1/26 [#]	26/27 position replaces TCH.KEN.GR4.NA.02.
* 16	Reingold, Ciera	Music Teacher	EMS, RHS	Music Teacher	EMS	9/1/26 [#]	CR to replace J.Harrison Calderon.

		TCH.RHS.MUS.VO.02		TCH.EMS.MUS.VO.01			
17	Harrison Calderon, Jessica	Music Teacher TCH.EMS.MUS.VO.01	EMS	Music Teacher TCH.DS.MUS.VO.01	FES, NES	9/1/26 [#]	Replacement in position. 26/27 position replaces TCH.RHS.MUS.VO.02.
* 18	Cumming, Kristen	Guidance Secretary (10 mo) SEC.EMS.GUI.GR3.01	EMS	Secretary to Director Special Services (10 mo) SEC.SPS.DIR.GR4.01	SP SERV	9/1/26 [#]	KC to replace E.Ronchetta.
* 19	Ronchetta, Erin	Secretary to Director (12 mo) SEC.SPS.DIR.GR4.01	SP SERV	Accts Receivable Secretary (12 mo) SEC.BO.A/R.GR5.01	DIST	7/1/26	Replacement in position. 26/27 position replaces SEC.EMS.GUI.GR3.01.
* 20	Agresta, Lauren	Art Teacher TCH.DS.ART.NA.01	FES, NES	Art Teacher TCH.RHS.ART.NA.02	RHS	9/1/26 [#]	Replacement in position. 26/27 position replaces the former.
* 21	Biank, David	H/PE Teacher TCH.LR.PEH.NA.03	LRS	H/PE Teacher TCH.RHS.PEH.NA.05	RHS	9/1/26 [#]	Replacement in position. 26/27 position replaces the former.
* 22	Blough, Christopher	Science Teacher TCH.RHS.SCI.NA.09	RHS	Science Teacher TCH.DS.SCI.NA.01	EMS, RHS	9/1/26 [#]	26/27 position replaces TCH.EMS.SCI.NA.02 & TCH.RHS.SCI.NA.09.
* 23	Hubbard, Cindy	ELA Electives Teacher TCH.EMS.BSI.NA.01	EMS	English Teacher TCH.RHS.ENG.NA.14	RHS	9/1/26 [#]	Replacement in position. 26/27 position replaces the former.
* 24	Jaeger, Kathryn	Math Teacher TCH.RHS.MAT.NA.07	RHS	ISL Teacher (Math) TCH.DS.BSI.NA.05	LRS	9/1/26 [#]	Replacement in position. Movement of position from FES to LRS. 26/27 position replaces the former.
25	Kaufman, Pamela	Gr. 3 Teacher TCH.NIX.GR3.NA.03	NES	Gr. 2 Teacher TCH.NIX.GR2.NA.01	NES	9/1/26 [#]	26/27 position replaces the former.
* 26	Maeso, Michael	French Teacher TCH.RHS.WL.FR.02	RHS	French Teacher TCH.DS.WL.FR.01	EMS, RHS	9/1/26 [#]	Replacement in position. 26/27 position replaces the former.
* 27	Monaghan, Mark	Music Teacher TCH.EMS.MUS.IN.02	EMS, RHS	Music Teacher TCH.EMS.MUS.IN.02	LRS, EMS, RHS	9/1/26 [#]	26/27 position replaces TCH.LR.MUS.IN.02.
* 28	Mongelli, Kristin	Supervisor of Science; Engineering, Design, & Technology; & Visual Arts, Gr. 7 - 12 SUP.DS.7-12.NA.04	DIST	Supervisor of Mathematics & Science, Gr. 7 - 12 SUP.DS.7-12.NA.04	DIST	7/1/26	26/27 position replaces SUP.DS.7-12.NA.01.
29	Orr, Zachary	Special Education Teacher (RC) TCH.SPE.RES.NA.06	JES	Special Education Teacher (RC) TCH.SPE.RES.NA.06	JES, NES	9/1/26 [#]	
30	Puppo, Kayla	Special Education Teacher (RC) TCH.SPE.RES.NA.15	NES	Special Education Teacher (RC) TCH.SPE.RES.NA.15	FES	9/1/26 [#]	26/27 position replaces TCH.SPE.RES.NA.43.
* 31	Trokan, Matthew	Supervisor of Social Studies & World Languages, Gr. 7 - 12 SUP.DS.SUP.NA.06	DIST	Supervisor of English Language Arts & Social Studies, Gr. 7 - 12	DIST	7/1/26	26/27 position replaces SUP.DS.7-12.NA.02.

				SUP.DS.SUP.NA.06			
* 32	Wood, Jessica	Permanent Substitute Teacher TCH.SUB.PERM.RHS.02	RHS	Permanent Substitute Teacher TCH.SUB.PERM.FES.01	FES	9/1/26	Replacement in position. 26/27 position replaces the former.
[#] 10-month employee shall start working on the first day of the board approved school calendar. [^] Pending completion of documentation in accordance with the law or district policy.							

ANNUAL REAPPOINTMENTS

5. RESOLVED, that the Roxbury Township Board of Education reappoint the following staff members for the 2026/2027 school year as indicated in the attached Exhibits:

	<i>Exhibit Title</i>	<i>Exhibit Number</i>
1	Administrators and Supervisors	HR-1
2	Teachers & Educational Services Personnel	HR-2
3	Permanent Substitutes	HR-3
4	Paraprofessionals (Title I, Special Education)	HR-4
5	REA Secretaries	HR-5
6	REA Maintenance, Grounds, Mechanics	HR-6
7	Bus Drivers	HR-7
8	Unaffiliated Salaried Employees	HR-8
9	Unaffiliated Hourly Employees	HR-9

APPOINTMENTS

6. RESOLVED, that the Roxbury Township Board of Education approve the following:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary Guide / Step</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	Alvarez, Jose	Transp	Bus Driver	25/26 RBDG	\$33.02	[#] 5/26/26	6/30/26	Replacement in position BUS.TR.DRI.RE.36
* 2	Alvarez, Monica	Transp	Bus Driver	25/26 RBDG	\$33.02	[#] 5/26/26	6/30/26	Replacement in position BUS.TR.DRI.RE.31
3	Amendola, Laura	NES	Title I Paraprofessional	25/26 REA Step D	\$21.75 per hour	5/4/26	6/30/26	Amends & supersedes 4/27/26, XVI.E.5.1
* 4	Cartelli, Aaron	Transp	Mechanic	25/26 REA	\$58,500	4/30/26	6/30/26	Amends & supersedes 4/27/26, XVI.E.5.2
5	Fichter, Morgan	EMS	Special Education Paraprofessional	25/26 REA Step C	\$21.25 per hour	5/12/26	6/30/26	Replacement in position AID.SPE.PT.NA.45
[#] Pending completion of documentation in accordance with the law or district policy.								

APPOINTMENTS - LEAVE REPLACEMENTS

7. RESOLVED, that the Roxbury Township Board of Education amend the dates for previously approved appointments to non-tenure track positions:

	<i>Name</i>	<i>Loc</i>	<i>Position</i>	<i>Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Prior BOE Aprvl</i>	<i>Discussion</i>

* 1	Assadourian, Nicole	RHS	Leave-repl English Teacher	\$300.00 per diem	4/30/26	6/19/26	3/23/26	Replacement in position TCH.RHS.ENG.NA.07.
2	Klein, Patricia	JES	Leave-repl Special Education Teacher (PSD)	\$300.00 per diem	3/23/26	4/29/26	2/26/26	Replacement in position TCH.SPE.PSD.NA.04.

APPOINTMENTS - SUBSTITUTES

- *8. RESOLVED, that the Roxbury Township Board of Education approve the following non-tenure track positions on an as-needed basis:

	Name	Loc	Position	Start Date	End Date	Discussion
1	Assadourian, Nicole	Dist	T, P	3/24/26	4/29/26 [^]	[^] Amends 3/23/26, XVI.D.10.1.
<i>Position Key:</i> T = Substitute Teacher P = Substitute Paraprofessional S = Substitute Secretary N = Substitute Nurse LA = Substitute Lunch Aide						

SALARY ADJUSTMENTS

- *9. RESOLVED, that the Roxbury Township Board of Education approve the following additional teaching assignments for the staff indicated for the 2025/2026 school year, with the understanding that these assignments are subject to change based on scheduling adjustments.

	Name	Start Date	End Date	Loc of Prog/ Class	Program/ Class	Salary Guide / Step	Addl. Salary not to exceed
1	Adams, Yohana	5/12/26	6/18/26	RHS	Spanish III A	25/26 BA Step 9-10	\$976
2	Bedoya, Judy	5/12/26	6/18/26	RHS	Spanish II H	25/26 MA+30 Step 19-20	\$1,316
3	Cantwell, Kevin	5/12/26	6/18/26	RHS	Spanish I	25/26 MA Step 23	\$1,415
4	Filoramo, Joseph	5/12/26	6/18/26	RHS	Spanish I	25/26 MA+30 Step 14-16	\$1,208
5	Lisa, Kerry	5/12/26	6/18/26	RHS	Spanish II H	25/26 MA Step 23	\$1,524

SUMMER EMPLOYMENT - EXTENDED SCHOOL YEAR (ESY) PROGRAM

10. RESOLVED, that the list of staff members and substitutes listed in Exhibit HR-10 Be approved for the 2026 Extended School Year Program for the beginning June 29, 2026 through July 30, 2026 (Monday through Thursday). As approved on March 23, 2026, an ESY staff member's hours shall not exceed 18 hours weekly with the exception of the Program Coordinators who are each limited to 10 hours weekly. ESY Teachers and related service providers shall be available for at least one day (not to exceed 4 hours) prior to June 29, 2026. All ESY paraprofessionals shall be approved to serve ESY as Bus Aides on an as-needed basis at their approved hourly rate.

COMMUNITY SCHOOL

11. RESOLVED, that the staff listed below be appointed for the 2026/2027 Roxbury Community School Programs. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<i>Name</i>	<i>Loc</i>	<i>Title</i>	<i>Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Barry, Kenneth	RHS	Band Camp I	\$45/hour	07/01/26	07/31/26	Min: 8 Max: 45
2	Bream, Samantha	RHS	Band Camp I	\$45/hour	07/01/26	07/31/26	Min: 8 Max: 45
3	Conrad, Jeffrey	RHS	Band Camp II	\$45/hour	07/01/26	07/31/26	Min: 8 Max: 45
4	Monaghan, Mark	RHS	Band Camp I & II	\$45/hour	07/01/26	07/31/26	Min: 8 Max: 45
5	Serra, Michael	RHS	Basketball Camp (Boys)	\$135/student \$121.50/sibling discount	06/22/26	06/26/26	Min: 15 Max: 75
6	Serra, Michael	RHS	Basketball Camp (Girls)	\$135/student \$121.50/sibling discount	06/29/26	07/03/26	Min: 15 Max: 75
7	Hachey, Patrick	RHS	Broadway Bound/Behind the Curtain Coordinator	\$50/hour	06/01/26	08/15/26	Min: 38 Max: 100
8	Hachey, Olivia	RHS	Broadway Bound/Behind the Curtain Sub Teacher	\$25/hour	06/01/26	08/15/26	Min: 38 Max: 100
9	Harrison Calderon, Jessica	RHS	Broadway Bound Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
10	Otto, Alexandra	RHS	Broadway Bound Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
11	Reingold, Ciera	RHS	Broadway Bound Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
12	Rogers, Patricia	RHS	Broadway Bound/Behind the Curtain Costume Designer	\$1,000/ Flat Rate	06/01/26	08/15/26	Min: 38 Max: 100
13	Scire, Christopher	RHS	Broadway Bound/Behind the Curtain Sub Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
14	Speronza, Jane-Frances	RHS	Behind the Curtain Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
15	Sweer, Krista	RHS	Broadway Bound/Behind the Curtain Sub Teacher	\$45/hour	06/01/26	08/15/26	Min: 38 Max: 100
16	Bischoff, Derek	RHS	Gaels Speed Camps	\$135/student per week	06/22/26	07/31/26	Min: 6 Max: 75
17	Palanchi, Kristin	EMS	SOAR to Success (Session 1 - Grade 6)	\$135/student	09/01/26	10/15/26	Min: 6 Max: 15
18	Palanchi, Kristin	EMS	SOAR to Success (Session 2 - Grade 6)	\$135/student	09/01/26	10/15/26	Min: 6 Max: 15
19	Palanchi, Kristin	LRS	SOAR to Success (Session 1 - Grades 7-8)	\$135/student	09/01/26	10/15/26	Min: 6 Max: 15
20	Palanchi, Kristin	LRS	SOAR to Success (Session 2 - Grades 7-8)	\$135/student	09/01/26	10/15/26	Min: 6 Max: 15
21	Curley, Kelsey	EMS	Young Writers Studio	\$202.50/Student	06/01/26	07/30/26	Min: 5 Max: 25
22	Friedella, Tracy	KES	Sub Calling All Kids Aide	\$22/hour	06/01/26	07/30/26	Min: 8 Max: 14
23	Mazza, Lorna	KES	Calling All Kids Aide	\$22/hour	06/01/26	07/30/26	Min: 8 Max: 14
24	Reinoso, Krista	KES	Sub Calling All Kids Teacher	\$30/Hour	06/01/26	07/30/26	Min: 8 Max: 14
25	Salerno, Phoebe	KES	Calling All Kids Aide	\$22/hour	06/01/26	07/30/26	Min: 8 Max: 14
26	Wilks, Laura	KES	Calling All Kids Aide	\$22/hour	06/01/26	07/30/26	Min: 8 Max: 14

12. RESOLVED, that the staff listed below be appointed for the 2026/2027 Roxbury Community School Applied Music Program. All expenses will be paid from collected tuition and employment is dependent upon sufficient enrollment.

	<i>Name</i>	<i>Loc</i>	<i>Title</i>	<i>Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
1	Barry, Kenneth	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
2	Bednarcik, Sarah	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
3	Bream, Samantha	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
4	Conrad, Jeffrey	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
5	Conrad, Jeffrey	RHS	Applied Music Program	\$250/instructional scheduling	06/29/26	06/05/27	
6	Hachey, Patrick	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
7	Hachey, Patrick	RHS	Applied Music Program	\$300/Vocal Scheduling	06/29/26	06/05/27	
8	Harrison Calderon, Jessica	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
9	Monaghan, Mark	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
10	Raquet, Ryan	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
11	Reingold, Ciera	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
12	Sweer, Krista	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	
13	Sweer, Krista	RHS	Applied Music Program	\$250/Accompanist	06/29/26	06/05/27	
14	Sweer, Ryan	RHS	Applied Music Program	\$30/per half hour	06/29/26	06/05/27	

E. Executive Session

- *1. WHEREAS, Chapter 231, P.L. 1975, also known as the Sunshine Law, authorizes a public body to meet in Executive Session under certain limited circumstances; and

WHEREAS, said law requires the Board of Education to adopt a resolution at a public meeting before it can meet in such an Executive Session; and

WHEREAS, the Board of Education is anticipating to hold a Regular Meeting on June 15, 2026 at 6:30 p.m. at Lincoln Roosevelt School; and

WHEREAS, the Board of Education intends to discuss matters in Executive Session at this meeting;

NOW THEREFORE, BE IT RESOLVED, that the Roxbury Township Board of Education expects to discuss personnel, student matters, negotiations and matters covered by attorney client privilege during the aforementioned Executive Session; and

BE IT FURTHER RESOLVED, that the public portion of the aforementioned Roxbury Township Board of Education Regular Meeting will commence at 7:30 p.m.

XVII. PUBLIC COMMENTS – There is a three-minute time limit, per Board Policy.

XVIII. BOARD MEMBER COMMENTS

XIX. EXECUTIVE SESSION - (IF NECESSARY)

XX. PUBLIC SESSION – (IF NECESSARY)

XXI. ADJOURNMENT

[+] Dates noted contingent on attendance and subject to change.

	<i>Last Name</i>	<i>First Name</i>	<i>Position</i>	<i>Start Date</i>	<i>End Date</i>	<i>26/27 Salary</i>	<i>Tenured? [+]</i>
1	ACEVEDO	NICOLE	Principal of Kennedy Elementary School	7/1/26	6/30/27	\$138,262	Tenured
2	BARTOL	RYAN	Principal of Lincoln Roosevelt Elementary School	7/1/26	6/30/27	\$139,050	Non-Tenured
3	COSGROVE	MELISSA	Principal of Jefferson Elementary School	7/1/26	6/30/27	\$145,293	Tenured
* 4	CRISPINO	WILLIAM	Principal of Roxbury High School	7/1/26	6/30/27	\$157,166	Tenured in district as of 8/16/26; tenured in position as of 8/21/26
* 5	DEMPSEY	JENNIFER	Supervisor of Special Services	7/1/26	6/30/27	\$127,432	Non-Tenured
6	FERENC	MICHAL	Assistant Principal at Eisenhower Middle School	7/1/26	6/30/27	\$108,150	Non-Tenured
* 7	FERRARE	LISA	Director of Human Resources & Staff Development	7/1/26	6/30/27	\$174,492	Tenured
8	GALLAGHER	PAUL	Principal of Eisenhower Middle School	7/1/26	6/30/27	\$157,115	Tenured
9	HAMER	BRIAN	Principal of Franklin Elementary School	7/1/26	6/30/27	\$129,962	Tenured
* 10	HUGUENIN	COLLEEN	Supervisor of Student Support Services	7/1/26	6/30/27	\$138,051	Non-Tenured
11	LYNCH	DANIELLE	Principal of Nixon Elementary School	7/1/26	6/30/27	\$156,298	Tenured
* 12	MASON	STUART	Director of Athletics/Student Activities; Supervisor of Health & PE K - 12	7/1/26	6/30/27	\$179,629	Tenured
13	MAURER	JENNIFER	Supervisor of Humanities, Gr. PK - 6	7/1/26	6/30/27	\$103,007	Tenured in district; tenured in position as of 8/2/26
* 14	MAWN	MATTHEW	Assistant Principal at Roxbury High School	7/1/26	6/30/27	\$122,122	Tenured in district & in position as of 10/25/26
* 15	MONDANARO	JOSEPH	Business Administrator/Board Secretary	7/1/26	6/30/27	\$181,519	Tenured
* 16	MONGELLI	KRISTIN	Supervisor of Mathematics & Science, Gr. 7 - 12	7/1/26	6/30/27	\$116,812	Non-Tenured
17	NZEGWU	CRYSTAL	Supervisor of Mathematics & Applied Sciences, Gr. PK - 6	7/1/26	6/30/27	\$103,007	Non-Tenured
* 18	POSBERGH	ERIN	Assistant Principal at Roxbury High School	7/1/26	6/30/27	\$121,060	Non-Tenured
* 19	SEMINERIO	CHRISTINE	Director of Special Services	7/1/26	6/30/27	\$169,685	Non-Tenured
* 20	TROKAN	MATTHEW	Supervisor of English Language Arts & Social Studies, Gr. 7 - 12	7/1/26	6/30/27	\$109,691	Tenured
21	ZEGAR	CHRISTOPHER	Assistant Principal at Lincoln Roosevelt Elementary School	7/1/26	6/30/27	\$137,114	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
1	ABDI	ASHLEY	NES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 2	ADAMS	YOHANA	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Non-Tenured
* 3	AGRESTA	LAUREN	RHS	Teacher	9/1/26 [#]	6/30/27		7-9	MA+15	\$ 72,925	\$ -	\$ 72,925	Non-Tenured
4	ALLISON	ROBERT	FES	Teacher	9/1/26 [#]	6/30/27		14	BA	\$ 77,080	\$ -	\$ 77,080	Tenured
5	BABBITT	MICHELE	FES, JES, KES, NES	PT	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ -	\$ 95,030	Non-Tenured
6	BABETSKI	DAVID	EMS	Teacher	9/1/26 [#]	6/30/27		12	MA+30	\$ 80,150	\$ -	\$ 80,150	Tenured
7	BABUS	JENNIFER	FES, NES	OT	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Tenured 10/4/26
* 8	BACICH	ANDREA	RHS	Teacher	9/1/26 [#]	6/30/27		2-3	BA	\$ 59,505	\$ -	\$ 59,505	Non-Tenured
9	BANAS	JESSICA	EMS	Teacher	9/1/26 [#]	6/30/27		14	MA+15	\$ 85,233	\$ -	\$ 85,233	Non-Tenured
10	BARBATO	SHELBY	FES, JES	SLS	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
* 11	BARBOLINI	CARISSA	RHS	School Counselor	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
12	BARRY	KENNETH	LRS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
* 13	BASSO	GREGORY	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
14	BATTAGLIA	KERRY	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ -	\$ 101,486	Tenured
15	BAUER	LINDSEY	NES	Teacher	9/1/26 [#]	6/30/27		14	MA	\$ 83,751	\$ -	\$ 83,751	Non-Tenured
* 16	BAXTER	JENNIFER	RHS	School Social Worker	7/1/26	6/30/27	1.10	23	MA	\$ 111,635	\$ 500	\$ 112,135	Tenured
* 17	BEDNARCIK	SARAH	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
* 18	BEDOYA	JUDY	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
* 19	BELFIORE	CHRISTINA	RHS	School Counselor	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
20	BELMONTE	KATHERINE	JES	Teacher	9/1/26 [#]	6/30/27		2-3	BA	\$ 59,505	\$ -	\$ 59,505	Non-Tenured
* 21	BENBOW	JONATHAN	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
22	BETZ	CHELSEA	JES, KES, NES	OT	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
* 23	BEWALDER	KEVIN	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
* 24	BIANK	DAVID	RHS	Teacher	9/1/26 [#]	6/30/27		4-5	MA	\$ 66,415	\$ -	\$ 66,415	Tenured
* 25	BISCHOFF	DEREK	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	BA	\$ 80,330	\$ -	\$ 80,330	Tenured
26	BLESSING	KELLY	NES	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
27	BLEWITT	JESSICA	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Tenured
* 28	BLOUGH	CHRISTOPHER	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
29	BOLLING	KELSEY	NES	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured 8/26/26
* 30	BRAIKOVICH	BRIAN	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA	\$ 77,080	\$ -	\$ 77,080	Non-Tenured
31	BRENNAN	LAUREN	EMS	Teacher	9/1/26 [#]	6/30/27		12	MA+30	\$ 80,150	\$ -	\$ 80,150	Tenured
32	BROWN	KARISA	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
33	BUCHANAN	STACEY	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
34	BUCKLER	JENNIFER	KES	School Counselor, ABS	9/1/26 [#]	6/30/27		6	MA	\$ 68,745	\$ -	\$ 68,745	Non-Tenured
* 35	BURLEIGH	DEBORAH	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ 500	\$ 91,230	Tenured
36	BYRNE	KATHLEEN	KES	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 750	\$ 101,250	Tenured
* 37	CACCAVALE	FRANK	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
38	CADENA	MEAGHAN	LRS	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
* 39	CAIVANO	ROXANA	NES, RHS	School Library Media Specialist	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
* 40	CALDARA	STEFANIE	RHS	School Counselor	9/1/26 [#]	6/30/27		22	MA+15	\$ 100,741	\$ 500	\$ 101,241	Tenured
* 41	CANTWELL	KEVIN	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
* 42	CAPPELLO	NATALIA	RHS	Teacher	9/1/26 [#]	6/30/27		23	DR	\$ 107,698	\$ -	\$ 107,698	Tenured 3/28/27
43	CAPRA	ROBERT	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
44	CARROLL	STACEY	JES	Teacher	9/1/26 [#]	6/30/27		18-19	BA	\$ 83,730	\$ -	\$ 83,730	Tenured
45	CAVALERI	VICTORIA	JES	School Counselor, ABS	9/1/26 [#]	6/30/27		14	MA	\$ 83,751	\$ -	\$ 83,751	Non-Tenured
* 46	CHRISTIANSEN	EMILY	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
47	CLARK	JENNIFER	FES	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
* 48	CONNOLLY	JAMES	RHS	Teacher	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Tenured
* 49	CONRAD	JEFFREY	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
50	CORDEIRO	MARCIA	EMS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 750	\$ 98,687	Tenured
51	COZIN	BEN	EMS	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Non-Tenured
52	CRITELLI	PAUL	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ -	\$ 101,486	Tenured
53	CULLENY	KAITLYN	LRS	Teacher	9/1/26 [#]	6/30/27		4-5	BA	\$ 60,815	\$ -	\$ 60,815	Tenured 8/26/26
54	CURADO	SANDRA	LRS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
55	CURET	CARLOS	EMS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ -	\$ 102,516	Tenured
56	CURLEY	KELSEY	EMS	Teacher	9/1/26 [#]	6/30/27		13	MA+30	\$ 83,685	\$ -	\$ 83,685	Tenured
57	CURTISS	KAREN	NES	Teacher	9/1/26 [#]	6/30/27		20-21	BA	\$ 87,280	\$ -	\$ 87,280	Tenured
58	DACOSTA	JULIANA	NES	Teacher	9/1/26 [#]	6/30/27		4-5	MA	\$ 66,415	\$ -	\$ 66,415	Tenured 8/26/26
59	DALUPANG	SHERLYNE	LRS, EMS	School Psychologist	7/1/26	6/30/27	1.10	12	MA+30	\$ 88,165	\$ -	\$ 88,165	Tenured
60	DARLING	SAMANTHA	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	BA+15	\$ 68,825	\$ -	\$ 68,825	Tenured
61	DEEB	LOREY	KES	Teacher	9/1/26 [#]	6/30/27		12	MA+15	\$ 78,479	\$ -	\$ 78,479	Tenured
62	DEL ROSARIO	MONICA	LRS, EMS	Teacher	9/1/26 [#]	6/30/27		7-9	BA+30	\$ 70,325	\$ -	\$ 70,325	Tenured
63	DEL RUSSO	STEFANIE	LRS	School Counselor, ABS	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
64	DELLA PERUTI	MELANIE	KES	Teacher	9/1/26 [#]	6/30/27		4-5	BA	\$ 60,815	\$ -	\$ 60,815	Non-Tenured
65	DEMAIO	BRITTANY	JES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured 11/16/26
66	DEMAREST	KAREN	FES	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 750	\$ 102,236	Tenured
* 67	DEMOVA	BOHDANKA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
68	DERENDAL	LYNDSAY	FES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
69	DEROSA	CHRISTINA	FES	Teacher	9/1/26 [#]	6/30/27		2-3	MA	\$ 65,105	\$ -	\$ 65,105	Non-Tenured
70	DESIATO	CHRISTINE	KES	Teacher	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
71	DIBIASE	MICHELE	JES	Teacher	9/1/26 [#]	6/30/27		20-21	BA+15	\$ 91,527	\$ -	\$ 91,527	Tenured
72	DIORENZO	SARAH	FES	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
* 73	DIORIO	DANNY	RHS	Teacher	9/1/26 [#]	6/30/27		13	BA	\$ 73,985	\$ -	\$ 73,985	Tenured
74	DIPIETRO	SEBASTIAN	EMS	Teacher	9/1/26 [#]	6/30/27		18-19	BA	\$ 83,730	\$ -	\$ 83,730	Tenured
* 75	DOLAN	JAMES	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 76	DONEGAN	BRENDAN	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 750	\$ 102,236	Tenured
77	DONEGAN	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 78	DONNELLY	STEPHEN	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 79	DOUGLAS	DIANE	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 80	DOYLE	ROBERT	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA+15	\$ 75,560	\$ -	\$ 75,560	Tenured
81	DRANOFF	JENNIFER	FES	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
* 82	DREXLER	KERRY	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Non-Tenured
83	DRURY	SEAN	LRS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
* 84	DUNN	ROBIN	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
85	DUNNE	KRISTEN	KES	School Social Worker	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
86	ECHEVARRIA	STEPHANIE	NES	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
87	EHRICH	TRACY	JES	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
* 88	ELWOOD	DEANA	RHS	LDT-C	9/1/26 [#]	6/30/27		18-19	MA+30	\$ 94,290	\$ -	\$ 94,290	Non-Tenured
89	ERDREICH	CARA	JES	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
90	ESPOSITO	ELIZABETH	EMS	Teacher	9/1/26 [#]	6/30/27		22	BA	\$ 90,980	\$ 500	\$ 91,480	Tenured
91	ESPOSITO	GERI	EMS	SAC, ABS	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
92	ESTES	STACEY	FES, JES	School Social Worker	7/1/26	6/30/27	1.10	14	MA	\$ 92,126	\$ -	\$ 92,126	Tenured
93	EVANS	DANIELLE	JES, NES	SLS	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
* 94	FAGAN	MARGARET	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
95	FARINA	KIMBERLY	EMS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+15	\$ 96,830	\$ 500	\$ 97,330	Tenured
* 96	FATULA	YULIA	RHS	Teacher	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Non-Tenured
* 97	FEEHAN	MARTHA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
* 98	FERNANDES	THERESA	RHS	Transition Coordinator	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Non-Tenured
99	FERRENTINO	MARGARET	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ 500	\$ 103,761	Tenured
* 100	FILORAMO	JOSEPH	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ -	\$ 90,730	Tenured
101	FLAMMER	SUZANNE	JES	Teacher	9/1/26 [#]	6/30/27		18-19	MA+15	\$ 92,665	\$ -	\$ 92,665	Tenured
* 102	FLANNERY	KATHERINE	EMS, RHS	School Psychologist	9/1/26 [#]	6/30/27		18-19	MA+30	\$ 94,290	\$ -	\$ 94,290	Non-Tenured
* 103	FLYNN	PETER	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	BA	\$ 80,330	\$ -	\$ 80,330	Tenured
104	FOLKERS	CAITLIN	LRS	Teacher	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
* 105	FORLENZA	COREY	RHS	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 106	FOSTER	SHANNON	RHS	Teacher	9/1/26 [#]	6/30/27		22	BA+30	\$ 97,980	\$ 500	\$ 98,480	Tenured
107	FOX	KASEY	JES	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
* 108	FRANCO	KEVIN	LRS, EMS, RHS	OT	9/1/26 [#]	6/30/27		23	DR	\$ 107,698	\$ -	\$ 107,698	Tenured
109	FREEBORN	REBECCA	NES	Teacher	9/1/26 [#]	6/30/27		7-9	MA+30	\$ 74,625	\$ -	\$ 74,625	Tenured
110	FUSCO	MARY	NES	School Nurse	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ -	\$ 93,500	Non-Tenured
* 111	GALLAGHER	MARIA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
112	GALLO	CHRISTINE	EMS	Teacher	9/1/26 [#]	6/30/27		14	BA	\$ 77,080	\$ -	\$ 77,080	Non-Tenured
113	GANGEMI	GIUSEPPE	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 114	GANGEMI	KAYLA	EMS, RHS	Behavior Specialist-Analyst	9/1/26 [#]	6/30/27		10-11	MA+30	\$ 77,260	\$ -	\$ 77,260	Tenured
115	GARDNER	MELISSA	KES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
116	GAUTHIER	NICOLE	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
* 117	GEARY	JASON	RHS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured 8/26/26
* 118	GERVASIO	THOMAS	RHS	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
119	GIBSON	RYAN	EMS	Teacher	9/1/26 [#]	6/30/27		15-17	BA+30	\$ 85,089	\$ -	\$ 85,089	Tenured
120	GIORDANO	TESSA	JES	OT	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 121	GLUCK	CAITLIN	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
122	GONZALEZ DOUGLAS	STEPHANIE	NES	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Non-Tenured
* 123	GOODWIN	JAMES	LRS, EMS, RHS	Teacher	9/1/26 [#]	6/30/27		22	BA	\$ 90,980	\$ -	\$ 90,980	Tenured
124	GOODYEAR	SARAH	KES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
* 125	GOTTFRIED	MICHAEL	RHS	Teacher	9/1/26 [#]	6/30/27		14	DR	\$ 88,944	\$ -	\$ 88,944	Tenured
126	GRABA	KRISTINA	JES	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ 500	\$ 103,761	Tenured
127	GRANT	ANDREA	KES	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ 750	\$ 104,011	Tenured
128	GREEN	CHRISTINA	JES	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
129	HAAR	SAMANTHA	JES	Teacher	9/1/26 [#]	6/30/27		10-11	MA+30	\$ 77,260	\$ -	\$ 77,260	Non-Tenured
* 130	HACHEY	PATRICK	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
* 131	HADZOVIC	EDIN	RHS	Teacher	9/1/26 [#]	6/30/27		2-3	MA+30	\$ 68,505	\$ -	\$ 68,505	Non-Tenured
132	HAGEMANN	REGINA	EMS	Teacher	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ -	\$ 90,730	Tenured
133	HALL	MELISSA	EMS	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Non-Tenured
134	HALLET	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
135	HALPIN	AMANDA	JES	SLS	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Non-Tenured
* 136	HAMADE	RABIYE	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA+15	\$ 75,560	\$ -	\$ 75,560	Tenured
137	HANCOCK	JESSIE	LRS	Teacher	9/1/26 [#]	6/30/27		13	BA	\$ 73,985	\$ -	\$ 73,985	Tenured
* 138	HANSEN	JAMES	RHS	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Tenured 8/26/26
* 139	HARDY	BARBRA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 750	\$ 102,236	Tenured
140	HARRISON CALDERON	JESSICA	FES, NES	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ 500	\$ 103,016	Tenured
* 141	HAYDEN	LEE	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ -	\$ 95,030	Tenured
* 142	HEDDY	ELIZABETH	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
143	HEILMAN	KERRI	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
144	HERNANDEZ	JAIME	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+15	\$ 96,830	\$ -	\$ 96,830	Tenured
145	HIGGINS	KATHERINE	JES	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
146	HOOPES GOMEZ	CASEY	JES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 147	HOPPER	JOELLEN	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ 500	\$ 95,530	Tenured
148	HORNUNG	DESIREE	EMS	School Nurse	9/1/26 [#]	6/30/27		22	BA+15	\$ 95,417	\$ -	\$ 95,417	Tenured
* 149	HRYNIO	LINDSAY	RHS	School Nurse	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Non-Tenured
* 150	HUBBARD	CINDY	RHS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ -	\$ 102,516	Tenured
* 151	HUGHES	DANIELLE	RHS	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
* 152	HUGHES	DAVID	RHS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ -	\$ 102,516	Tenured
153	IACOBINO	KRISTIN	EMS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
154	IUVONE	ERICA	KES	Teacher	9/1/26 [#]	6/30/27		15-17	MA+15	\$ 88,868	\$ -	\$ 88,868	Tenured
155	JACOBS	SAMANTHA	FES	Teacher	9/1/26 [#]	6/30/27		6	MA	\$ 68,745	\$ -	\$ 68,745	Non-Tenured
156	JACOBSEN	LAURA	JES	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 750	\$ 98,687	Tenured
157	JAEGER	KATHRYN	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ 500	\$ 99,180	Tenured
158	JAMIESON	MELISSA	EMS	Teacher	9/1/26 [#]	6/30/27		13	MA+30	\$ 83,685	\$ -	\$ 83,685	Tenured
* 159	KAINE	SHARI	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
* 160	KALODNER	ISABEL	RHS	Teacher	9/1/26 [#]	6/30/27		4-5	BA	\$ 60,815	\$ -	\$ 60,815	Non-Tenured
* 161	KATZENBERGER	JAMIE	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Non-Tenured
162	KAUFMAN	PAMELA	NES	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ 750	\$ 104,011	Tenured
* 163	KENNY	JENNIFER	RHS	SAC, ABS	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
164	KHOMYAK	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
165	KIM	ERICA	KES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
166	KISLIK-RODGERS	SUSANNA	LRS	Teacher	9/1/26 [#]	6/30/27		18-19	MA+30	\$ 94,290	\$ -	\$ 94,290	Tenured
167	KITCHIN	CATIA	JES	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
* 168	KOCH	JOSEPH M.	RHS	School Athletic Trainer	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
169	KOCOSKI	SANJA	KES	School Nurse	9/1/26 [#]	6/30/27		13	BA+15	\$ 77,521	\$ -	\$ 77,521	Tenured
* 170	KONG	KRISTINA	RHS	Teacher	9/1/26 [#]	6/30/27		6	MA+15	\$ 70,445	\$ -	\$ 70,445	Tenured 8/26/26

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
171	KOUSOULIS	PATTI	NES	School Counselor, ABS	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ -	\$ 90,730	Non-Tenured
172	KOVACH	MICHAEL	EMS	Teacher	9/1/26 [#]	6/30/27		4-5	BA	\$ 60,815	\$ -	\$ 60,815	Non-Tenured
173	KOVACS	RACHELLE	LRS	School Nurse	9/1/26 [#]	6/30/27		15-17	BA+15	\$ 84,211	\$ -	\$ 84,211	Tenured
174	KROG	DEBORAH	NES	Teacher	9/1/26 [#]	6/30/27		14	BA+30	\$ 81,944	\$ -	\$ 81,944	Tenured 8/26/26
* 175	KROOG	BARBARA	RHS	Teacher	9/1/26 [#]	6/30/27		12	BA+15	\$ 74,424	\$ -	\$ 74,424	Tenured
* 176	KULICK	JUSTIN	RHS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ 500	\$ 103,016	Tenured
177	LACOSTA	GAIL	FES	School Counselor, ABS	9/1/26 [#]	6/30/27		13	MA+15	\$ 81,763	\$ -	\$ 81,763	Tenured
178	LAMONT	KELLY	JES	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
179	LANE	MATTHEW	FES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
180	LAPOSTA	CHRISTINE	LRS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 750	\$ 101,250	Tenured
181	LEAVY	DANA	FES	Teacher	9/1/26 [#]	6/30/27	0.73	14	BA	\$ 56,268	\$ -	\$ 56,268	Non-Tenured
182	LEAVY	JENNIFER	FES	Teacher	9/1/26 [#]	6/30/27	0.73	12	BA	\$ 51,863	\$ -	\$ 51,863	Tenured
183	LEISTER	TINA	KES	Teacher	9/1/26 [#]	6/30/27		10-11	MA+15	\$ 75,560	\$ -	\$ 75,560	Tenured
* 184	LENOX	THOMAS	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA+30	\$ 81,944	\$ -	\$ 81,944	Non-Tenured
185	LETTIERI	HEATHER	KES	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 750	\$ 102,236	Tenured
* 186	LIMA	MARCIE	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 500	\$ 101,000	Tenured
* 187	LISA	KERRY	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 750	\$ 102,236	Tenured
188	LOEB	JESSICA	EMS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ -	\$ 102,516	Tenured
189	LOMBARDO	ANDREA	JES	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
190	LOMUNTAD	CAROLINE	EMS	School Counselor	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
* 191	MAESO	MICHAEL	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ -	\$ 93,500	Tenured
* 192	MAHMOUD	ADAM	RHS	Teacher	9/1/26 [#]	6/30/27		14	MA+15	\$ 85,233	\$ -	\$ 85,233	Tenured
* 193	MAINIERO	MELISSA	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
194	MANNEY	LYNN	FES	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
195	MAREK	NATALIE	KES	Teacher	9/1/26 [#]	6/30/27		7-9	MA+15	\$ 72,925	\$ -	\$ 72,925	Tenured 2/9/27
196	MARTINI	ANN	NES	Teacher	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ 500	\$ 95,530	Tenured
197	MASON	JULIE	FES	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
198	MASON	LAUREN	FES	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
199	MATULLO	LAUREN	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	BA+15	\$ 68,825	\$ -	\$ 68,825	Tenured 8/26/26
* 200	MC CRACKEN	JENNIFER	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
201	MCAULIFFE	KATEY	JES	School Library Media Specialist	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Tenured
202	MCDERMOTT	JAMES	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
* 203	MCGINLEY	BIRSEN	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA+15	\$ 80,786	\$ -	\$ 80,786	Tenured
204	MCINNES	CATHY	FES	Teacher	9/1/26 [#]	6/30/27		13	BA	\$ 73,985	\$ -	\$ 73,985	Tenured
* 205	MCPHEE	MICHAEL	RHS	Teacher	9/1/26 [#]	6/30/27		18-19	BA+30	\$ 89,822	\$ -	\$ 89,822	Tenured
* 206	MEEKER	REID	RHS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
207	MEISER	KRISTIN	JES	Teacher	9/1/26 [#]	6/30/27		15-17	BA	\$ 80,330	\$ -	\$ 80,330	Tenured
208	MEOLA	LOUIS	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
209	MIDILI	TARA	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+15	\$ 96,830	\$ -	\$ 96,830	Tenured
210	MILLER	JENNIFER	NES	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Non-Tenured
211	MILLER	RYAN	FES	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ 500	\$ 103,016	Tenured
212	MILLER	VICTORIA	NES	Teacher	9/1/26 [#]	6/30/27		18-19	MA+15	\$ 92,665	\$ -	\$ 92,665	Tenured
* 213	MISURELLI	FRANK	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
* 214	MITCHELL	TERI	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ -	\$ 100,500	Tenured
* 215	MONACO	DAVID	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 216	MONAGHAN	MARK	LRS, EMS, RHS	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Tenured
* 217	MORANO	GIANNA	RHS	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Non-Tenured
218	MOSHER	KATHERINE	FES, NES	LDT-C	7/1/26	6/30/27	1.10	23	MA	\$ 111,635	\$ -	\$ 111,635	Tenured
219	MOSHER	MICHAEL	EMS	School Psychologist	7/1/26	6/30/27	1.10	23	DR	\$ 118,468	\$ -	\$ 118,468	Tenured
220	MOSKOWITZ	PHILLIP	EMS	Teacher	9/1/26 [#]	6/30/27		13	MA+30	\$ 83,685	\$ -	\$ 83,685	Tenured
221	MUELLER	SANDRA	JES, KES	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Tenured
* 222	MULDERRIG	FRANCIS	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
* 223	MULLEN	MAIREAD	RHS	Teacher	9/1/26 [#]	6/30/27		12	BA	\$ 71,045	\$ -	\$ 71,045	Non-Tenured
224	MULLER	AMY	LRS	Teacher	9/1/26 [#]	6/30/27		18-19	BA+30	\$ 89,822	\$ -	\$ 89,822	Tenured
225	MURILLO	AMY	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
226	NASSAN	LORRAINE	KES	Teacher	9/1/26 [#]	6/30/27	0.73	15-17	MA	\$ 63,741	\$ -	\$ 63,741	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
* 227	NAVARRO	MARIA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Tenured
228	NEUMANN	ERIN	LRS	Teacher	9/1/26 [#]	6/30/27		10-11	MA+30	\$ 77,260	\$ -	\$ 77,260	Tenured
229	NG	ELLEN	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
230	NICKEL	KARA	KES	Teacher	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
231	NORTH	TIFFANY	LRS	Teacher	9/1/26 [#]	6/30/27		15-17	BA	\$ 80,330	\$ -	\$ 80,330	Tenured
232	O'CONNOR	CHRISTINE	NES	Teacher	9/1/26 [#]	6/30/27		4-5	BA+30	\$ 65,515	\$ -	\$ 65,515	Tenured 3/9/27
233	O'MALLEY	SHANNON	JES	Teacher	9/1/26 [#]	6/30/27		15-17	BA+15	\$ 84,211	\$ -	\$ 84,211	Tenured
234	O'SHEA	NICHOLE	NES	Teacher	9/1/26 [#]	6/30/27		2-3	BA	\$ 59,505	\$ -	\$ 59,505	Non-Tenured
* 235	OBRAITIS	CASEY	RHS	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
* 236	OBRIEN	WILLIAM	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
237	OLIYNIK	LAURA	JES	Teacher	9/1/26 [#]	6/30/27	0.73	7-9	MA	\$ 51,994	\$ -	\$ 51,994	Non-Tenured
238	ORR	ZACHARY	JES, NES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Non-Tenured
239	OSBUN	JAMIE	LRS	Teacher	9/1/26 [#]	6/30/27		18-19	BA	\$ 83,730	\$ -	\$ 83,730	Tenured
* 240	OYOLA	TASHI	RHS	School Counselor	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Non-Tenured
241	PALANCHI	KRISTIN	FES, LRS	School Library Media Specialist	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ -	\$ 90,730	Tenured
242	PENA	REBECCA	EMS	Teacher	9/1/26 [#]	6/30/27		10-11	BA+15	\$ 71,496	\$ -	\$ 71,496	Non-Tenured
* 243	PEREZ	JENNIFER	JES, NES, EMS, RHS	Behavior Specialist-Analyst	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Tenured
* 244	PEREZ	LINETTE	EMS, RHS	SLS	9/1/26 [#]	6/30/27		14	MA	\$ 83,751	\$ -	\$ 83,751	Non-Tenured
245	PERHACS	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
* 246	PETERSON	ALEXANDRA	RHS	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
247	PILRUN	AMY	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 248	POPOWYCZ	BECKY	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
249	PUPPO	KAYLA	FES	Teacher	9/1/26 [#]	6/30/27		4-5	BA	\$ 60,815	\$ -	\$ 60,815	Non-Tenured
250	RALSTON	SHERI	NES	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
251	REILLY	SEAN	EMS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
252	REINGOLD	CIERA	EMS	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Non-Tenured
* 253	REISER	JEANNETTE	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
254	RENN	CHRISTI	FES	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ -	\$ 103,261	Tenured
* 255	RENNA	JUSTIN	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
256	REX	JEAN	NES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
257	RICE	KATHLEEN	JES	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
258	RICHARDSON	KILEY	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
259	RICHMAN	MARGERY	EMS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
260	RIEDINGER	ANGELA	LRS	Teacher	9/1/26 [#]	6/30/27		2-3	BA	\$ 59,505	\$ -	\$ 59,505	Non-Tenured
261	RIGGINS	DAWN	JES	Teacher	9/1/26 [#]	6/30/27		20-21	BA+30	\$ 94,280	\$ -	\$ 94,280	Tenured
* 262	RISPOLI	MARIA	RHS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ 500	\$ 103,016	Tenured
263	RODAS	SHANNON	EMS	Teacher	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ -	\$ 95,030	Tenured
264	RODDY	HEATHER	KES	School Library Media Specialist	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 265	ROMAN	DANIEL	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA	\$ 77,080	\$ -	\$ 77,080	Tenured
* 266	ROMAN	MONICA	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ 500	\$ 94,000	Tenured
267	ROSE	ANDREW	JES	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Non-Tenured
268	ROSE	DENISE	EMS	Teacher	9/1/26 [#]	6/30/27		14	MA+15	\$ 85,233	\$ -	\$ 85,233	Tenured
269	ROSSI	CHRISTINA	EMS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
270	ROUMES	ALISON	LRS	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
* 271	ROUMES	RYAN	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
272	ROY	ERIC	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
273	RUSSELL	REBECCA	JES	Teacher	9/1/26 [#]	6/30/27		7-9	BA	\$ 65,625	\$ -	\$ 65,625	Tenured
* 274	SAAVEDRA	JULIETH	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
275	SABELLA	KERI	KES	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
276	SANDERS	AMANDA	EMS	Teacher	9/1/26 [#]	6/30/27		15-17	BA	\$ 80,330	\$ -	\$ 80,330	Non-Tenured
* 277	SANTIAGO	AMANDA	RHS	Teacher	9/1/26 [#]	6/30/27		6	MA+30	\$ 72,145	\$ -	\$ 72,145	Non-Tenured
278	SANTO	DIANA	FES	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 500	\$ 101,000	Tenured
* 279	SANTORO	KIMBERLY	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
* 280	SANTORO	MEGAN	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
281	SAPPIO	ALEXIS	FES	Teacher	9/1/26 [#]	6/30/27		7-9	BA+15	\$ 68,825	\$ -	\$ 68,825	Tenured
282	SCASSERRA	DOMINICK	JES	School Psychologist	7/1/26	6/30/27	1.10	15-17	MA+30	\$ 99,803	\$ -	\$ 99,803	Tenured
* 283	SCHENECK	MATTHEW	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ 750	\$ 94,250	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
284	SCHIESL	PAMELA	JES	Teacher	9/1/26 [#]	6/30/27	0.93	22	MA+15	\$ 93,689	\$ -	\$ 93,689	Non-Tenured
285	SCHILLER	NICOLE	KES	Teacher	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured
* 286	SCHILLING	SCOTT	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
* 287	SCHMITT	CHELSEA	RHS	School Counselor	9/1/26 [#]	6/30/27		7-9	MA	\$ 71,225	\$ -	\$ 71,225	Tenured 1/17/27
288	SELLARI	KAYLA	LRS	Teacher	9/1/26 [#]	6/30/27		12	BA	\$ 71,045	\$ -	\$ 71,045	Tenured
* 289	SHADWELL	CHRISTOPHER	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
* 290	SHAW	JAMES	RHS	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
* 291	SHELDON	CHRISTINE	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
292	SHEPLAK-LEWIS	JACQUELINE	LRS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
293	SIEGEL	DAVID	NES	Teacher	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Tenured
* 294	SIMONE	SANDRA	DISTRICT	SLS	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ -	\$ 95,030	Non-Tenured
* 295	SLIWINSKI	WOJCIECH	RHS	Teacher	9/1/26 [#]	6/30/27		12	BA+15	\$ 74,424	\$ -	\$ 74,424	Tenured
* 296	SMALL	JESSICA	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA+15	\$ 80,786	\$ -	\$ 80,786	Tenured
297	SMITH	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
298	SMITH	SHAWN	EMS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 500	\$ 105,536	Tenured
* 299	SOERGEL	STEVE	RHS	Teacher	9/1/26 [#]	6/30/27		23	DR	\$ 107,698	\$ -	\$ 107,698	Tenured
* 300	SOLOTIST	APRIL	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
* 301	SOMERS	ALEXIS	FES, KES, LRS, EMS, RHS	Behavior Specialist-Analyst	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured
* 302	SPARGO	BARBRA	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 500	\$ 101,000	Tenured
303	SPARGO	JUSTIN	EMS	Teacher	9/1/26 [#]	6/30/27		23	BA+15	\$ 97,937	\$ 500	\$ 98,437	Tenured
* 304	SPERONZA	JANE-FRANCES	RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA	\$ 87,316	\$ -	\$ 87,316	Tenured
305	START	KURTIS	NES	Teacher	9/1/26 [#]	6/30/27		20-21	MA	\$ 95,030	\$ 500	\$ 95,530	Tenured
306	STELGENS	DANA	FES	Teacher	9/1/26 [#]	6/30/27		15-17	BA+30	\$ 85,089	\$ -	\$ 85,089	Tenured
307	STEINMETZ	ALYSSA	FES	Teacher	9/1/26 [#]	6/30/27		13	MA+15	\$ 81,763	\$ -	\$ 81,763	Tenured
308	STORM	MEGHAN	KES	Teacher	9/1/26 [#]	6/30/27		18-19	BA	\$ 83,730	\$ -	\$ 83,730	Tenured
309	STOYANOV	AUBREY	JES, KES	Teacher	9/1/26 [#]	6/30/27		18-19	BA+30	\$ 89,822	\$ -	\$ 89,822	Tenured
310	STRAUSS	JOYCE	NES	Teacher	9/1/26 [#]	6/30/27	0.73	13	BA	\$ 54,009	\$ -	\$ 54,009	Non-Tenured
* 311	SUAREZ	RACHAEL	RHS	School Nurse	9/1/26 [#]	6/30/27		22	BA+15	\$ 95,417	\$ -	\$ 95,417	Non-Tenured
* 312	SWEER	KRISTA	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
* 313	SWEER	RYAN	EMS, RHS	Teacher	9/1/26 [#]	6/30/27		15-17	MA+15	\$ 88,868	\$ -	\$ 88,868	Tenured
314	TAGGART	DANA	JES	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
315	TANI	COURTNEY	NES	Teacher	9/1/26 [#]	6/30/27		10-11	MA+15	\$ 75,560	\$ -	\$ 75,560	Tenured 8/26/26
316	TATE	JASON	LRS	Teacher	9/1/26 [#]	6/30/27		15-17	MA+30	\$ 90,730	\$ -	\$ 90,730	Tenured
* 317	TERRANOVA	LAURIE	RHS	Teacher	9/1/26 [#]	6/30/27		20-21	MA+30	\$ 98,680	\$ -	\$ 98,680	Tenured
* 318	THEODOROPOULOS	ARISTEA	RHS	Teacher	9/1/26 [#]	6/30/27		23	MA	\$ 101,486	\$ 500	\$ 101,986	Tenured
319	THOMAS	JACLYN	EMS	Teacher	9/1/26 [#]	6/30/27		18-19	BA	\$ 83,730	\$ -	\$ 83,730	Tenured
320	TIGER	BRITTANY	JES	Teacher	9/1/26 [#]	6/30/27		23	MA+15	\$ 103,261	\$ 500	\$ 103,761	Tenured
* 321	TIRELLA	MARC	RHS	Teacher	9/1/26 [#]	6/30/27		22	MA	\$ 98,966	\$ -	\$ 98,966	Tenured
* 322	TOM	JEAN	RHS	Teacher	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
* 323	TOMASHESKI	PAUL	RHS	Teacher	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Tenured 8/26/26
324	TORRES-DAVIS	EVELYN	EMS	School Counselor	9/1/26 [#]	6/30/27		20-21	MA+15	\$ 96,830	\$ -	\$ 96,830	Tenured
325	TRIMMER	THERESA	LRS	Teacher	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ 750	\$ 105,786	Tenured
* 326	TROTTER	GREGORY	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ 750	\$ 94,250	Tenured
327	TUCKER	ELIZABETH	EMS	Teacher	9/1/26 [#]	6/30/27		22	MA+30	\$ 102,516	\$ -	\$ 102,516	Tenured
328	TUNSTEAD RUSBACH	ELENA	LRS	Teacher	9/1/26 [#]	6/30/27		14	MA+30	\$ 86,780	\$ -	\$ 86,780	Tenured
329	UCCELLO	VANESSA	KES	Teacher	9/1/26 [#]	6/30/27		10-11	MA+30	\$ 77,260	\$ -	\$ 77,260	Tenured
330	URBAN	TARA	LRS	School Counselor	9/1/26 [#]	6/30/27		6	MA	\$ 68,745	\$ -	\$ 68,745	Tenured
331	VENTRICELLI	KATHRYN	NES, LRS	LDT-C	9/1/26 [#]	6/30/27		23	MA+30	\$ 105,036	\$ -	\$ 105,036	Tenured
332	VERES	GREGORY	EMS	Teacher	9/1/26 [#]	6/30/27		7-9	BA+30	\$ 70,325	\$ -	\$ 70,325	Non-Tenured
* 333	VERGARA	ALEXIS	RHS	School Psychologist	7/1/26	6/30/27	1.10	20-21	MA+30	\$ 108,548	\$ 500	\$ 109,048	Tenured
334	VOGEL	JENNIFER	LRS	Teacher	9/1/26 [#]	6/30/27		4-5	MA	\$ 66,415	\$ -	\$ 66,415	Non-Tenured
335	VOLK	KAREN	EMS	Teacher	9/1/26 [#]	6/30/27		20-21	BA+15	\$ 91,527	\$ -	\$ 91,527	Tenured
* 336	WASSMER	KAITLYN	RHS	Teacher	9/1/26 [#]	6/30/27		10-11	MA	\$ 74,085	\$ -	\$ 74,085	Tenured
* 337	WEAVER	DENNIS	RHS	Teacher	9/1/26 [#]	6/30/27		14	BA+30	\$ 81,944	\$ -	\$ 81,944	Tenured
* 338	WEBER	KURT	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ 750	\$ 101,250	Tenured
339	WENARSKY	COURTNEY	NES	Teacher	9/1/26 [#]	6/30/27		13	MA	\$ 80,349	\$ -	\$ 80,349	Tenured
340	WETREICH	DEBORAH	NES	School Psychologist	7/1/26	6/30/27	1.10	23	MA+30	\$ 115,540	\$ 500	\$ 116,040	Tenured

ROXBURY TWP BOE 5/11/26 :: ANNUAL REAPPOINTMENTS EXHIBIT HR-2 :: Teachers & Educational Services Personnel

[#] 10-month employee shall start working on the first day of the board approved school calendar.

[+] Dates noted contingent on attendance and subject to change.

	Last Name	First Name	Loc	Position	Start Date	End Date	26/27 FTE if diff than 1.00	26/27 Step	26/27 Level	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Tenured? [+]
* 341	WILLIAMS	KAITLYN	RHS	Teacher	9/1/26 [#]	6/30/27		14	MA	\$ 83,751	\$ -	\$ 83,751	Tenured
342	WILSON	COURTNEY	JES	Teacher	9/1/26 [#]	6/30/27		12	MA	\$ 77,127	\$ -	\$ 77,127	Tenured
343	WISNER	MEGAN	FES	School Nurse	9/1/26 [#]	6/30/27		22	BA+15	\$ 95,417	\$ -	\$ 95,417	Non-Tenured
* 344	WOOD	PAUL	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA+30	\$ 100,500	\$ -	\$ 100,500	Tenured
345	WRIGHT	KEESHANA	LRS, EMS	School Social Worker	7/1/26	6/30/27	1.10	22	MA+15	\$ 110,815	\$ -	\$ 110,815	Tenured
346	YOUNG	JAIME	KES	Teacher	9/1/26 [#]	6/30/27		10-11	BA	\$ 68,260	\$ -	\$ 68,260	Tenured
347	ZAVALA	ERNESTO	EMS	Teacher	9/1/26 [#]	6/30/27		18-19	MA	\$ 91,040	\$ -	\$ 91,040	Tenured 11/24/26
* 348	ZENGEL	RENEE	RHS	Teacher	9/1/26 [#]	6/30/27		23	BA	\$ 93,500	\$ 500	\$ 94,000	Tenured
349	ZUGELDER	LINDSAY	KES	Teacher	9/1/26 [#]	6/30/27		6	BA	\$ 63,145	\$ -	\$ 63,145	Non-Tenured

[#] 10-month employee shall start working on the first day of the board approved school calendar.

	<i>Last Name</i>	<i>First Name</i>	<i>Tenured?</i>	<i>Location</i>	<i>Job Title</i>	<i>26/27 Per Diem Rate</i>	<i>Start Date [#]</i>	<i>End Date</i>	<i>Discussion</i>
1	BIJELIC	KALIOPI	Tenured	EMS	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
* 2	CARPENTIER	JAMES	Tenured	RHS	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
3	JASON	HEATHER	Non-tenured	KENNEDY	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
4	LEVINE	HILLARY	Tenured	JFRSN	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
* 5	PRICE	LYNN	Non-tenured	DISTRICT	Permanent Substitute Nurse	\$295	9/1/26	6/30/27	Not to exceed 4 days per week
* 6	SCHMIDT	DIANE	Tenured	DISTRICT	Permanent Substitute Nurse	\$295	9/1/26	6/30/27	Not to exceed 4 days per week
* 7	TERRACCIANO	ANTHONY	Non-tenured	DISTRICT	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
8	TERRERO	AMY	Non-tenured	NIXON	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week
9	WOOD	JESSICA	Non-tenured	FES	Permanent Substitute Teacher	\$165	9/1/26	6/30/27	Not to exceed 4 days per week

[#] 10-month employee shall start working on the first day of the board approved school calendar.

TABLE A: FULL-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; ALLOWED 30 OR MORE HOURS WEEKLY)

	Last Name	First Name	26/27 Step	26/27 Hourly Rate	26/27 Longevity Amt	Start Date [#]	End Date
* 1	BALOGH	BETH	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 2	BONNEFOND	KRISTIN	G	\$ 26.61	\$ 200	9/1/26	6/30/27
* 3	BOTTONA	NANCY	G	\$ 26.61	\$ 200	9/1/26	6/30/27
* 4	BUSBY	ERIN	G	\$ 26.61	\$ 200	9/1/26	6/30/27
* 5	CLEVENGER	TRACY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 6	COLDITZ	DAWN MARIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 7	COLUCCI	PATRICIA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 8	FICHTER	HEATHER	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 9	FRIEDELLA	TRACY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 10	GEDE	STEPHANIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 11	GIBNEY	LISA	G	\$ 26.61	\$ 400	9/1/26	6/30/27
* 12	HUSEIN	AMANI	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 13	JOHNSTON	MICHELE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 14	KLEIN	DAVID	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 15	LA MANNA	SUSAN	G	\$ 26.61	\$ 200	9/1/26	6/30/27
* 16	LUPPNOW	ROSEMARY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 17	MATERA	LISA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 18	PARENTI	RENEE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 19	PEREZ	ROBYN	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 20	RATIGAN	LAURA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 21	REINKNECHT	CINDY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 22	RYALL	MARY	G	\$ 26.61	\$ 400	9/1/26	6/30/27
* 23	SOTELO	VIRGINIA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 24	SPARANO	DEIDRE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 25	STONE	MICHELE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 26	THOMAS	CHERYL	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 27	TURRISI	PATRICIA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 28	ZELMAN	LAURIE	G	\$ 26.61	\$ -	9/1/26	6/30/27

TABLE B: PART-TIME TITLE I PARAPROFESSIONALS

(CONTINGENT ON TITLE I FUNDING)

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	Last Name	First Name	26/27 Step	26/27 Hourly Rate	26/27 Longevity Amt	Start Date [#]	End Date
1	AMENDOLA	LAURA	E	\$ 24.61	\$ -	9/1/26	6/30/27
2	HAKHAMANESHI	LENORE	E	\$ 24.61	\$ -	9/1/26	6/30/27
3	HOWARD	VALERIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
4	TWEED	ELENA	G	\$ 26.61	\$ -	9/1/26	6/30/27
5	WEST	MARY	G	\$ 26.61	\$ -	9/1/26	6/30/27

TABLE C: PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(PAYABLE BY TIMESHEETS)

(WORKING LESS THAN 5 DAYS/WK FOR A WEEKLY TOTAL OF 29.5 HOURS OR LESS; ASSIGNED WORK HOURS SUBJECT TO CHANGE)

	Last Name	First Name	26/27 Step	26/27 Hourly Rate	26/27 Longevity Amt	Start Date [#]	End Date
* 1	KOVAL	MARGARET	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 2	MELE	ANNMARIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 3	STARK	MARNIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 4	WAKE-ROTOLO	SARA	F	\$ 25.61	\$ -	9/1/26	6/30/27

[#] 10-month employee shall start working on the first day of the board approved school calendar.

TABLE D: PART-TIME SPECIAL EDUCATION PARAPROFESSIONALS

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	<i>Last Name</i>	<i>First Name</i>	<i>26/27 Step</i>	<i>26/27 Hourly Rate</i>	<i>26/27 Longevity Amt</i>	<i>Start Date [#]</i>	<i>End Date</i>
* 1	AKHTAR	MUBINA	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 2	AQUINO	HAILEY	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 3	BARMORE	KAITLYN	B	\$ 22.61	\$ -	9/1/26	6/30/27
* 4	BEEDE	AGNES	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 5	BENEDUCE	LYNN	F	\$ 25.61	\$ 400	9/1/26	6/30/27
* 6	BILOTTA	STACEY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 7	BISCHOFF	TAMMY	G	\$ 26.61	\$ 400	9/1/26	6/30/27
* 8	BISOI	SWAGATIKA	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 9	BOCCHINO	KRISTINA	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 10	CAPONE	REBECCA	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 11	CARDONA-PATINO	MARIA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 12	CHURCH	STACEY	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 13	CLARKE	JAMES	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 14	COLATRELLA	COLLEEN	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 15	D'AGOSTINO	LAURA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 16	D'ARCO	JENNIFER	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 17	DAWSON	JODI	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 18	DIAZ	DALIDA	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 19	DORAN	ROBERTA	G	\$ 26.61	\$ 400	9/1/26	6/30/27
* 20	ESKAY	GINA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 21	FARINA	NICOLE	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 22	FEUSS	ELIZABETH	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 23	FICHTER	MORGAN	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 24	GABLOFF	KRISTINA	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 25	GAMBA	MARGUERITE	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 26	GARCIA	VIRGINIA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 27	GNANASAKTHY	SELVAMAGAL	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 28	GONZALEZ	ADALGISA	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 29	KEST	MICHELE	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 30	KOCH	JOYCE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 31	KUMARI	SIPRA	C	\$ 23.36	\$ -	9/1/26	6/30/27
* 32	LOPEZ	ALEJANDRA	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 33	LORENZO	ADRIANA	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 34	LOVI	MARJORIE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 35	MILLER	JACKSON	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 36	MONTESANO	DAWN	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 37	NELSON	FATIMAH	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 38	OLIVER	SUSAN	F	\$ 25.61	\$ -	9/1/26	6/30/27
* 39	PATEL	AMI	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 40	PATOILO	KIMBERLY	C	\$ 23.36	\$ -	9/1/26	6/30/27
* 41	ROME	ANGEL	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 42	SIMMERANO	SUSANNE	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 43	SOBANKO	GILMA	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 44	STASZAK	JAMES	D	\$ 23.86	\$ -	9/1/26	6/30/27
* 45	TORRES	VANESSA	E	\$ 24.61	\$ -	9/1/26	6/30/27
* 46	TRICARICO	BROOKE	B	\$ 22.61	\$ -	9/1/26	6/30/27
* 47	VENO	ADAIR	G	\$ 26.61	\$ -	9/1/26	6/30/27
* 48	WARSAW	COURTNEY	C	\$ 23.36	\$ -	9/1/26	6/30/27

	Last Name	First Name	Tenured?	Location	Secretarial Placement	Term if diff than 12 mos.	FTE if diff than 1.00	Grade	26/27 Step	26/27 Base Salary	26/27 Longevity Amt	26/27 TOTAL Salary	Start Date	End Date
1	ALBANESE	MARIA	Tenured	EMS	Principal			IV	6	\$ 64,320	\$ 500	\$ 64,820	7/1/26	6/30/27
2	ALECCI	KAREN	Tenured	B&G	Director			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
* 3	AMICO	KARIN	Tenured	CS	Data Processing			V	6	\$ 67,170	\$ -	\$ 67,170	7/1/26	6/30/27
4	BAGONIS	HEIDI	Tenured 9/2/26	KENNEDY	pt 10m School Office	10m	0.5334	II	4	\$ 26,572	\$ -	\$ 26,572	9/1/26	6/30/27
* 5	BEDOYA	INGRIS	Tenured	RHS	Principal			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
6	CAMPBELL	STEFANIE	Tenured	KENNEDY	Principal			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
7	CANGIANO	ELIZABETH	Non-tenured	NIXON	pt 10m School Office	10m	0.5334	II	6	\$ 27,323	\$ -	\$ 27,323	9/1/26	6/30/27
8	CASOLA	TERRY	Tenured	NIXON	Principal			IV	6	\$ 64,320	\$ 500	\$ 64,820	7/1/26	6/30/27
* 9	CUMMING	KRISTEN	Tenured	SP SERV	Director	10m		IV	6	\$ 53,600	\$ -	\$ 53,600	9/1/26	6/30/27
* 10	DREXLER	MICHELLE	Tenured 9/2/26	RHS	10m Asst Prin Attend	10m		III	6	\$ 52,413	\$ -	\$ 52,413	9/1/26	6/30/27
11	FAZIO	NICOLE	Tenured	L/R	Principal			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
* 12	GIAMMARINO	KARA	Tenured	CO	Accts Payable			V	6	\$ 67,170	\$ -	\$ 67,170	7/1/26	6/30/27
* 13	IRELAND	SUSAN	Tenured	RHS	CST			III	6	\$ 62,895	\$ -	\$ 62,895	7/1/26	6/30/27
* 14	LYNCH-SMITH	PATRICIA	Tenured	CS	Director			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
* 15	MERINGOLO	JEANNE	Tenured	CO	CST			III	6	\$ 62,895	\$ -	\$ 62,895	7/1/26	6/30/27
* 16	MONACO	ASHLEY	Tenured	RHS	10m Asst Principal	10m		III	6	\$ 52,413	\$ -	\$ 52,413	9/1/26	6/30/27
* 17	MONAGHAN	CHRISTINE	Non-tenured	CO	10m CST	10m		III	6	\$ 52,413	\$ -	\$ 52,413	9/1/26	6/30/27
18	O'BRIEN	HEATHER	Tenured	JFRSN	Principal			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
19	OSTERMAN	GEORGIA	Tenured	EMS	Asst. Principal	10m		III	6	\$ 52,413	\$ -	\$ 52,413	9/1/26	6/30/27
20	PEDERSEN-SC HNABEL	SUSAN	Tenured	L/R	10m Asst Principal	10m		III	6	\$ 52,413	\$ -	\$ 52,413	9/1/26	6/30/27
* 21	RANSEGNOLA	DEBRA	Tenured	RHS	Asst Prin-Athletics			III	6	\$ 62,895	\$ 250	\$ 63,145	7/1/26	6/30/27
* 22	RONCHETTA	ERIN	Tenured	CO	Accts Receivable			V	6	\$ 67,170	\$ -	\$ 67,170	7/1/26	6/30/27
* 23	SEELINGER	HEATHER	Tenured	RHS	Head Guidance			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
24	STANICH	JENIFER	Tenured	JFRSN	pt 10m School Office	10m	0.5334	II	6	\$ 27,323	\$ -	\$ 27,323	9/1/26	6/30/27
25	TREMPER	MAUREEN	Tenured	FRANKLIN	Principal			IV	6	\$ 64,320	\$ -	\$ 64,320	7/1/26	6/30/27
26	UHLMAN	MARINA	Non-tenured	FRANKLIN	pt 10m School Office	10m	0.5334	II	3	\$ 26,043	\$ -	\$ 26,043	9/1/26	6/30/27
* 27	WEISS	RUTH	Tenured	RHS	Main Office			III	6	\$ 62,895	\$ -	\$ 62,895	7/1/26	6/30/27

[#] Employees must maintain current licenses and provide proof annually to the Board to receive full payment of stipends listed (Article LIX).

	Last Name	First Name	Job Title	Location	26/27 Base Salary	Licenses [#]								26/27 Longevity Amt	26/27 TOTAL Salary	Start Date	End Date	Discussion
						Asbestos	Boiler	CDL	Electrician	Journeyman Electrician	Pesticide	Plumbing	REF/HVAC					
* 1	BANES	CHRISTOPHER	Maintenance Worker	B&G	\$ 71,993	\$ -	\$ 450	\$ -	\$ -	\$ 1,450	\$ -	\$ -	\$ 900	\$ -	\$ 74,793	7/1/26	6/30/27	
* 2	BURLEIGH	PATRICK	Maintenance Worker	B&G	\$ 80,458	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 80,458	7/1/26	6/30/27	
* 3	CARTELLI	AARON	Mechanic	TRANSP	\$ 60,694	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 60,694	7/1/26	6/30/27	Eligible for salary increment on 4/30/27 (Article LVIII)
* 4	DALY	JOSHUA	Maintenance Worker	B&G	\$ 74,250	\$ -	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 900	\$ -	\$ 75,600	7/1/26	6/30/27	
* 5	GOTTSLEBEN	JEFFREY	Maintenance Worker	B&G	\$ 89,355	\$ -	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ 1,350	\$ -	\$ 375	\$ 91,530	7/1/26	6/30/27	
* 6	IZZO	STEPHEN	Maintenance Worker	B&G	\$ 80,619	\$ -	\$ -	\$ -	\$ -	\$ 1,450	\$ -	\$ -	\$ -	\$ -	\$ 82,069	7/1/26	6/30/27	
* 7	MEIXSELL	THEODORE	Mechanic	TRANSP	\$ 64,168	\$ -	\$ -	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,618	7/1/26	6/30/27	
* 8	MOORE	DAVID	Mechanic	TRANSP	\$ 74,874	\$ -	\$ -	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 75,324	7/1/26	6/30/27	
* 9	NIELSEN	NICOLE	Mechanic	TRANSP	\$ 64,336	\$ -	\$ -	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,786	7/1/26	6/30/27	
* 10	PINTO	JOSEPH	Groundskeeper	B&G	\$ 86,234	\$ -	\$ 450	\$ 450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 87,634	7/1/26	6/30/27	
* 11	PINTO	NICHOLAS	Groundskeeper	B&G	\$ 86,234	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500	\$ 86,734	7/1/26	6/30/27	
* 12	SMITH	WILLIAM	Maintenance Worker	B&G	\$ 82,636	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 375	\$ 83,011	7/1/26	6/30/27	
* 13	STOIA	JASON	Maintenance Worker	B&G	\$ 78,493	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 78,493	7/1/26	6/30/27	
* 14	WILDERMUTH	JAMES	Maintenance Worker	B&G	\$ 83,194	\$ -	\$ -	\$ 450	\$ 1,450	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 85,094	7/1/26	6/30/27	

[+] Annual salary based on a daily work package of at least 5 hours, subject to change under the terms of the bargaining agreement.

[#] 10-month employee shall start working on the first day of the board approved school calendar.

	Last Name	First Name	Job Title	26/27 Step	26/27 Hourly Rate [+]	Start Date [#]	End Date
1	ALVAREZ	MONICA	Bus Driver	1	\$ 33.04	9/1/26	6/30/27
2	ALVAREZ-ARAQUE	JOSE	Bus Driver	1	\$ 33.04	9/1/26	6/30/27
3	ARLUNA-SELVA	NICOLE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
4	BALLO	NATHANIEL	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
5	BARTEK	HELEN	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
6	BEDEL	DIANE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
7	BENEDUCE	PHILIP	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
8	BLAIR	VICKI	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
9	CAGGIANO	MURVET	Bus Driver	2	\$ 34.95	9/1/26	6/30/27
10	CALVEY	MICHELE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
11	COLLINS	MICHELLE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
12	CORRENTE	FRANK	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
13	DAMONTE	JOANNE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
14	DIAZ	GEORGE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
15	DOOLING	LINDA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
16	EMMONS	ALLEN	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
17	EWTON	DIANNA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
18	FEHSAL	JENNIFER	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
19	FERREIRA	VANDA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
20	FRY	TONIE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
21	HOCTOR	MARTHA	Bus Driver	3	\$ 37.55	9/1/26	6/30/27
22	HOCTOR	WILLIAM	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
23	HOWELL	COLEEN	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
24	JUDKINS	PAULA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
25	KELLY	ELISE	Bus Driver	3	\$ 37.55	9/1/26	6/30/27
26	LAGRASSA	RICHARD	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
27	LUGO	ISRAEL	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
28	MATTHEWS	DAVID	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
29	MENDOZA MACIAS	MIRIAN	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
30	MEOLA	JULIE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
31	OLIC	JURE	Bus Driver	2	\$ 34.95	9/1/26	6/30/27
32	PARKER	ROBERT	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
33	PERFETTI	ANTHONY	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
34	PICKEL	BETTINA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
35	PITTIGHER	STEVEN	Bus Driver	2	\$ 34.95	9/1/26	6/30/27
36	REINHART	ANGELA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
37	RIVERA	MARIBEL	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
38	RIVERA	MARY A.	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
39	RIVERA	MARY P	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
40	ROBERTS	CAREN	Bus Driver	3	\$ 37.55	9/1/26	6/30/27
41	RODRIGUEZ	CARLOS	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
42	RUDALF	SANDRA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
43	SEAL	JOHN	Bus Driver	2	\$ 34.95	9/1/26	6/30/27
44	SINK	CURTIS	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
45	SOLAN	DEBORAH	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
46	SPRAGUE	JAMIE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
47	TOLA	GARRY	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
48	TORRES	IGNACIO	Bus Driver	1	\$ 33.04	9/1/26	6/30/27
49	TURNER-WILLIS	LISA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
50	VARGA	ILONA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
51	VARVAR	GLORIANA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
52	VONDER HAAR	WILLIAM	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
53	WHITTAKER	MARGUERITE	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
54	WILLIS	RONALD	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
55	YOUNG	NANCY	Bus Driver	2	\$ 34.95	9/1/26	6/30/27
56	ZABITA	CYNTHIA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27
57	ZAPATA	DIANA	Bus Driver	3	\$ 37.55	9/1/26	6/30/27
58	ZEVETCHIN	ROSALBA	Bus Driver	4	\$ 39.36	9/1/26	6/30/27

[#] 10-month employee shall start working on the first day of the board approved school calendar.

TABLE A: MIDDLE MANAGERS / COORDINATORS

	<i>Last Name</i>	<i>First Name</i>	<i>Job Title</i>	<i>26/27 Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	KATZ	ROBERT	Director of Transportation	\$ 129,169	7/1/26	6/30/27	
* 2	LOWERY	CRYSTAL	Payroll Coordinator	\$ 89,040	7/1/26	6/30/27	
* 3	MONAGHAN	JAMES	Director of Security	\$ 93,960	7/1/26	6/30/27	
* 4	PITZER	CURTIS	Technology Coordinator	\$ 145,170	7/1/26	6/30/27	
* 5	RHODES	ANN	Community School / Community Relations Coordinator	\$ 111,296	7/1/26	6/30/27	
* 6	RIFFEL	PETER	Director of Buildings & Grounds	\$ 149,306	7/1/26	6/30/27	Includes Vehicle Use Clause (Policy 7650)

TABLE B: CONFIDENTIAL SECRETARIES

	<i>Last Name</i>	<i>First Name</i>	<i>Secretarial Placement</i>	<i>26/27 Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	BAUDER	YANINA	Confid BA	\$ 73,926	7/1/26	6/30/27	Tenured
* 2	DUBEK	LAUREN	Confid Supt	\$ 91,358	7/1/26	6/30/27	Tenured
* 3	LAM	IVY	HR/Benefits	\$ 72,843	7/1/26	6/30/27	Non-tenured

TABLE C: INFORMATION SPECIALISTS / OTHER DISTRICT SUPPORT

	<i>Last Name</i>	<i>First Name</i>	<i>Job Title</i>	<i>26/27 Salary</i>	<i>Start Date</i>	<i>End Date</i>	<i>Discussion</i>
* 1	COLE	MELANIE	Transportation Dispatcher	\$ 66,521	7/1/26	6/30/27	
* 2	CONNELLY	SHEILA	Data Specialist	\$ 90,732	7/1/26	6/30/27	
* 3	GALE	OMAR	Transportation Dispatcher	\$ 61,213	7/1/26	6/30/27	
* 4	HELLNER	THOMAS	Network Administrator	\$ 114,926	7/1/26	6/30/27	
* 5	KEIN	LAUREN	Computer Technician	\$ 64,367	7/1/26	6/30/27	
* 6	NAPOLIELLO	ANNE	Computer Technician	\$ 74,693	7/1/26	6/30/27	
* 7	PALMIERI	LISA	Treasurer of School Monies	\$ 13,587	7/1/26	6/30/27	
* 8	WAGNER	MATTHEW	Systems Administrator	\$ 76,772	7/1/26	6/30/27	
* 9	ZERIS	CHRISTOPHER	Computer Technician	\$ 66,601	7/1/26	6/30/27	

TABLE D: SECURITY GUARDS (FULL-TIME)

	<i>Last Name</i>	<i>First Name</i>	<i>Job Title</i>	<i>26/27 Salary</i>	<i>Start Date [#]</i>	<i>End Date</i>	<i>Discussion</i>
* 1	O'BRIEN	JAMES	Security Guard F/T	\$ 43,068	9/1/26	6/30/27	10-month
* 2	SLATER	PAUL	Security Guard F/T	\$ 43,068	9/1/26	6/30/27	10-month

[#] 10-month employee shall start working on the first day of the board approved school calendar.

TABLE A: PART-TIME CAFETERIA/LUNCHROOM AIDES

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	<i>Last Name</i>	<i>First Name</i>	<i>Location</i>	<i>26/27 Hourly Rate</i>	<i>Start Date [#]</i>	<i>End Date</i>
1	CORSI	DINA	KENNEDY	\$ 17.30	9/1/26	6/30/27
2	DEGRAW	RAYMOND	KENNEDY	\$ 17.30	9/1/26	6/30/27
3	DORN	JACQUELYN	L/R	\$ 17.30	9/1/26	6/30/27
4	ECKERT	ASHLEY	JFRSN	\$ 17.30	9/1/26	6/30/27
5	GONG	JOSIE	FRANKLIN	\$ 17.30	9/1/26	6/30/27
6	HAIDINIS	ELENI	FRANKLIN	\$ 17.30	9/1/26	6/30/27
7	KEMPTON	FRANCINE	L/R	\$ 17.30	9/1/26	6/30/27
8	LEWIS	PAMELA	L/R	\$ 17.30	9/1/26	6/30/27
9	MURRAY	MARY ANNE	NIXON	\$ 17.30	9/1/26	6/30/27
10	OPALKA	ANGELA	EMS	\$ 17.30	9/1/26	6/30/27
11	RAWA	SARA	JFRSN	\$ 17.30	9/1/26	6/30/27
12	TYRPAK	DIANE	NIXON	\$ 17.30	9/1/26	6/30/27

TABLE B: PART-TIME DISTRICT COURIER

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	<i>Last Name</i>	<i>First Name</i>	<i>Location</i>	<i>26/27 Hourly Rate</i>	<i>Start Date [#]</i>	<i>End Date</i>
* 1	SMITH	ROBERT	CO	\$ 20.50	9/1/26	6/30/27

TABLE C: PART-TIME SECURITY GUARDS

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	<i>Last Name</i>	<i>First Name</i>	<i>Location</i>	<i>26/27 Hourly Rate</i>	<i>Start Date</i>	<i>End Date</i>
* 1	COMBES	WILLIAM	RHS	\$ 29.10	9/1/26 [#]	6/30/27
* 2	GONZALEZ	ROBERT	RHS	\$ 29.10	7/1/26	6/30/27
* 3	HERTER	HERBERT	RHS	\$ 29.10	9/1/26 [#]	6/30/27
* 4	KOSTELNIK	MICHAEL	RHS	\$ 29.10	9/1/26 [#]	6/30/27
* 5	NEGRON	JOAQUIN	RHS	\$ 29.10	9/1/26 [#]	6/30/27

TABLE D: PART-TIME TRANSPORTATION BUS AIDES

(ASSIGNED WORK HOURS SUBJECT TO CHANGE; NOT TO EXCEED 29.5 HOURS WEEKLY)

	<i>Last Name</i>	<i>First Name</i>	<i>Location</i>	<i>26/27 Hourly Rate</i>	<i>Start Date [#]</i>	<i>End Date</i>
* 1	ACUNA	PAOLA	TRANSP	\$ 18.30	9/1/26	6/30/27
* 2	BASTOS	MARILDA	TRANSP	\$ 18.30	9/1/26	6/30/27
* 3	COLE	KENDAL	TRANSP	\$ 18.30	9/1/26	6/30/27
* 4	DOLAN	LISA	TRANSP	\$ 18.30	9/1/26	6/30/27
* 5	JACKSON	BERNICE	TRANSP	\$ 18.30	9/1/26	6/30/27
* 6	KING	RITA	TRANSP	\$ 18.30	9/1/26	6/30/27
* 7	LEBOEUF	STEPHANIE	TRANSP	\$ 18.30	9/1/26	6/30/27
* 8	MORENO	JENNIFER	TRANSP	\$ 18.30	9/1/26	6/30/27
* 9	PERRELLI	TRENT	TRANSP	\$ 18.30	9/1/26	6/30/27
* 10	QORRI META	SHKENDIJE	TRANSP	\$ 18.30	9/1/26	6/30/27
* 11	SIEGEL	DYLAN	TRANSP	\$ 18.30	9/1/26	6/30/27

	<u>Last Name</u>	<u>First Name</u>	<u>ESY Job Title</u>	<u>Hourly Rate</u>	<u>Start Date</u>	<u>End Date</u>	<u>Discussion</u>
1	Alban	Victoria	Paraprofessional	\$20.00	6/29/26	7/30/26	
2	Aquino	Hailey	Paraprofessional	\$20.00	6/29/26	7/30/26	
3	Baggett	Catherine	Paraprofessional	\$20.00	6/29/26	7/30/26	
4	Bazewicz	Dove	Paraprofessional	\$20.00	6/29/26	7/30/26	
5	Beneduce	Lynn	Paraprofessional	\$20.00	6/29/26	7/30/26	
6	Bisoi	Swagatika	Paraprofessional	\$20.00	6/29/26	7/30/26	
7	Bocchino	Kristina	Paraprofessional	\$20.00	6/29/26	7/30/26	
8	Busby	Erin	Paraprofessional	\$20.00	6/29/26	7/30/26	
9	Cangiano	Elizabeth	Paraprofessional	\$20.00	6/29/26	7/30/26	
10	Carpentier	James	Paraprofessional	\$20.00	6/29/26	7/30/26	
11	Clarke	James	Paraprofessional	\$20.00	6/29/26	7/30/26	
12	Clevenger	Tracy	Paraprofessional	\$20.00	6/29/26	7/30/26	
13	Colucci	Caroline	Paraprofessional	\$20.00	6/29/26	7/30/26	
14	DelRosario	Monica	Paraprofessional	\$20.00	6/29/26	7/30/26	
15	Eskay	Gina	Paraprofessional	\$20.00	6/29/26	7/30/26	
16	Fichter	Heather	Paraprofessional	\$20.00	6/29/26	7/30/26	
17	Fichter	Morgan	Paraprofessional	\$20.00	6/29/26	7/30/26	
18	Foster	Shannon	Paraprofessional	\$20.00	6/29/26	7/30/26	
19	Friedella	Tracy	Paraprofessional	\$20.00	6/29/26	7/30/26	
20	Gabloff	Hailey	Paraprofessional	\$20.00	6/29/26	7/30/26	
21	Garcia	Virginia	Paraprofessional	\$20.00	6/29/26	7/30/26	
22	Gibney	Lisa	Paraprofessional	\$20.00	6/29/26	7/30/26	
23	Gong	Josie	Paraprofessional	\$20.00	6/29/26	7/30/26	
24	Johnston	Michele	Paraprofessional	\$20.00	6/29/26	7/30/26	
25	Klein	David	Paraprofessional	\$20.00	6/29/26	7/30/26	
26	Lopez	Alejandra	Paraprofessional	\$20.00	6/29/26	7/30/26	
27	Mason	Lauren	Paraprofessional	\$20.00	6/29/26	7/30/26	
28	Meeker	Reid	Paraprofessional	\$20.00	6/29/26	7/30/26	
29	Meribe	Danielle	Paraprofessional	\$20.00	6/29/26	7/30/26	
30	Miller	Jackson	Paraprofessional	\$20.00	6/22/26	7/30/26	
31	Montesano	Dawn	Paraprofessional	\$20.00	6/29/26	7/30/26	
32	Perez	Robyn	Paraprofessional	\$20.00	6/29/26	7/30/26	
33	Press	Nancy	Paraprofessional	\$20.00	6/29/26	7/30/26	
34	Rodas	Shannon	Paraprofessional	\$20.00	6/29/26	7/30/26	
35	Rome	Angel	Paraprofessional	\$20.00	6/29/26	7/30/26	
36	Ronchetta	Alexandra	Paraprofessional	\$20.00	6/29/26	7/30/26	
37	Rousseau	Brianne	Paraprofessional	\$20.00	6/29/26	7/30/26	
38	Schimpf	Stace	Paraprofessional	\$20.00	6/29/26	7/30/26	
39	Schermerhorn	Devon	Paraprofessional	\$20.00	6/29/26	7/30/26	
40	Sprague	Jamie	Paraprofessional	\$20.00	6/29/26	7/30/26	
41	Staszak	James	Paraprofessional	\$20.00	6/29/26	7/30/26	
42	Tricarico	Brooke	Paraprofessional	\$20.00	6/29/26	7/30/26	
43	Warsaw	Courtney	Paraprofessional	\$20.00	6/29/26	7/30/26	
44	Wilk	Emma	Paraprofessional	\$20.00	6/29/26	7/30/26	
45	Basso	Gregory	Teacher	\$45.00	6/22/26	7/30/26	
46	Bolling	Kelsey	Teacher	\$45.00	6/22/26	7/30/26	
47	Braikovich	Brian	Teacher	\$45.00	6/22/26	7/30/26	
48	Critelli	Paul	Teacher	\$45.00	6/22/26	7/30/26	
49	DaCosta	Juliana	Teacher	\$45.00	6/22/26	7/30/26	
50	Fatula	Yulia	Teacher	\$45.00	6/22/26	7/30/26	
51	Gede	Stephanie	Teacher	\$45.00	6/22/26	7/30/26	
52	Green	Christina	Teacher	\$45.00	6/22/26	7/30/26	
53	Hughes	David	Teacher	\$45.00	6/22/26	7/30/26	
54	Marek	Natalie	Teacher	\$45.00	6/22/26	7/30/26	
55	Miller	Jennifer	Teacher	\$45.00	6/22/26	7/30/26	
56	Neumann	Erin	Teacher	\$45.00	6/22/26	7/30/26	
57	Orr	Zachary	Teacher	\$45.00	6/22/26	7/30/26	
58	O'Connor	Christine	Teacher	\$45.00	6/22/26	7/30/26	
59	Solotist	April	Teacher	\$45.00	6/22/26	7/30/26	
60	Tani	Courtney	Teacher	\$45.00	6/22/26	7/30/26	
61	Trimmer	Theresa	Teacher	\$45.00	6/22/26	7/30/26	

62	Wassmer	Kaitlyn	Teacher	\$45.00	6/22/26	7/30/26	
63	Attieh	Ashely	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
64	Blessing	Kelly	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
65	Collucci	Patricia	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Certificate
66	Curley	Kelsey	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
67	Danielson	Michelle	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
68	Farina	Nicole	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Certificate
69	Flammer	Suzanne	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
70	Grant	Andrea	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Cert
71	Haegele	Carol	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Certificate
72	Hoopas-Gomez	Casey	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
73	Hussein	Nihal	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
74	Kandemir	Ebru	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
75	Kovach	Michael	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
76	Loizou	Grace	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
77	Mainiero	Melissa	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
78	Matullo	Lauren	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
79	Miller	Victoria	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Cert
80	Oliver	Susan	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
81	Palmucci	Christine	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Cert
82	Rao	Umesh	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
83	Reinknecht	Cindy	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
84	Santo	Diana	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
85	Sytsma	Caitlyn	Substitute Para/Teacher	\$19 / \$30	6/29/26	7/30/26	County Cert
86	Theodoropoulos	Aristea	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
87	Tom	Jean	Substitute Para/Teacher	\$19 / \$40	6/29/26	7/30/26	NJ Certificate
88	Alban	Victoria	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
89	Baggett	Catherine	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
90	Carpentier	James	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
91	Clevenger	Tracy	Substitute Teacher	\$30.00	6/29/26	7/30/26	County Certificate
92	DelRosario	Monica	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
93	Deutch	Haim	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
94	Mason	Lauren	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
95	Meeker	Reid	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
96	Schermerhorn	Devon	Substitute Teacher	\$40.00	6/29/26	7/30/26	NJ Certificate
97	Derendal	Lyndsay	Substitute Para	\$19.00	6/29/26	7/30/26	
98	Urban	Tara	Substitute Para	\$19.00	6/29/26	7/30/26	
99	Wake-Rotolo	Sara	Substitute Para	\$19.00	6/29/26	7/30/26	
100	Bae	Mary	Speech and Language Therapist (RHS/NES)	\$45.00	6/22/26	7/30/26	
101	Fernandes	Theresa	Behavior Specialist/Transition Coordinantor (RHS/NES)	\$45.00	6/22/26	7/30/26	
102	Franco	Kevin	Occupational Therapist (RHS/NES)	\$45.00	6/22/26	7/30/26	
103	Giordano	Tessa	Occupational Therapist (RHS/NES)	\$45.00	6/22/26	7/30/26	
104	Paleos	Elizabeth	School Nurse (RHS)	\$45.00	6/22/26	7/30/26	
106	Price	Lynn	School Nurse (NES)	\$45.00	6/22/26	7/30/26	
107	Ventricelli	Kathryn	Program Coordinator (NES)	\$50.00	6/22/26	7/30/26	
108	Vergara	Alexis	Program Coordinator (RHS)	\$50.00	6/22/26	7/30/26	

ROXBURY TOWNSHIP PUBLIC SCHOOLS

Morris County, New Jersey 07876

EXHIBIT JD-1

Central Management Support

Title: Groundskeeper

CMS-4

Qualifications:

1. High School Diploma or equivalent
2. Minimum experience as determined by the board
3. Proven self-starter with ability to work alone or on teams
4. Ability to properly and effectively communicate with others orally and In writing
5. Valid driver's license without restrictions
6. Required criminal history background check and proof of U.S. citizenship or legal resident alien status

Reports to: Director of Buildings & Grounds

Supervises: Non-Supervisory

Job Goal: Under the supervision of the Director of Buildings and Grounds, performs grounds keeping task as listed.

Performance Responsibilities:

1. Cutting grass and weeds.
2. Chemically controlling weeds and poison ivy.
3. Cuts brush and trees.
4. Removes debris and garbage.
5. Maintains all athletic fields by filling in ruts, seeding, fertilizing, watering.
6. Lines all athletic fields for gym classes, outside activities and scheduled & unscheduled athletic events.
7. Sets up goals, nets, field markers, bases, etc.
8. Sets up and cleans up for football games and tournaments.
9. Repairs or replaces fencing.
10. Installs, repairs or replaces signs.
11. Makes repairs to blacktop, curbing.
12. Paves small areas.
13. Installs snow fencing.
14. Paints goal posts, fence, press box, etc.
15. Plows snow, shovels and sands walkways.
16. Cleans, repairs and tunes up all grounds equipment.
17. Moves furniture, supplies, equipment throughout the district.
18. Sets up and delivers staging, musical and art equipment, chairs to all schools for plays, PTA functions, and outside activities including graduations.

19. Sets up and tears down art exhibits as needed.
20. Recycles once per week at each school.
21. Assists with deliveries.
22. Works closely with the town recreation department on setting up fields for outside activities.
23. Rakes or vacuums lawns when necessary.
24. Mulches flower beds.
25. Plants trees and bushes.
26. Assists maintenance mechanics with painting, plumbing, Installation of ceiling tiles and wide array of maintenance helper tasks.
27. Performs other duties as assigned by the Director of Buildings & Grounds.

Physical Requirements:

1. Bending and lifting 70 lbs on a routine basis.
2. Climbing, continuous standing while working.
3. Work is both indoors and out.
4. May be exposed to dust and other allergens.
5. May be exposed to Inclement weather.

Terms of Employment:

12-month position.
Salary to be determined by the board.

Annual Evaluation:

Performance of this job will be evaluated annually in accordance with NJ State law and the provisions of the board's policy on evaluations.

Approved by: Roxbury Township Board of Education

Revised: May 11, 2026

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POLICY

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#: P 5460

HIGH SCHOOL GRADUATION (M)

5460 HIGH SCHOOL GRADUATION (M)

The Board of Education will recognize the successful completion of the secondary school instructional program by the award of a State-endorsed diploma certifying the student has met all State and local requirements for high school graduation in accordance with N.J.A.C. 6A:8-5.1 et seq. The Board will annually certify to the Executive County Superintendent each student who has been awarded a diploma and has met the requirements for graduation.

As defined in N.J.A.C. 6A:8-1.3, “credit” means the award for the equivalent of a class period of instruction, which meets for a minimum of forty minutes, one time per week during the school year or as approved through N.J.A.C. 6A:8-5.1(a)2 and A.1.b. below.

A. High School Graduation Requirements – N.J.A.C. 6A:8-5.1

1. For a State-endorsed diploma, the Board **of Education** shall develop, adopt, and implement graduation requirements that prepare students for success in post-secondary degree programs, careers, and civic life in the 21st century, and that include the following:
 - a. A graduating student must have earned a minimum of one hundred forty (140) credits in courses designed to meet all of the New Jersey Student Learning Standards (NJSLS), including, but not limited to, the following credits:
 - (1) At least twenty credits in English language arts (**ELA**) aligned to grade nine through twelve standards;
 - (2) At least fifteen credits in mathematics, including Algebra I or the content equivalent; geometry or the content equivalent; and a third year of mathematics that builds on the concepts and skills of algebra and geometry and that prepares students for college and 21st century careers;
 - (3) At least fifteen credits in science, including at least five credits in laboratory biology/life science or the content equivalent; one additional laboratory/inquiry-based science course, which shall include chemistry, environmental science, or physics; and one additional laboratory/inquiry-based science course;



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- (4) At least fifteen credits in social studies, including satisfaction of N.J.S.A. 18A:35-1 and 18A:35-2; five credits in world history; and the integration of civics, economics, geography, and global content in all course offerings;
 - (5) At least two and one-half credits in financial, economic, business, and entrepreneurial literacy;
 - (6) At least three and three-quarters credits in health, safety, and physical education during each year of enrollment, distributed as one hundred fifty minutes per week, as required by N.J.S.A. 18A:35-5, 7, and 8;
 - (7) At least five credits in visual and performing arts;
 - (8) At least five credits in world languages or student demonstration of proficiency as set forth in N.J.A.C. 6A:8-5.1(a)2ii(2) and A.1.b.(2)(b) below;
 - (9) Technological literacy, consistent with the NJSLs, integrated throughout the curriculum;
 - (10) At least five credits in 21st century life and careers, or career-technical education; and
 - (11) Electives as determined by the high school program sufficient to total a minimum of at least one hundred forty credits.
- b. The **120**-credit requirement set forth in N.J.A.C. 6A:8-5.1(a)1. and 140-credit requirement in A.1.a. above may be met in whole or in part through program completion of a range of experiences that enable students to pursue a variety of individualized learning opportunities, as follows:
- (1) The district shall establish a process to approve individualized student learning opportunities that meet or exceed the NJSLs.
 - (a) Individualized student learning opportunities in all NJSLs areas include, but are not limited to, the following:



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- (i) Independent study;
 - (ii) Online learning;
 - (iii) Study abroad programs;
 - (iv) Student exchange programs; and
 - (v) Structured learning experiences, including, but not limited to, work-based programs, internships, apprenticeships, and service learning experiences.
- (b) Individualized student learning opportunities based upon specific instructional objectives aimed at meeting or exceeding the NJSLS shall:
- (i) Be based on student interest and career goals as reflected in the Personalized Student Learning Plans;
 - (ii) Include demonstration of student competency;
 - (iii) Be certified for completion based on the district process adopted according to N.J.A.C. 6A:8-5.1(a)2.ii. and A.1.b.(2) below; and
 - (iv) Be on file in the school district and subject to review by the Commissioner of Education or designee.
- (c) Group programs based upon specific instructional objectives aimed at meeting or exceeding the NJSLS shall be permitted and shall be approved in the same manner as other approved courses.
- (2) The district shall establish a process for granting of credits through successful completion of assessments that verify student achievement in meeting or exceeding the NJSLS at the high school level, including standards achieved by means of the individualized student learning opportunities enumerated at N.J.A.C. 6A:8-5.1(a)2 and A.1.b. above. Such



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programs or assessments may occur all or in part prior to a student's high school enrollment; no such locally administered assessments shall preclude or exempt student participation in applicable Statewide assessments at grades three through twelve.

- (a) The district shall choose assessments that are aligned with or exceed the NJSLs and may include locally designed assessments.
- (b) The district shall choose from among the following assessment options to determine if students have achieved the level of language proficiency designated as Novice-High as defined by the American Council on the Teaching of Foreign Languages (ACTFL) and recognized as fulfilling the world languages requirement of the NJSLs:
 - (i) The Standards-based Measurement of Proficiency (STAMP) online assessment;
 - (ii) The ACTFL Oral Proficiency Interview (OPI) or the Modified Oral Proficiency Interview (MOPI); or
 - (iii) New Jersey Department of Education-approved locally designed competency-based assessments.
- (3) The district shall establish a process to approve post-secondary learning opportunities that may consist of Advanced Placement (AP) courses, College-Level Examination Program (CLEP), or concurrent/dual enrollment at accredited higher education institutions.
 - (a) The district shall award credit for successful completion of an approved, accredited college course that assures achievement of knowledge and skills that meets or exceeds the NJSLs.

~~B. Additional Graduation Requirements~~

- ~~1.c.~~ Local student attendance requirements and Attendance requirements as indicated in Policy and Regulation 5200;



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~~2.d.~~ Any statutorily mandated requirements for earning a high school diploma;

~~3. Any Statewide assessment graduation requirements as determined by the New Jersey Department of Education, and as outlined in C. below.~~

~~C. Statewide Assessment Graduation Requirements~~

~~1.e.~~ The requirement that all students demonstrate proficiency by achieving a passing score on the ELA English Language Arts (ELA) and mathematics components of the State graduation proficiency test or through the alternative means at N.J.A.C. 6A:8-5.1(h) and A.~~67.~~ below, if applicable, or for students who take the State graduation proficiency test but do not achieve a passing score through the alternative means set forth at N.J.A.C. 6A:8-5.1(g) and (i) and A.~~56.~~ and A.~~78.~~ below.:

~~(1) — Students in the graduating classes of 2019, 2020, 2021, and 2022 shall be required to demonstrate proficiency by achieving a passing score on the high school end-of-course PARCC assessments in ELA 10 and Algebra I or through alternative means set forth at N.J.A.C. 6A:8-5.1(f), (h), and (i) and A.5., A.7., and A.8. below.~~

~~b.f.~~ For students who have not demonstrated proficiency on the ELA and/or mathematics components of the State graduation proficiency test, the opportunity for the following will be provided:

(1) Remediation, pursuant to N.J.S.A. 18A:7C-3.; and

(2) One or more additional opportunities to demonstrate proficiency on the State graduation proficiency test, pursuant to N.J.S.A. 18A:7C-6; and

g. **Students graduating from an adult high school shall demonstrate proficiency in the ELA and mathematics components of the State graduation proficiency test, or through alternative means set forth at N.J.A.C. 6A:8-5.1(g) through (i) and A.5 through A.7 below.**



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2. In the development of Personalized Student Learning Plans according to N.J.A.C. 6A:8-3.2(a), the district shall actively encourage all students who have otherwise met the requirements for high school graduation according to N.J.A.C. 6A:8-5.1(a)1 through 3 and A.1.a. through A.1.c. above, to include in their programs of study the following additional credits:
 - a. Five credits in mathematics during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - b. Five credits in a laboratory science during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers;
 - c. Five credits in social studies during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers; and
 - d. Five credits in world languages during each year of enrollment, aimed at preparation for entrance into post-secondary programs or 21st century careers.
3. The district shall provide to the Executive County Superintendent the district's graduation requirements each year they are evaluated through Quality Single Accountability Continuum (QSAC) and update the district's filed copy each time the graduation policy is revised.
4. The district shall provide each student entering high school and their parents with a copy of the district's requirements for a State-endorsed diploma and the programs available to assist students in attaining a State-endorsed diploma, in accordance with N.J.S.A. 18A:7C-5.
- ~~5. To ensure adequate transition to the new Statewide assessment systems, the district shall provide students in the graduating classes of 2018, 2019, 2020, 2021, and 2022 who have not demonstrated proficiency on the high school end-of-course PARCC assessments in ELA 10 and Algebra I with the opportunity to demonstrate competence through one of the alternative means set forth below:~~
 - ~~a. For the graduating classes of 2018, 2019, 2020, 2021, and 2022, students who did not take the ELA 10 and the Algebra I end-of-course PARCC assessment or who take but do not achieve a passing score on both assessments, as required by N.J.A.C.~~



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~~6A:8-5.1(a)6 and A.1.f. above, may satisfy the State requirement to demonstrate proficiency in English language arts and/or mathematics in one of the following ways:~~

~~(1) — Achieve a passing score, as determined by the Commissioner of Education, on a corresponding substitute competency test in English language arts and/or mathematics, as applicable, or substitute a passing score on another end-of-course PARCC assessment, including ELA 9, ELA 11, Geometry, or Algebra II; or~~

~~(2) — Meet the criteria of the portfolio appeals process.~~

- 56.** For students in the graduating classes of 2023, 2024, and 2025, the alternative means referenced at N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above shall be as follows:
- a. Achieve a passing score, as determined by the Commissioner of Education and approved by the New Jersey State Board of Education, on a corresponding substitute competency test in **ELA** ~~English language arts~~ and/or mathematics, as applicable; and/or
 - b. Demonstrate proficiency through the portfolio appeals process, pursuant to N.J.S.A. 18A:7C-3.
- 67.** All **multilingual learners (ML)** ~~English language learners (ELLs)~~ shall satisfy the requirements for high school graduation, except **MLs** ~~ELLs~~ may demonstrate they have attained State minimum levels of proficiency through passage of the portfolio appeals process in their native language, when available, and passage of a New Jersey Department of Education-approved, English fluency assessment.
- 78.** Students, including students with disabilities as defined in N.J.A.C. 6A:14-1.3 or eligible under Section 504 of the Rehabilitation Act who participate in the alternative assessment for students with disabilities, are not required to participate in repeated administrations of high school assessment components required at N.J.A.C. 6A:8-4.1(c).
- ~~9. — For students in the graduating classes of 2019, 2020, 2021, and 2022, the New Jersey Department of Education (NJDOE) shall consider high school end-of-course State~~



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~~assessments to be equivalent to the corresponding high school end-of-course PARCC assessments.~~

~~D. Attendance~~

~~Regular attendance is required for the successful completion of a course of study and graduation. Students are expected to be present in every scheduled class except as their attendance is excused in accordance with Board Policy 5200.~~

B. High School Diplomas – N.J.A.C. 6A:8-5.2

1. The Board of Education shall award a State-endorsed high school diploma to prospective graduates who have met all of the requirements adopted in accordance with N.J.A.C. 6A:8-5.1(a), (c), or N.J.A.C. 6A:8-5.2(d) and A.1 above, C.1. below, or B.4. below.
2. The Board shall not issue a high school diploma to any student not meeting the criteria specified in the rule provisions referenced in N.J.A.C. 6A:8-5.2(a) and B.1. above.
 - a. The district shall provide students exiting grade twelve without a diploma the opportunity for continued high school enrollment to age twenty or until the requirements for a State-endorsed diploma have been met, whichever comes first.
 - b. The district shall allow any out-of-school individual to age twenty who has otherwise met all State and local graduation requirements but has failed to pass the State proficiency test to demonstrate proficiency through alternative means as set forth at N.J.A.C. 6A:8-5.1(a)6 through N.J.A.C. 6A:8-5.1(i) and in A.1.f. through A.78. above, as applicable, pursuant to the standards applicable to the student's graduating class. ~~Students in graduating classes prior to 2018 shall demonstrate proficiency as set forth for the classes of 2018 through 2022 at N.J.A.C. 6A:8-5.1(f)1 and A.5.a. above.~~ Upon certification of passing the test applicable to the student's class in accordance with N.J.A.C. 6A:8 and this Policy, a State-endorsed diploma shall be granted by the high school of record.
3. Pursuant to N.J.A.C. 6A:20-1.4, the Commissioner of Education shall award a State-issued high school diploma based on achieving the Statewide standard score on the General Education Development test (GED) or other adult education assessments to individuals age



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sixteen or older who are no longer enrolled in school and have not achieved a high school credential.

4. The Commissioner ~~of Education~~ shall award a State-issued high school diploma to individuals age sixteen or older and no longer enrolled in high school based on official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education. Included in the thirty general education credits must be a minimum of fifteen credits with at least three credits in each of the five general education categories as follows: English; mathematics; science; social science; and the humanities.
5. The Board shall award a State-endorsed high school diploma to any currently enrolled student, regardless of grade level, who:
 - a. Has demonstrated proficiency in the State graduation proficiency test, pursuant to N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above, or as set forth at N.J.A.C. 6A:8-5.1(g) and A.56. above.÷

~~(1) — The Board shall award a State-endorsed high school diploma to any currently enrolled student in the graduating classes of 2019, 2020, 2021, and 2022 who has demonstrated proficiency in the high school end-of-course PARCC assessments in ELA 10 and Algebra I, or as set forth in N.J.A.C. 6A:8-5.1(f) and in A.5. above;~~
 - b. Has presented official transcripts showing at least thirty general education credits leading to a degree at an accredited institution of higher education; and
 - c. Has formally requested such early award of a State-endorsed high school diploma.
6. Pursuant to N.J.S.A. 18A:7C-7 and 18A:7E-3, the Superintendent shall report annually to the Board at a public meeting not later than September 30, and to the Commissioner ~~of Education~~:
 - a. The total number of students graduated;
 - b. The number of students graduated under the substitute competency test process;



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- c. The number of students graduated under the portfolio appeals process;
 - d. The number of students receiving State-endorsed high school diplomas as a result of meeting any alternate requirements for graduation as specified in their individualized education programs (IEP);
 - e. The total number of students denied graduation from the twelfth grade class; and
 - f. The number of students denied graduation from the twelfth grade class solely because of failure to pass the New Jersey Department of Education-approved high school end-of-course **PARCC** assessments, the State graduation proficiency test, substitute competency tests, or portfolio appeals process based on the provisions of N.J.A.C. 6A:8.
- C. Students with Disabilities – N.J.A.C. 6A:8-5.1(c) and N.J.A.C. 6A:14-4.11
- 1. Through the IEP process set forth at N.J.A.C. 6A:14-3.7 and pursuant to N.J.A.C. 6A:14-4.11, the Board may specify alternate requirements for a State-endorsed diploma for individual students with disabilities as defined at N.J.A.C. 6A:14-1.3.
 - a. The district shall specifically address any alternate requirements for graduation in a student’s IEP, in accordance with N.J.A.C. 6A:14-4.11.
 - b. The district shall develop and implement procedures for assessing whether a student has met the specified alternate requirements for graduation individually determined in an IEP.
 - 2. The IEP of a student with a disability who enters a high school program shall specifically address the graduation requirements. The student shall meet the high school graduation requirements pursuant to N.J.A.C. 6A:8-5.1 and A. above, except as specified in the student’s IEP. The IEP shall specify which requirements would qualify the student with a disability for the State-endorsed diploma issued by the Board responsible for the student’s education.
 - 3. Graduation with a State-endorsed diploma is a change of placement that requires written notice pursuant to N.J.A.C. 6A:14-2.3(f) and (g).



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- a. As part of the written notice, the parent shall be provided with a copy of the procedural safeguards statement published by the NJDOE.
 - b. As with any proposal to change the educational program or placement of a student with a disability, the parent may resolve a disagreement with the proposal to graduate the student by requesting mediation or a due process hearing prior to graduation.
 - c. In accordance with N.J.A.C. 6A:14-3.8(d), a reevaluation shall not be required.
 - d. When a student graduates or exceeds the age of eligibility, the student shall be provided a written summary of their academic achievement and functional performance prior to the date of the student's graduation or the conclusion of the school year in which the student exceeds the age of eligibility. The summary shall include recommendations to assist the student in meeting their postsecondary goals.
4. If a student attends a school other than that of the school district of residence that is empowered to grant a diploma, the student shall have the choice of receiving the diploma of the school attended or the diploma of the school district of residence.
 - a. If the school the student is attending declines to issue a diploma to the student, the Board of the school district of residence shall issue the student a diploma if the student has satisfied all State and local graduation requirements, as specified in the student's IEP.
 5. If the Board grants an elementary school diploma, a student with a disability who fulfills the requirements of their IEP shall qualify for and receive a diploma.
 6. Students with disabilities who meet the standards for graduation according to N.J.A.C. 6A:14-4.11 and **Section C.** of this Policy shall have the opportunity to participate in graduation exercises and related activities on a nondiscriminatory basis.

D. Financial Aid Application Graduation Requirement

1. **Beginning with the 2023-2024 grade eleven class, and for two school years thereafter, the Board shall require a student, and the student's parent, if applicable, to complete and submit a financial aid application in a form prescribed by the Higher Education**



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Student Assistance Authority (Authority) as a prerequisite to the student receiving a high school diploma unless a waiver is submitted to the district as set forth in P.L.2023 c.295 and D.1.a. below.

- a. **A student shall be exempt from the requirement in P.L.2023 c.295 and D.1. above if the student or the student's parent submits to the district a waiver form signed by the parent, or by the student if the student is at least eighteen years of age, requesting the exemption from the requirement.**
- b. **If the student is under eighteen years of age and a form signed by the parent cannot be reasonably obtained, the student's school counselor may authorize the waiver as permitted by regulations promulgated by the State Board of Education pursuant to P.L.2023 c.295.**
2. **The district shall annually notify students and the parents of the requirement established pursuant to P.L.2023 c.295 and Section D.**
3. **No adverse action shall be taken by a Board against any student due to a student's receipt of an exemption from the requirement to complete and submit a financial aid application pursuant to D.1.a. above.**
4. **Nothing in P.L.2023 c.295 and this Policy shall be construed as requiring school counselors, or any other school employee, to assist students in completing the financial aid application. Nothing in P.L.2023 c.295 and this Policy shall be construed as creating a private right of action against the district or the State upon compliance or noncompliance with the provisions of P.L.2023 c.295 and this Policy.**

ED. State Seal of Biliteracy – N.J.A.C. 6A:8-5.3

1. The Board **of Education** may award a State Seal of Biliteracy to any student who has met all requirements in N.J.A.C. 6A:8-5.2 and B. above and demonstrates proficiency in the following:
 - a. One or more world languages via an approved assessment pursuant to N.J.A.C. 6A:8-5.3(f) and **ED.**6. below during the student's next to last or final year of high school; and



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- (1) Pursuant to N.J.S.A. 18A:7C-15, a foreign language other than English also shall include, but not be limited to, American Sign Language, Latin, and Native American languages.
 - b. **ELA** ~~English language arts~~ as set forth in N.J.A.C. 6A:8-5.1(a)6 and A.1.f. above.
2. A Board that chooses to award the State Seal of Biliteracy shall incorporate the process into the developed, adopted, and implemented Policy 5460 – High School Graduation pursuant to N.J.A.C. 6A:8-5.1(a) and A.1. above, denoting participation in the voluntary program. A Board choosing to participate shall submit, in accordance with N.J.A.C. 6A:8-5.1(d) and A.3. above, a copy of **this** Policy ~~5460—High School Graduation~~ that reflects the option for students to participate in the State Seal of Biliteracy.
3. The Board ~~of Education~~ shall pay the costs for related assessments and transcript insignias.
4. The Board ~~of Education~~ shall do the following:
 - a. Provide the NJDOE with information regarding students who qualify for the State Seal of Biliteracy pursuant to N.J.A.C. 6A:8-5.3(a) and **ED**.1. above;
 - b. Present each student who qualifies pursuant to **N.J.A.C. 6A:8-5.3(a) and ED**.1. above with a New Jersey Department of Education-issued certificate;
 - c. Include the Commissioner of Education-developed insignia on the student's transcript; and
 - d. Maintain appropriate records to identify students who have earned the State Seal of Biliteracy.
5. The Board shall not award a State Seal of Biliteracy to any student who does not meet the criteria in N.J.A.C. 6A:8-5.3(a) and **ED**.1. above and shall not include the Commissioner of Education-developed insignia on the student's transcript.
6. A list of New Jersey Department of Education-approved, nationally recognized assessments and the Statewide scores necessary for a student to satisfy requirements for the State Seal of Biliteracy shall be set by a resolution approved by the New Jersey State Board of Education.



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- a. If an approved assessment, pursuant to N.J.A.C. 6A:8-5.3(f) and ~~E~~D.6. above, does not exist for a particular language, the Board may administer a NJDOE-approved, locally designed proficiency-based assessment.]

N.J.S.A. 18A:7C-3; 18A:7C-5; 18A:7C-6, 18A:7C-7; 18A:7C-15; 18A:7E-3
18A:35-1; 18A:35-2; 18A:35-5; 18A:35-7; 18A:35-8

N.J.A.C. 6A:8-1.3; 6A:8-5.1 et seq.; 6A:14-1.3; 6A:14-2.3; 6A:14-3.7
6A:14-3.8; 6A:14-4.11; 6A:20-1.4

P.L.2023 c.295

Adopted: 14 October 2013

Revised: 15 August 2016

Revised: 08 May 2017

Revised: 14 March 2022

Revised: TBD



POLICY

SECTION: STUDENTS
#: P 5701
ACADEMIC INTEGRITY

5701 ACADEMIC INTEGRITY

~~The highest standards of honesty and integrity are expected from students in all~~ **The Board of Education is committed to require a high level of ethical standards for students in the school district that include honesty and integrity in all aspects of their** academic and non-academic pursuits. Any act of dishonesty reflects upon a student and negatively affects the entire school community.

The Board expects all students to embrace the highest standards of academic integrity in all assignments. Acts of academic dishonesty by students will not be accepted. Students are responsible for complying with the provisions of this Policy and may be subject to disciplinary action for any violation.

Students are expected to be honest in their studies and academic work. Students shall not engage in any of the following prohibited acts that include, but not be limited to:

~~A serious academic offense is the submission of work that is not one's own (copying and/or plagiarism). Both are forms of cheating. In copying, a student is taking the work of another, including, but not limited to, on homework, an assessment, or writing task and claims it as their own. The term plagiarism usually refers to a higher level of copying in which a person, often in preparing a research paper, copies from sources without indicating what sources were used. In effect, by not naming the source, students are claiming the work is theirs. The term also applies if students copy a research paper of another and claims that they are the author.~~

- 1. Plagiarizing term papers, themes, essays, reports, images, take-home examinations, and other academic work required of a student in their education program. Plagiarism is presenting work from another source without full acknowledgment that it is not their own work.**

Whether the student is the person who gives or receives the information, they are guilty of a dishonest act. Students who engage in the decision to cheat or plagiarize will be held accountable, not only for their actions, but also the appropriate completion of the intended learning task. This may include an alternative task/assignment as well as diminished credit. In the event that a student is caught engaging in such choices, the teacher will contact the parent along with the student to discuss the actions taken as well as a plan for restoration of learning outcomes. Additionally, the teacher shall request and be furnished with evidence of the learning process that the student undertook;



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2. The deliberate use of false information or the falsification of research or other findings with the intent to deceive. Fabrication includes, but is not limited to, citing information not taken from the source indicated; listing sources in a bibliography that are not used in the project; fabricating data or source information in experiments, research projects, or other academic exercises; and taking a test for another person or allowing others to take a test for one's self;
3. Providing false information to a teaching staff member in an academic assignment such as giving a false excuse for missing a deadline or falsely claiming to have submitted an assignment;
4. Cheating on examinations by any means and obtaining copies of an examination;
5. Preventing other students from completing their assignments including, but not limited to, removing pages from books, willfully disrupting the experiments or work of other students, misrepresenting the contributions of others in a group to give more credit to one particular student for one's personal gain; and compromising and/or damaging the school district's technology;
6. Using generative artificial intelligence (AI) in violation of the district's AI Plan;
7. Selling, for any fee, or other remuneration, prepare, offer to prepare, cause to be prepared, sell or offer for sale any term paper, thesis, dissertation, essay, report or other written recorded, pictorial, artistic or other assignment knowing, or under the circumstances having reason to know, that said assignment is intended for submission either in whole or substantial part under a student's name in fulfillment of the requirements for a diploma at any school or any educational institution in accordance with N.J.S.A. 18A:2-3.; or
8. Any other conduct determined by the Principal that compromises the academic integrity of a student's work.

Any violation of this Policy shall be addressed in accordance with Policy and Regulation 5600.

A student may appeal a violation of this Policy in accordance with Policy 5710.



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Students shall be informed of the conduct prohibited by this Policy at the beginning of the school year. In order to ensure that students not only understand that these choices are a hinderance to the learning process they also negatively impact a teacher’s ability to support the academic growth and development of the students; teachers will provide age-appropriate instruction and support relative to the process of conducting research, synthesizing information, and providing appropriate credit to deserving sources. Moreover, it is the anticipation of the Board that students will be instructed and supported with strategies to conduct research, evaluate learning experiences and prepare original work that stands to be a demonstration of one’s authentic thinking, learning, and ability as outlined in our Portrait of a Graduate.

N.J.S.A. 18A:2-3

Adopted: 14 October 2013
Revised: 13 February 2023
Revised: **TBD**



POLICY

SECTION: STUDENTS
#: P 5533
STUDENT SMOKING (M)

5533 STUDENT SMOKING (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, 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.



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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 **shall will** immediately notify the parent and the Superintendent or designee. The Principal or designee **shall 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, and this Policy~~ ~~—Substance Abuse~~.

~~As electronic devices make the identification of controlled dangerous substances or controlled dangerous analogs, pursuant to N.J.S.A. 2C:35-2, challenging any student in possession of an electronic smoking device will be considered to be in possession of drug paraphernalia and will be required to submit to an immediate medical examination 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, a controlled substance analog, or other drugs pursuant to N.J.S.A. 2C:35-2, the Principal or designee shall immediately notify the parent and the Superintendent or designee. The Principal or designee shall 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, Regulation 5530, and this Policy. Principals and designees shall be trained to identify controlled dangerous substances in electronic smoking devices.

When the Principal or designee has reasonable suspicion to believe a confiscated electronic smoking device is being used as a nexus for marijuana or other controlled dangerous substances or cannabis, the Principal or designee shall immediately notify the Superintendent or designee and law enforcement in accordance with the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials.



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#: P 5533

STUDENT SMOKING (M)

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 N.J.S.A. 26:3D-61 ~~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

A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials – 2023 Revisions

Adopted: 14 October 2013

Revised: 23 July 2018

Revised: TBD

REGULATION

SECTION: STUDENTS

#: R 5533

STUDENT SMOKING

R 5533 STUDENT SMOKING

The Board of Education is committed to maintaining a smoke-free environment on school grounds, at events sponsored by the Board away from school, and on any transportation vehicle supplied by the Board ~~of Education~~. The school administration and all school staff members shall strictly enforce this smoking prohibition and will work together to ensure students do not smoke in violation of Board Policy 5533 and N.J.S.A. 26:3D-56 ~~the law~~.

A. Notice Provisions

1. A sign shall be posted in every school building indicating smoking is prohibited in any school building or on school grounds. The sign shall also indicate violators will be subject to a fine.
2. Each school's student handbook will indicate smoking is prohibited on school grounds, at events sponsored by the Board away from school, and on any transportation vehicle supplied by the Board ~~of Education~~.
3. A public address announcement will be made, when practicable, at school-sponsored events indicating smoking is prohibited in school buildings and on school grounds.

B. Reporting Procedures

1. Any teaching staff member who observes a student smoking in violation of Policy 5533 shall inform the student to cease smoking and report the violation to the Principal or designee.
2. Any support staff member who observes a student smoking in violation of Policy 5533 shall either inform a teaching staff member, who shall report the violation to the Principal or designee or the support staff member may report the violation directly to the Principal or designee.
3. The Principal or designee will investigate each report received from a staff member and make a determination whether the student has violated Board Policy 5533.
4. **In the event there is reasonable suspicion to believe a confiscated electronic smoking device is being used as a nexus for marijuana or other controlled dangerous**



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substances or cannabis, the Principal or designee shall notify law enforcement in accordance with the district's Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials and follow the procedure outlined in Regulation 5530.

C. Violation Consequences

1. In the event the Principal or designee determines a student has violated Policy 5533, the student will be assigned appropriate discipline in accordance with the district's ~~school's~~ Student Discipline/Code of Conduct:

First Offense	One day Saturday detention
Second Offense	Two days Saturday detention
Third Offense	Out-of-school suspension

Additionally, all smoking offenders will be reported to the Roxbury Township Board of Health who will issue a summons for appearance in municipal court where a penalty will be assessed in accordance with applicable statutes and ordinances.

Students observed smoking at school sponsored events on school premises will be asked to stop by the observing staff member. Failure to do so will be considered insubordination and the student shall be disciplined accordingly.

Students smoking while participating in curricular and extracurricular activities away from school will be subject to the same disciplinary actions as if they were smoking in school and will additionally receive a warning after the first offense and be suspended form the extracurricular activity after the second offense.

2. The Principal or designee will notify the student's parent(s) ~~or legal guardian(s)~~ when discipline is being imposed for a violation of Policy 5533.

Adopted: 14 October 2013

Revised: TBD



POLICY

SECTION: PROPERTY
#: P 7441
ELECTRONIC SURVEILLANCE IN SCHOOL BUILDINGS AND ON SCHOOL GROUNDS (M)

7441 ELECTRONIC SURVEILLANCE IN SCHOOL BUILDINGS AND ON SCHOOL GROUNDS

The Board of Education authorizes the use of electronic surveillance systems in school buildings and on school grounds to enhance the safety and security for school district staff, students, community members, and other building occupants and to protect the school district’s buildings and grounds.

The content produced by the surveillance system under certain circumstances may be considered a student record and if so it will be subject to the Board of Education policy and regulation regarding confidential student records. If the content of the surveillance system becomes the subject of a disciplinary proceeding, it shall be treated like other evidence in the proceeding.

Only individuals authorized by the Superintendent shall have access to video monitors while they are in operation. The Superintendent, building principal, and/or the School Business Administrator must authorize access to stored video electronic data. This information is to be viewed on a need to know basis only.

In accordance with the provisions of N.J.S.A. 18A:41-9, if at least one school building of the school district is equipped with video surveillance equipment that is capable of streaming live video wirelessly to a remote location, the Board of Education shall enter into a Memorandum of Understanding (MOU) with local law enforcement authorities providing the authorities with the capacity to activate the equipment and view live streaming video **during an emergency situation**. The MOU shall include the provisions of N.J.S.A. 18A:41-9 and any additional information required by law enforcement officials. In the event the parties to the MOU are unable to reach an agreement regarding any provision required to be included in the MOU as per N.J.S.A. 18A:41-9a, the County Prosecutor shall make the final determination regarding that provision. Nothing in N.J.S.A. 18A:41-9 shall be construed as to require the installation of video surveillance equipment capable of streaming live video wirelessly to a remote site from a school building that does not have the ability to have live streaming video.

The Board of Education shall post signage in a prominent, public place in buildings and on school grounds where electronic surveillance equipment may be used.

In addition to posting, the district shall notify school staff members, parent(s), and students that electronic surveillance may be used in school buildings and on school grounds through publication in student and staff handbooks, school calendars, notice sent home with students, or any other effective means to publish the district’s use of electronic surveillance equipment in school buildings and on school grounds.



POLICY

SECTION: PROPERTY

#: P 7441

ELECTRONIC SURVEILLANCE IN SCHOOL BUILDINGS AND ON
SCHOOL GROUNDS (M)

N.J.S.A. 18A:41-9

A Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials
– 2023 Revisions

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