



LIVINGSTON BOARD OF EDUCATION WORKSHOP/VOTING MEETING AGENDA

May 13, 2026

Public Session - Livingston High School Auditorium - 7:00 p.m.

I. OPEN SESSION

A. Call to Order – Parul Khemka, President

B. Reading of Meeting Notice

Adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 6, 2026, and posted at the Board of Education office, on the district's website, and communicated to the Livingston Township Clerk.

C. Pledge of Allegiance / Roll Call

D. Superintendent's Report

1. Staff Recognition Awards Ceremony
2. 2027/2028 Budget Process Options

E. Board Reports

F. Student Representative's Report

G. Public Comment

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. To protect the privacy of all students and staff, concerns regarding individual students and staff members should generally be addressed by first meeting with the appropriate administrative staff.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public comment at every meeting of the Board.

Public participation shall be permitted only as indicated in accordance with Board Bylaw No. 0167.

Public participation shall be extended to residents of this district, persons having a legitimate interest in the actions of this Board, persons representing groups in the community or school district, representatives of firms eligible to bid on materials or services solicited by the Board, and employees and pupils of this district, except when the issue addressed by the participant is subject to remediation by an alternate method provided for in policies or contracts of the Board.

Public participation is not an opportunity to engage in a dialogue with the Board and shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if appropriate;
2. A participant is limited to three (3) minutes' duration; elapsed time will be determined through the use of a timing device operated by the Board Secretary;
3. No participant may speak more than once and there shall be no yielding of time among speakers;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;
5. There shall be no cross dialogue between the participant and the Board and/or Administration;
6. Upon conclusion of a participant's remarks, the presiding officer will acknowledge the individual's remarks and may respond and/or direct a member of the Administration to respond to an inquiry following the participant's remarks or at the conclusion of the public participation session.

The presiding officer may:

- a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
- b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
- c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
- d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
- e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

N.J.S.A. 2C:33-8
N.J.S.A. 10:4-12

II. RECOMMENDATIONS FOR APPROVAL

Motion by:
Seconded by:

1. PROGRAM/CURRICULUM

The Superintendent recommends the following:

1.1 Senior Internship Program

Resolved, that the Livingston Board of Education approves students participating in the Senior Internship Program to work a minimum of 20 hours per week between May 19 and June 16, 2026, at the businesses as shown on **Attachment A**.

ROLL CALL VOTE

Mrs. Chirls _____ Mr. Cohen _____
Mrs. Gong _____ Mrs. Yelisevich _____ Mrs. Khemka _____

Motion by:
Seconded by:

2. STUDENT SERVICES

The Superintendent recommends the following:

2.1 Related Services/Medical Consultants

Resolved, that the Livingston Board of Education approves the following consultants that will be utilized to provide related services for the 2025-2026 school year:

SPEECH LANGUAGE THERAPIST

Heidi Miller Speech & Associates

\$150.00/hour

ROLL CALL VOTE

May 13, 2026

Page 2 of 9

Mrs. Chirls _____
Mrs. Gong _____

Mr. Cohen _____
Mrs. Yelisevich _____

Mrs. Khemka _____

Motion by:
Seconded by:

3. BUSINESS

The Superintendent recommends the following:

3.1 Settlement Agreements

Resolved, that the Livingston Board of Education approves the Settlement Agreement for Case #03-2026, which is on file at the Board of Education office.

Resolved, that the Livingston Board of Education approves the Settlement Agreement for Case #04-2026, which is on file at the Board of Education office.

Resolved, that the Livingston Board of Education approves the Settlement Agreement and Unconditional Release between itself and former employee #4707.

3.2 Resolution to Join - Metropolitan Health Insurance Fund

Whereas, a number of public entities in the State of New Jersey have joined together to form the METROPOLITAN HEALTH INSURANCE FUND, hereafter referred to as "FUND", as permitted by N.J.S.A. 11:15-3, 17:1-8.1 and 40A:10-36 et seq., and;

Whereas, the FUND was approved to become operational by the Departments of Insurance and Community Affairs and has been operational since that date, and;

Whereas, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a FUND;

Whereas, the governing body of the Livingston Board of Education, hereinafter referred to as "LOCAL UNIT" has determined that membership in the FUND is in the best interest of the LOCAL UNIT.

Now, Therefore, Be It Resolved, that the governing body of the LOCAL UNIT hereby agrees as follows:

- i. Become a member of the FUND for the period outlined in the LOCAL UNIT's Indemnity and Trust Agreements.
- ii. Will participate in the following type (s) of coverage (s):
 - a. Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the FUND's Bylaws, and Plan of Risk Management.
- iii. Adopts and approves the FUND's Bylaws.
- iv. Execute an application for membership and any accompanying certifications.
- v. Commit to the four principles of the FUND which are:
 - a. A long term philosophy on rates.
 - b. A willingness to work with bargaining units to achieve plan design changes.

- c. Professional management with stability and commitment.
- d. Rating structure based on actuarial numbers

Be It Further Resolved, that the governing body of the LOCAL UNIT is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the FUND as required by the FUND’s Bylaws, and to deliver these documents to the FUND’s Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the LOCAL UNIT by the FUND.
- ii. Receipt from the LOCAL UNIT of a Resolution accepting assignment.
- iii. Approval by the New Jersey Department of Insurance and Department of Community Affairs.

Be It Further Resolved, by the Livingston Board of Education, that Jessica Rapp, Business Administrator, be and is hereby appointed as Fund Commissioner to the Metropolitan Health Insurance Fund, effective July 1, 2026, to represent the Livingston Board of Education.

3.3 Bylaws, Policies and Regulations

Resolved, that the Livingston Board of Education approves the following Bylaws, Policies, and Regulations for first reading:

- Regulation #2464 - Gifted and Talented Students (M) (new to district)
- Regulation #5306 - Health Services to NonPublic Schools (M) (new to district)
- Regulation #5338 - Diabetes Management (M) (new to district)
- Regulation #6810 - Financial Objectives (M) (new to district)
- Regulation #8420.03 - Natural Disasters and Man-Made Catastrophes (M) (with revisions)
- Regulation #8420.07 - Lockdown Procedures (M) (new to district)

Resolved, that the Livingston Board of Education approves the following Bylaws, Policies and Regulations for second reading and adoption:

- Policy #7101 - Educational Adequacy of Capital Projects (new to district)
- Policy #7102 - Site Selection and Acquisitions (new to district)
- Policy #7130 - School Closing (new to district)
- Policy #7446 - School Security Program (new to district)
- Policy #8210 - School Year (with revisions)
- Policy #8311 - Managing Electronic Mail (new to district)
- Policy #8350 - Records Retention (new to district)
- Policy #8431 - Preparedness for Toxic Hazard (new to district)
- Policy #8453 - HIV/AIDS (new to district)
- Policy #8860 - Memorials (with revisions)

ROLL CALL VOTE

Mrs. Chirls _____ **Mr. Cohen** _____ **Mrs. Khemka** _____
Mrs. Gong _____ **Mrs. Yelisevich** _____

Motion by:
Seconded by:

4. PERSONNEL

The Superintendent recommends the following:

4.1 Resignations & Retirements

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

Name	Position	Reason	Location	Last Day of Employment
Laura DeNicola	Assistant Principal	Resignation	LHS	June 30, 2026
Michelle Golden	TOSD	Resignation	HMS	June 30, 2026
Brendan Maloney	Maintenance Person	Resignation	District	June 30, 2026

**as amended from a previous agenda*

4.2 Appointments

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

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
Dr. Gabriela Colon	LHS	Supervisor of World Language & ELL	First Year Tenure Track	A. Marzulla	LSA	9	\$147,067, plus \$3,000 for doctorate*	7/1/2026
Kimberly Kaminsky	Hillside	TOSD	First Year Tenure Track	C. Bitar	BA	13	\$84,425	8/26/2026
Arianna Lee	LHS	TOSD	First Year Tenure Track	S. Pasculli	MA	10	\$81,025	8/26/2026
Marlena Luciano	Hillside	Kindergarten Teacher	First Year Tenure Track	K. DiGiacomo	2MA	8	\$81,801	8/26/2026
Julia Greenberg	LHS	Teacher of Art	First Year Tenure Track	A. Gross	BA	2	\$59,401	8/26/2026

**salary will be prorated if start date is after July 1, 2026*

4.3 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2025-2026 school year:

Teachers

Logan Flaherty

Home Instructor

Teri Yeung

Custodian

Rumil Patankar (\$18.50/hr)

IT Support Substitute

Steve Milano (\$40/hr)

Resolved, the Livingston Board of Education approves the individuals listed on **Attachment B** as certified substitutes. These individuals are currently employed by the District. In the event these individuals are called upon to serve as a substitute, they will be compensated an additional \$50/day (\$10/period) for that assignment.

Resolved, that the Livingston Board of Education approves the appointment of the individual(s) listed below to serve as long-term substitutes as reflected below:

Name	Location	Title	Leave Replacement or Long Term Sub	Replacing	Salary	Effective Date
<i>Bettina Plesnitzer</i>	LHS	Teacher of Health & PE	Long-Term Sub	NA	\$356/day	5/4/2026-6/18/2026

4.4 Transfers

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

4.5 2026-2027 Reappointments

Resolved, that the Livingston Board of Education approves the contracts between the LBOE and *Jessica Rapp*, School Business Administrator/Board Secretary. Mrs. Rapp’s contract will commence on July 1, 2026 and end on June 30, 2027. A copy of the contracts are on file at the Board Office and has been approved by the Executive County Superintendent.

Resolved, that the Livingston Board of Education approves the reappointment of non-tenured certificated staff for the 2026-2027 school year as shown on **Attachment D**.

Resolved, that the Livingston Board of Education approves the reappointment of tenured certificated staff for the 2026-2027 school year as shown on **Attachment E**.

Resolved, that the Livingston Board of Education approves the reappointment of security staff for the 2026-2027 school year as shown on **Attachment F**.

Resolved, that the Livingston Board of Education approves the reappointment of support staff for the 2026-2027 school year as shown on **Attachment G**.

Resolved, that the Livingston Board of Education approves the reappointment of Supervisors for the 2026-2027 school year as shown on **Attachment H**.

Resolved, that the Livingston Board of Education approves the reappointment of certificated Administrators for the 2026-2027 school year as shown on **Attachment H**.

Resolved, that the Livingston Board of Education approves the reappointment of non-affiliated staff for the 2026-2027 school year as shown on **Attachment I**.

Resolved, that the Livingston Board of Education approves the reappointment of IT Support Specialists for the 2026-2027 school year as shown on **Attachment I**.

4.6 Lateral Moves

Resolved, that the Livingston Board of Education approves the lateral moves as listed on **Attachment J**.

4.7 Longevity

Resolved, that the Livingston Board of Education approves the individuals on **Attachment K** for longevity on July 1, 2026 for 12-month employees and September 1, 2026 for 10-month employees.

4.8 Summer Work

Resolved, that the Livingston Board of Education approves the individuals on **Attachment L** to participate in Intervention summer curriculum writing during the summer of 2026 at the approved rate. (Acct. #11-000-219-104-4060-12)

Resolved, that the Livingston Board of Education approves the School Nurses listed on **Attachment M** to assist with health screenings on June 11, 2026. They will be compensated at their hourly rate.

4.9 Creation and Abolishment of Positions for the 2026-2027 School Year

Resolved, that the Livingston Board of Education approves the abolishment of the following positions effective July 1, 2026 for the 2026-2027 school year:

Name of Position	Position Tracking Record #
Assistant Superintendent of C&I	0120-000-ADMIN-002
Supervisor of Technology & Business Education	0313-000-CI712-001
Supervisor of Health & PE	0316-050-CIPK6-001
Supervisor of Social Studies (PK-6)	0323-060-CIPK6-002
Gifted & Talented Teachers (4)	3140-100-GTE-001 3140-055-GTE-006 3140-118-GTE-001 3140-110-GTE-002
School Counselor	3101-055-COUNK12-011
School Social Worker	3125-080-RSPK6-001
Teacher of Spanish	1550-055-WLK12-002
Teachers of Math (3)	1901-055-MATH712-033 1901-060-MATHPK6-006 1901-050-MATH712-007

Technology Coaches (3)	2410-070-TCOACH-001 2410-090-TCOACH-001 2410-090-TCOACH-005
Teacher of Health & PE	1607-060-HEPEK12-021
Teacher of Social Studies	2302-050-SS712-011
Campus Aides (6)	9151-070-CAMPUS-001 9151-080-CAMPUS-001 9151-090-CAMPUS-001 9151-100-CAMPUS-001 9151-110-CAMPUS-001 9151-118-CAMPUS-001
Administrative Secretaries (7)	9300-050-SUPPORT-009 9300-050-SUPPORT-011 9300-060-SUPPORT-002 9300-055-SUPPORT-003 9300-000-SUPCO-014 9300-000-SUPCO-009 9300-000-SUPCO-011
Custodian	9600-050-BUILD-015
Teacher of Art	1200-050-ARTK12-006
Media Aides	9151-050-MAIDE-001 9151-055-MAIDE-001
Security	9401-060-SECURITY-007

Resolved, that the Livingston Board of Education approves the creation of the following positions effective July 1, 2026 for the 2026-2027 school year:

Name of Position	Position Tracking Record #
STEAM Teacher	2410-100-STEAM-001
Supervisor of Social Studies (PK-6), Health & PE (PK-6), District Equity	0323-060-CIPK6-003
Supervisor of Technology, Business Ed, Health & PE (7-12)	0313-000-CI712-003
IT Support and Help Desk Manager	9200-000-IT-005

ROLL CALL VOTE

Mrs. Chirls _____
 Mr. Cohen _____
 Mrs. Gong _____
 Mrs. Yelisevich _____
 Mrs. Khemka _____

Motion by:
Seconded by:

5. MISCELLANEOUS

The Superintendent recommends the following:

5.1 HIB Report

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

ROLL CALL VOTE

Mrs. Chirls _____ **Mr. Cohen** _____
Mrs. Gong _____ **Mrs. Yelisevich** _____ **Mrs. Khemka** _____

H. Old Business

I. New Business

III. ADJOURNMENT

EXECUTIVE SESSION

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

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

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on May 13, 2026 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
 - 1. Matter rendered confidential by federal law, state statute or rule of court.
 - 2. Matter in which the release of information would impair a right to receive federal funds.
 - 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 - 4. Collective bargaining matters.
 - 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 - 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 - 7. Investigation of violations or possible violations of law.
 - 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 - 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 - 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

2026 Senior Internship Business List

5 New Digital
580 South Mens & Boys Clothing
AC DENTAL OF PARAMUS
Adams International LLC
ADP
ADR ventures 10 LLC
AECOM Technical Services
Affiliates in Gastroenterology
AHEAD
Aidil Wines
Air Group
Albau Aluminum Glass System LLC
Albert Einstein College of Medicine
All Pro Health
Alnic inc.
Alpha Wave Studios
Amaye LLC
Americana Salon & Spa
And One Basketball Club
Annieter 365 Foundation
Apex Tigers Martial Arts Taekwondo, LLC
AR Carpentry
Arco Construction-INC
Atlantic Realty Development Corporation
Bass Foundation
Beebee Designs
Beige+Blanc Salon and Spa
Bellapianta Orthopedics Sports Medicine
Bergen New Bridge Medical Center
Bleu Mirage Aesthetics
Blink Vision Care LLC
BNE Real Estate Group
Boll & Branch
Brandywine Livingston by Monarch
Brave Wings Therapy
Buckingham Global Advisors
BunkyPower Inc.
Burnet Hill Elementary School
Camp Lindenmere
Camp Stuff 4 Less LLC
Care One at Livingston

Carriage House Wines & Spirits Imports
Cashman Landscape and Design
Causeway Securities
CCMP Growth Advisors, LP
CEM Physical Therapy & Rehabilitation
Center Street Capital Advisors
Champion Learning LLC
Charlottesville Farm
CJPA Global Advisors
Code Ninjas Livingston
Coldwell Banker Real Estate
Collaborative Designs
Collins Elementary School
Colonia Chiropractic Center
Community Kids Preschool run by Livingston Recreation Services
Cooperman Barnabas Medical Center
Craftri LLC
Crane's Mill
Creatif Art Studio
Cresset Capital
D1 Media Productions
Datagain
David J. Michelson, Esq.
David The Agency INC
Decor Home Remodeling And Construction
Deloitte
Denville Plaza Cleaners
Desai Investments LLC
Do Re Mi School of Music & the Arts Corp.
Dr. Elsa Wong, DDS, PC
Drago & Son Landscaping
Dynamic Engineering Consultants PC
Educational Resource Center
eFlow USA
Electric Lighting Agencies
Elev8 Advisory Group
Elite Street LLC
Ende Real Estate Advisors
ENT Center of NJ
Essential Communications
Essex Country Environmental Center
Excel Physical Therapy
EXL Services

Experian Public Limited Company
Fairfield Wellness and Physical Therapy
Farmer Funeral Home
Fernway Builders
FinDataRam LLC
FinOpps
Floe, Inc.
Florham park sports dome and event center
Florian Mihai Tennis LLC
Footwear International Corporation
Foran Glennon Palandech Ponzi & Rudloff PC
Fred's Small Engine Sales
FunTime Junction
G-Force Mechanical LLC
Galactic Logistics LLC
Get Me Into College
Global Leaders Academy
Grace Excellency Care
GRIT Builders LLC
Harrison Elementary School
Harte Orthodontics
Hartmann Doherty Rosa Berman & Bulbulia LLP
Henry's LLC
Heritage Middle School (Band Program)
Higher Logic
Hillside Elementary School, Livingston
Hiya Pal! Playspace
Holocaust Resource Center of Kean University
Huey Electric LLC.
ICER Brands
Inglemoor Rehabilitation and Care Center
Innovators at the Intersection Magazine
Invictus Pharmacy
J Rosen Showroom
Jacqueline
Jaffa Gate Research and Advisory
JAG Physical Therapy (East Hanover)
JAG Physical Therapy (South Orange)
JAG Physical Therapy (West Orange)
Jarmel Kizel Architects & Engineers Inc
JBK Construction and Renovations
Jefferies Group
Jersey Cares

JLM Properties
 Jodi Rothfeld Photography
 Jookender Community Initiatives
 Joseph Otolaryngology P.C.
 JR Photography
 Julie Maloof Designs
 Kearny Kitchen and Bath Decor
 King Freight New York Inc
 Know America Media, LLC - Innovators at the Intersection magazine
 Knowtes LLC
 Kornerstone Kids, LLC
 KOZYRA & HARTZ, LLC
 Kumon of Livingston
 Larchstudio LLC
 Larrubia Accounting LLC
 Law Offices of Scott H. Bernstein LLC
 Legacy Oral Surgery and Implants
 Legislative Office of Rosy Bagolie
 Leit Psychotherapy LLC
 Life Time Fitness
 Lion Cave Capital LLC
 Living Stone Christian Church
 Living Well Psychological Associates, LLC
 Livingston Environmental Commission
 Livingston Green Team Committee
 Livingston Gym
 Livingston Healthy Community Healthy Youth
 Livingston High School Athletic Department
 Livingston Library
 Livingston Mount Pleasant Middle School
 Livingston Pediatric Dental Associates
 Livingston Public Library
 Livingston Stone Christian Church
 Livingston Township
 Livingston Township Finance Department
 Livingston's Little Learners
 Long Island Quiz Bowl Alliance
 LSM events
 Lydecker LLP
 M4 Machine
 MacDermid Alpha
 Madhavi Maniar, MD (Pediatric Office)
 Master Pizza

Master Yoo's Summit Martial Art Taekwondo
 MDL Electric Cooling & Heating
 Mei Shun Inc.
 Metro Group of NY
 Metrofuser
 Microkem Corporation
 Mission Fitness Crossfit Elemental
 MNS International LLC
 Molina Healthcare
 Montclair Art Museum
 Montclair State University Cognitive and Language Development Lab
 Mountain Ridge Country club
 Mr. Nino's III Brick Oven Trattoria
 Mt pleasant Animal shelter
 Mtel investments and Management Llc dba Atm Aficionado
 MyMochi
 N.DeSimone Law
 National Basketball Association (NBA)
 New Jersey Institute of Technology
 New Yorker Hotel
 Newark Community Street Team
 Nine Advanced Technologies LLC
 NJ Center for Oral Surgery
 NJVAC
 Novo Law Firm
 O.Berk Company
 Off Beat Films LLC
 Officer of Senator John McKeon
 Omega International LLC | Global Industrial Supply & Solutions
 One River Art School
 One Tea Cafe LLC
 Orange Lawn Tennis Club
 Organized By Aly
 Outerspace Media
 Paper Capers
 Paper Mill Playhouse, Millburn, NJ
 Park Elementary School
 Pediatric medical office of dr B. Cai-Luo
 Pediatric speech and language therapy
 Pete's Personal Training LLC
 Phillip Jeffries
 Pickleball Palace
 Pink Jewels Boutique

Pioneer Productions
Pioneer Productions Company, Inc.
Pitching Pal LLC
Pop Blossom Studio
Practising Law Institute
Princess Nails
Professional Physical Therapy
Progressive Building & Management
Proven Contracting
Provenance AI inc.
Pups at Play
Range Sports
RBC Wealth Management
Reeves-Reed Arboretum
Regenus Center
Revelwood
Rich's Restaurant Equipment
Richard M. Brodsky cancer/aids foundation
Rosenbaum & Rosenbaum, P.C.
Ruby's FAM LLC
Rutgers Health Sciences
Rutgers University Hospital, Newark
Sactuary LLC
Saint Philomena Church
Sakowitz Counseling
Salad House
Samata Yoga + Wellness Studio LLC
Sandalwood Education
Sandalwood Serves
Scheier Dental Group
Scheler dental group
School of Rock
Sclashing Corporation
Seatrade International Inc.
Security Tech Solutions Inc
Seesaw Vision Center
Selective Focus, Inc
Sensational Therapies
SEVEN WAND INC.
Shin Law Group LLC
Shiv's Third Eye
Shop The Edit. Tax ID 85-1137270
Siya Cash And Carry

Skybox sports collectibles
Skytop Properties
Sloppy Vinyl
Smile Perfection
SonarCloud
South orange maplewood school district
South Street School - Newark Board of Education
Spruce Technology Inc.
St. Michael Dental Care
Strand Tennis Center
Strategic Insurance Agency Inc
Strix Media
Supplies Shops, Inc.
Synagogue-Suburban Torah Center
Table to Table
Taja design & build LLC
Tekcard payments
TEKI LLC
Textile Bag & Packaging Association
The Cardiovascular Care Group
The Flower Boutique
The Great Greek
The Jewish Federation of Greater Metro West NJ
THE LAW OFFICE OF OLGA MORRIS, ESQ. LLC NJ REAL ESTATE ATTORNEY
The Massler Center for Psychological Wellness
The Maze Group
TheCoderSchool
Thomas Edison National Historical Park
TicketOS
Top line Hockey LLC
Touchstone Financial
Travel Agency
Tromberg, Miller, Morris & Partners, PLLC
TYNE Benefits Advisory Group, LLC
UCLA
Vanguard Energy Partners LLC
Via Closets, LLC
View Television Network INC.
Virginia University of Integrative Medicine
Visual Arts Center of New Jersey
VoxRush
VSA Future Learning Center
W. Kodak Jewelers

Well Bred Pet Store
West Essex YMCA
Westfield BioVentures, LLC.
WhiteCap Search, LLC
William Paterson University Center for Holocaust and Genocide Studies
Wiss & Company, LLP
Xcel Fitness Fairfield
Yanni's Tavernal/Just Greek Mediterranean Gril
YeildFX Inc.
YM ZLD Technology Inc
Your Dreamwall
Zen Wushu Academy
ZenaMed Health and Wellness LLC

Location	Last Name	First Name	Position
LHS	Cianicullo	Vincent	Instructional Aide

2026-27 PERSONNEL TRANSFERS

Name	Transferring From	Location	Transferring To	Location	Replacing	Effective Date(s)
<i>Lori Palazzo</i>	Reading Interventionist	BHE	Elementary School Teacher	BHE	J. Peslak	8/26/2026
<i>Deborah Van Dusen</i>	Gifted & Talented	BHE	Reading Interventionist	BHE	L. Palazzo	8/26/2026
<i>Jacqueline Kestler</i>	Intervention/Enrichment Specialist	HIL/COL	Elementary School Teacher	Hillside	K. DiGiacomo	8/26/2026
<i>Karin Pinto</i>	Gifted & Talented	HMS	Elementary School Teacher	RHE	T. Lockwood	8/26/2026
<i>Roberto Grosso</i>	Supervisor of Health & PE	District	Teacher of Health & PE	LHS	V. Gonzalez	8/26/2026
<i>Kimberly Campbell</i>	School Counselor	HMS	School Counselor	COL	S. Carter	8/26/2026
<i>Jacqueline Byrne</i>	School Counselor	BHE	School Counselor	RHE	D. Kandel	8/26/2026
<i>Lori Balasic</i>	School Counselor	HMS	School Counselor	BHE	J. Byrne	8/26/2026
<i>Danielle Iannuzzi-Curcio</i>	School Counselor	HMS	School Counselor	MPMS	D. Maxwell	8/26/2026
<i>Danielle Maxwell</i>	School Counselor	MPMS	School Counselor	HMS	D. Iannuzzi-Curcio	8/26/2026
<i>Susan Carter</i>	School Counselor	COL	School Counselor	HMS	L. Balasic	8/26/2026
<i>Dina Kandel</i>	School Counselor	RHE	School Counselor	HMS	K. Campbell	8/26/2026
<i>Gadi Ulysse</i>	School Psychologist	LHS	School Psychologist	HIL	NA	8/26/2026
<i>Jennifer Lernihan</i>	School Psychologist	OOD	School Psychologist	RHE	NA	8/26/2026
<i>Nicole DiStefano</i>	School Psychologist	MPE	School Psychologist	LHS	G. Ulysse	8/26/2026
<i>Pearl Silva</i>	LDT-C	LHS	LDT-C	BHE	NA	8/26/2026
<i>Emily O'Neill</i>	LDT-C	RHE	LDT-C	HAR/RHE	NA	8/26/2026
<i>Kristy Knapp</i>	School Social Worker	HIL	School Social Worker	COL/HIL	NA	8/26/2026
<i>Barrie Satin</i>	School Social	HMS	School Social Worker	BHE	M. Franco	8/26/2026

	Worker					
<i>Meredith Franco</i>	School Social Worker	BHE	School Social Worker	HMS	B. Satin	8/26/2026
<i>Michelle Golden</i>	TOSD	RHE	TOSD	HMS		4/30/2026
<i>Greer Lapinson</i>	STEAM Teacher	RHE/BHE/ HAR	STEAM Teacher	BHE/HAR	NA	8/26/2026
<i>Kristin Szelingowski</i>	STEAM Teacher	COL/HIL/ MPE	STEAM Teacher	HIL/MPE	NA	8/26/2026
<i>Danielle DeGraw</i>	Tech Coach	COL/HAR	STEAM Teacher	COL/RHE	NA	8/26/2026
<i>Margaret Sullivan</i>	Administrative Assistant	MPMS	First Secretary	MPMS	A. van de Beek	7/1/2026
<i>Katherine Connolly</i>	Administrative Assistant	HMS	First Secretary	MPE	G. Writt	8/26/2026
<i>Michelle DiStasio</i>	Administrative Assistant	RHE	First Secretary	RHE	N. Tierney	8/26/2026
<i>Tracy Caldera</i>	10-mo Administrative Assistant	MPMS	12-mo Administrative Assistant	MPMS	NA	7/1/2026
<i>Christopher Djurin</i>	IT Support	LHS	IT Support Specialist & Help Desk Manager	CO	NA	7/1/2026
<i>Victoria Spiratos</i>	Playground Aide	RHE	Playground Aide	COL	NA	5/11/2026

**amended from previous agenda*

First Year Tenure Track

Name	Location	Year	Guide	Step	Longevity	Total Salary	FTE
Augello, Cynthia	MPE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00

Second Year Tenure Track

Name	Location	Year	Guide	Step	Total Salary	FTE
Antunez, Jasmine	BES	NT2	BA	7	\$63,401	1.00
Benjamin, Sara	LHS	NT2	MA	8	\$73,801	1.00
Benmorits, Amanda	BES	NT2	BA	3	\$60,401	1.00
Blair, Emily	RHE	NT2	MA+32	7	\$79,401	1.00
Brown, Alexandria	HIL	NT2	BA	6	\$63,401	1.00
Daly, Pietrina	LHS	NT2	BA	12	\$80,625	1.00
DiNapoli, Alec	LHS	NT2	MA	4	\$69,401	1.00
DiPasquale, Devyn	MPE	NT2	BA	2	\$59,401	1.00
Dziopa, Rena	LHS	NT2	MA	9	\$77,225	1.00
Earley, Macy	CES	NT2	MA	3	\$68,401	1.00
Edouard, Jennifer	LHS	NT2	BA	4	\$61,401	1.00
Fowler, Stephanie	MPM	NT2	MA	10	\$81,025	1.00
Gu, Victoria	LHS	NT2	MA	4	\$69,401	1.00
Jensen, Nicholas	HMS	NT2	BA	2	\$59,401	1.00
Lukasiewicz, Jessica	RHE	NT2	MA	4	\$69,401	1.00
MacIver, Kenneth	LHS	NT2	MA+32	13	\$100,425	1.00
Maglione, Reid	CES	NT2	MA	6	\$71,401	1.00
Malleo, Giancarlo	CES	NT2	BA	2	\$59,401	1.00
Maros, Sarina	LHS	NT2	MA	10	\$81,025	1.00
Monticello, Juliana	LHS	NT2	BA	2	\$59,401	1.00
Nakashian, Rosemary	BES	NT2	MA	15	\$99,950	1.00
Newman, Kendra	LHS	NT2	MA	16	\$103,700	1.00
Ortiz, Madelyn	MPE	NT2	MA	2	\$67,401	1.00
Raseman, Jacqueline	CES	NT2	MA	15	\$99,950	1.00
Reyes, Stephen	HMS	NT2	MA	14	\$96,200	1.00
Rizvi, Zara	LHS	NT2	MA+32	6	\$79,401	1.00
Sadowski, Caitlin	CES	NT2	BA	3	\$60,401	1.00
Saperstein, Chloe	MPE	NT2	MA	2	\$67,401	1.00
Seaver, Laura	RHE	NT2	BA	16	\$95,700	1.00

Sheehan, Francis	LHS	NT2	BA	3	\$60,401	1.00
Solovyeva, Anna	LHS	NT2	MA	16	\$103,700	1.00
Stefanelli, Christen	BES	NT2	PHD/DOCT	8	\$83,251	1.00
Tanko, Christine	MPE	NT2	MA	2	\$67,401	1.00
Vaccariello, Andrea	LHS	NT2	BA	12	\$80,625	1.00
Verderamo, Kristina	BES	NT2	BA	2	\$59,401	1.00
Vyas, Jagriti	LHS	NT2	MA+32	16	\$111,700	1.00
Yalt, Sevgi Tugce	MPM	NT2	MA+32	6	\$79,401	1.00

Third Year Tenure Track

Name	Location	Year	Guide	Step	Total Salary	FTE
Amill, Allison	LHS	NT3	MA	8	\$73,801	1.00
Anderson, Robert	LHS	NT3	MA	14	\$96,200	1.00
Baach, Katherine	LHS	NT3	MA	13	\$92,425	1.00
Boykas, Brittany	HMS	NT3	BA	12	\$80,625	1.00
Carolan, Allison	MPM	NT3	MA	4	\$69,401	1.00
Chabora, Sara	HAR	NT3	BA	9	\$69,225	1.00
Cifalino, Christina	HMS	NT3	MA	16	\$103,700	1.00
Cross, Matthew	LHS	NT3	2MA	8	\$81,801	1.00
D'Andrea, Cynthia	LHS	NT3	MA+32	17	\$117,608	1.00
DiPrenda, Efthemia	BES	NT3	MA+32	10	\$89,025	1.00
Ehrmann, Marisa	LHS	NT3	BA	2	\$59,401	1.00
Ficacci, Jenna	MPM	NT3	PHD/DOCT	17	\$120,718	1.00
Friedman, Karen	RHE	NT3	MA	4	\$69,401	1.00
Gallagher, Kelly	LHS	NT3	MA	13	\$92,425	1.00
George, Chris	LHS	NT3	BA	16	\$95,700	1.00
George, Jacqueline	HIL	NT3	MA	15	\$99,950	1.00
Granito, Mark	LHS	NT3	MA+32	16	\$111,700	1.00
Jo, Soo Hyun	RHE	NT3	BA	4	\$61,401	1.00
Juliano, Mark	LHS	NT3	MA	10	\$81,025	1.00
Kiss, Carolann	MPM	NT3	BA	16	\$95,700	1.00
Lake, Sara	MPM	NT3	MA	11	\$84,825	1.00
Lavin, Beatriz	LHS	NT3	MA	14	\$96,200	1.00

Leite, Thiago	MPM	NT3	PHD/DOCT	14	\$107,500	1.00
Maxwell, Danielle	HMS	NT3	MA	5	\$70,401	1.00
Mooney, Elizabeth	CES	NT3	MA	3	\$68,401	1.00
Morales, Brianna	CES	NT3	MA	7	\$71,401	1.00
Nalick, Kristi	HAR	NT3	MA	15	\$99,950	1.00
Pinzon Usme, Natalia	HMS	NT3	BA	3	\$60,401	1.00
Rosenblum, Stephanie	HAR	NT3	PHD/DOCT	17	\$120,718	1.00
Ruesch, Heather	MPE	NT3	BA+16	14	\$90,200	1.00
Sanchez, Karen	MPM	NT3	MA+32	15	\$107,950	1.00
Sessa, Sabina	LHS	NT3	MA	16	\$103,700	1.00
Vide, Maria	HAR	NT3	BA	11	\$76,825	1.00
Zeoli, Leonardo	LHS	NT3	BA	4	\$61,401	1.00

Fourth Year Tenure Track

Name	Location	Year	Guide	Step	Total Salary	FTE
Bigelow, Brian	LHS	NT4	BA	16	\$95,700	1.00
Bini, Steven	BES	NT4	BA	13	\$84,425	1.00
Bray, Natalie	LHS	NT4	PHD/DOCT	16	\$115,000	1.00
Bunker, Kelsey	HIL	NT4	MA	6	\$71,401	1.00
Buonomo, Michael	LHS	NT4	MA	10	\$81,025	1.00
Calenda, Elizabeth	HAR	NT4	MA+32	15	\$107,950	1.00
Cascioli, Diane	LHS	NT4	MA	12	\$88,625	1.00
Conroy, Christopher	LHS	NT4	MA	12	\$88,625	1.00
DeFinis, Isabella	HIL	NT4	MA	5	\$70,401	1.00
Destro, Kathryn	HIL	NT4	MA	13	\$92,425	1.00
Frattaroli, Nicole	LHS	NT4	MA	14	\$96,200	1.00
Gardner, Isabella	MPE	NT4	MA	13	\$92,425	1.00
Gibbs, Jaime	BES	NT4	2MA	9	\$85,225	1.00
Gilsenan, Liana	MPM	NT4	MA	10	\$81,025	1.00
Gibbon, Molly	HIL	NT4	MA+16	13	\$96,425	1.00
Harris, Jacqueline	LHS	NT4	MA	4	\$69,401	1.00
Hartt, Brian	LHS	NT4	MA	13	\$92,425	1.00
Helwani, Issam	LHS	NT4	MA	16	\$103,700	1.00

Jang, Sarah	LHS	NT4	MA	5	\$70,401	1.00
Lapidus, Jeffrey	LHS	NT4	BA	4	\$61,401	1.00
Lee, Jonathan	LHS	NT4	BA	8	\$65,801	1.00
Lewis, Celina	BES	NT4	MA	6	\$71,401	1.00
Lolacono, Leanna	MPM	NT4	BA	5	\$62,401	1.00
Mantone, Thomas	LHS	NT4	MA+32	9	\$85,225	1.00
Mattia, Christopher	HAR	NT4	MA	4	\$69,401	1.00
McLaughlin, Jill	RHE	NT4	BA	13	\$84,425	1.00
Miranda-Evangelista, Diane	HMS	NT4	BA+16	13	\$86,425	1.00
Ojeda, Matthew	RHE	NT4	BA	13	\$84,425	1.00
Pauls, Sean	LHS	NT4	MA+32	11	\$92,825	1.00
Pomponio, Nicholas	MPE	NT4	MA	15	\$99,950	1.00
Reese, Khayani	MPM	NT4	MA	11	\$84,825	1.00
Russo, Richard	MPM	NT4	MA	15	\$99,950	1.00
Schwindel, Kate	HMS	NT4	MA	5	\$70,401	1.00
Serrano, Gina	BES	NT4	BA	13	\$84,425	1.00
Smith, Brynn	LHS	NT4	MA	5	\$70,401	1.00
Terkovich, Anne	HAR	NT4	MA	13	\$92,425	1.00
Yaros-Ramos, Heather	LHS	NT4	PHD/DOCT	17	\$120,718	1.00

Eligible for Tenure

Name	Location	Year	Guide	Step	Total Salary	FTE
Addison, Ashley	CES	EFT	MA+32	7	\$79,401	1.00
Arones, Karin	CES	EFT	MA+32	14	\$104,200	1.00
Begega, Ashley	HIL	EFT	MA+16	12	\$92,625	1.00
Bianco, Gina	HMS	EFT	BA	6	\$63,401	1.00
Collins, Katherine	LHS	EFT	MA	14	\$96,200	1.00
Einloth, Michelle	LHS	EFT	MA	6	\$71,401	1.00
Evanik, Alyssa	HMS	EFT	MA+16	6	\$75,401	1.00
Finan, Suzanne	MPE	EFT	MA+16	10	\$85,025	1.00
Franco, Meredith	HMS	EFT	MA	8	\$73,801	1.00
Frieman, Rachel	HAR	EFT	MA+32	6	\$79,401	1.00
Gergich, Amanda	BES	EFT	MA	8	\$73,801	1.00

Hom, Madison	BES	EFT	MA+32	9	\$85,225	1.00
Karpack, Julianne	LHS	EFT	MA	6	\$71,401	1.00
Kelly, Danielle	CES	EFT	MA+16	12	\$92,625	1.00
King, Daniel	LHS	EFT	MA+32	16	\$111,700	1.00
Knapp, Kristy	HIL	EFT	MA	16	\$103,700	1.00
Korfin, Brooke	RHE	EFT	MA+16	5	\$74,401	1.00
Liquori, Robert	LHS	EFT	BA	14	\$88,200	1.00
Lopes, Stephanie	RHE	EFT	BA	14	\$88,200	1.00
MacAdam, Nicole	HMS	EFT	MA+16	14	\$100,200	1.00
Matos, Elizabeth	BES	EFT	MA	6	\$71,401	1.00
Micone, Kacey	HIL	EFT	MA+32	15	\$107,950	1.00
Miller, Stacie	BES	EFT	MA+32	17	\$117,608	1.00
Papazian, Ellen	MPM	EFT	MA+32	9	\$85,225	1.00
Pascale, Jacqueline	LHS	EFT	MA	5	\$70,401	1.00
Rembecky, Shawn	LHS	EFT	BA	15	\$91,950	1.00
Rivera, Yara	HAR	EFT	MA	5	\$70,401	1.00
Roberts, Delaney	LHS	EFT	MA	8	\$73,801	1.00
Rupert, Jennifer	MPM	EFT	BA	6	\$63,401	1.00
Russo, Samantha	HIL	EFT	MA+16	8	\$77,801	1.00
Singh, Mrigaya	LHS	EFT	MA	5	\$70,401	1.00
Siu, Stephanie	HAR	EFT	MA	16	\$103,700	1.00
Strumeier, Jaime	CES	EFT	MA	6	\$71,401	1.00
Van Pelt, Matthew	LHS	EFT	BA	5	\$62,401	1.00
Virgil, Jordan	LHS	EFT	MA+32	6	\$79,401	1.00
Weakley, Maureen	HMS	EFT	MA	10	\$81,025	1.00
Zhang, Hongkai	LHS	EFT	MA+32	12	\$96,625	1.00

Non-Tenure Eligible Staff

Name	Location	Year	Guide	Step	Total Salary	FTE
Fabrizio, Laura	BES	NA	MA+16	11	\$88,825	1.00
Holmes, Keisha	BES	NA	LPN	NA	\$47,949	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Aaron, Samantha	LHS	MA+32	9	\$85,225		\$85,225	1.00
Adams, Brandee	BES	BA+32	16	\$100,700		\$100,700	1.00
Agnello, Gianna	HAR	MA	6	\$71,401		\$71,401	1.00
Alamorian, Christine	HIL	MA+32	13	\$100,425		\$100,425	1.00
Alfaro, Lila	LHS	MA+16	15	\$103,950	\$3,690	\$107,640	1.00
Alston, Antoinette	MPM	MA+32	17	\$117,608		\$117,608	1.00
Ambrose, Kimberly	RHE	MA+32	16	\$111,700		\$111,700	1.00
Ammar, Nabila	HAR	MA+16	10	\$85,025		\$85,025	1.00
Amorim, Aubrey	RHE	BA	9	\$69,225		\$69,225	1.00
Anello Feldman, Donna	BES	MA+32	15	\$107,950		\$107,950	1.00
Angel-Lambert, Kirsten	LHS	MA+32	17	\$117,608		\$117,608	1.00
Arrington, Brittany	BES	MA	16	\$103,700		\$103,700	1.00
Asimou, Eugene	LHS	BA	13	\$84,425		\$84,425	1.00
Augliera, Michelle	LHS	MA+16	16	\$107,700		\$107,700	1.00
Ayars, Jessica	RHE	MA+16	16	\$107,700	\$2,540	\$110,240	1.00
Baird, Marlana	CES	PHD/DOCT	16	\$115,000	\$2,540	\$117,540	1.00
Balasic, Lori	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Bannon, Heather	RHE	MA+16	16	\$107,700	\$5,490	\$113,190	1.00
Barbag, Allison	MPE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Barrasso, Mary	HAR	MA+32	14	\$104,200		\$104,200	1.00
Bauer, Ariana	HMS	MA+32	16	\$111,700		\$111,700	1.00
Bauer, Natalie	LHS	PHD/DOCT	17	\$120,718		\$120,718	1.00
Becker, Alexis	BES	MA+32	16	\$111,700	\$2,540	\$114,240	1.00
Beinhacker, Kerri	HMS	MA+32	13	\$100,425		\$100,425	1.00
Belcastro, Vincent	HMS	MA+16	16	\$107,700		\$107,700	1.00
Belford, Vanessa	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Bellanich, Nicholas	HMS	MA+32	10	\$89,025		\$89,025	1.00
Bellomo, Michele	CES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Benacchio, Janice	HAR	MA	16	\$103,700		\$103,700	1.00
Benavides, Oscar	LHS	BA	16	\$95,700		\$95,700	1.00
Benjamin, Nidhi	RHE	MA+16	10	\$85,025		\$85,025	1.00
Bergen, Kristin	LHS	MA+32	14	\$104,200	\$2,540	\$106,740	1.00
Berger, Devon	LHS	MA+16	8	\$77,801		\$77,801	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Berryann, Adam	LHS	MA+32	14	\$104,200		\$104,200	1.00
Bigelow, Amanda	LHS	BA	11	\$76,825		\$76,825	1.00
Bisconti, Brett	LHS	MA+32	15	\$107,950		\$107,950	1.00
Bisconti, Laurie	HMS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Biss, Maureen	LHS	MA+16	16	\$107,700	\$2,540	\$110,240	1.00
Blau, Raz	MPE	MA	15	\$99,950		\$99,950	1.00
Blomn, Jessica	MPM	BA	16	\$95,700	\$3,690	\$99,390	1.00
Blount, Amanda	MPE	MA	16	\$103,700		\$103,700	1.00
Bowe, Lisa	HIL	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Brady, Kimberly	LHS	MA	12	\$88,625		\$88,625	1.00
Braschi, Kristy	LHS	MA+16	15	\$103,950		\$103,950	1.00
Brenneck, Kimberly	MPM	MA	13	\$92,425		\$92,425	1.00
Breschard, Robert	LHS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Brill, Daniel	LHS	MA+32	13	\$100,425		\$100,425	1.00
Brown, Leigh	HMS	MA+32	13	\$100,425		\$100,425	1.00
Bruh, Allison	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Brunn, Stephanie	LHS	MA+32	13	\$100,425		\$100,425	1.00
Buonomo, Daniella	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Burger, Emily	BES	MA+16	15	\$103,950	\$2,540	\$106,490	1.00
Burrows, Alaina	HMS	MA	16	\$103,700	\$2,540	\$106,240	1.00
Butler, Ann	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Buyes, Amanda	LHS	MA+32	15	\$107,950	\$2,540	\$110,490	1.00
Byer, Shawna	MPM	MA	10	\$81,025		\$81,025	1.00
Byrne, Jacqueline	RHE	MA	16	\$103,700	\$2,540	\$106,240	1.00
Cai, Xin	LHS	MA+32	17	\$117,608		\$117,608	1.00
Calabrese, Sara	HAR	MA	8	\$73,801		\$73,801	1.00
Callahan, Timothy	LHS	MA+32	13	\$100,425		\$100,425	1.00
Campbell, Kimberly	CES	MA+32	15	\$107,950	\$2,540	\$110,490	1.00
Cannone, Theresa	LHS	MA+32	9	\$85,225		\$85,225	1.00
Caraballo, Leopoldo	HIL	MA	13	\$92,425		\$92,425	1.00
Carabello, Erin	MPM	MA	12	\$88,625		\$88,625	1.00
Carangelo, Nicole	RHE	MA+16	16	\$107,700	\$2,540	\$110,240	1.00
Carlin, Katharine	MPE	MA	10	\$81,025		\$81,025	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Carlin, Michael	HMS	PHD/DOCT	17	\$120,718	\$4,740	\$125,458	1.00
Carr, Brian	LHS	MA+32	14	\$104,200	\$2,540	\$106,740	1.00
Carr, Jesse	LHS	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Carroll, Michelle	LHS	MA+32	16	\$111,700		\$111,700	1.00
Carter, Susan	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Caruso, Christy	RHE	MA+32	17	\$117,608		\$117,608	1.00
Catalano, Patrick	LHS	MA+32	14	\$104,200		\$104,200	1.00
Cataldo, Danielle	CES	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Catizone, Dana	HMS	MA	6	\$71,401		\$71,401	1.00
Chang, Sheily	MPE	MA+32	14	\$104,200	\$2,540	\$106,740	1.00
Chavanne, Tanis	LHS	MA	16	\$103,700		\$103,700	1.00
Chen, Andrew	MPE	MA	7	\$71,401		\$71,401	1.00
Chinni, Stephanie	BES	MA	16	\$103,700	\$2,540	\$106,240	1.00
Chorba, Maryann	RHE	MA+16	16	\$107,700	\$4,740	\$112,440	1.00
Ciricillo, Marc	HMS	MA	9	\$77,225		\$77,225	1.00
Cirlincione, Paul	LHS	MA+32	16	\$111,700	\$2,540	\$114,240	1.00
Clayton, Amanda	CES	MA+32	8	\$81,801		\$81,801	1.00
Cohen, Ali	RHE	MA	8	\$73,801		\$73,801	1.00
Cohen, Danielle	HMS	MA+32	13	\$100,425		\$100,425	1.00
Cohen, Heather	RHE	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Cohen, Jessica	RHE	MA	13	\$92,425		\$92,425	1.00
Coleman, Michael	LHS	BA+32	16	\$100,700		\$100,700	1.00
Collins, Kelsey	LHS	BA	12	\$80,625		\$80,625	1.00
Cooney, Cynthia	HMS	MA+32	17	\$117,608		\$117,608	1.00
Coppleson, Sari	LHS	MA	15	\$99,950		\$99,950	1.00
Corino, Anna Maria	RHE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Coursen, Cheryl	LHS	MA+32	17	\$94,086		\$94,086	0.80
Craig, Deborah	HAR	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Crosby, Stephanie	CES	MA	13	\$92,425		\$92,425	1.00
Cruz, Sean	LHS	MA	6	\$71,401		\$71,401	1.00
Cumbo, Jessica	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Cummings, Holli	RHE	MA	12	\$88,625		\$88,625	1.00
Cuneo, Ernest	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
D'Anna, Kathryn	RHE	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
D'Annunzio, Jessica	CES	MA	9	\$77,225		\$77,225	1.00
Daily, Jason	LHS	BA	16	\$95,700	\$4,740	\$100,440	1.00
Daugherty, Lauren	HAR	BA	8	\$65,801		\$65,801	1.00
Dauti, Enkelejda	BES	PHD/DOCT	13	\$103,375		\$103,375	1.00
Davis, Margaret	HAR	MA	13	\$92,425		\$92,425	1.00
De Marco, Sam	MPM	MA	16	\$103,700	\$3,690	\$107,390	1.00
Deangelus, Melissa	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
DeGraw, Danielle	CES	PHD/DOCT	13	\$103,375		\$103,375	1.00
Delia, Krista	LHS	MA+32	11	\$92,825		\$92,825	1.00
Dellosa, Mary Ann	LHS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
DeMarsico, Janine	HAR	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
DeMiceli, Kristi	MPM	MA+32	13	\$100,425		\$100,425	1.00
Dengel, Samantha	LHS	MA+32	14	\$104,200	\$2,540	\$106,740	1.00
DeRosa, Erica	MPM	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
DeRuosi, Benjamin	HMS	MA	15	\$99,950		\$99,950	1.00
Desamours, Therese	LHS	MA+32	16	\$111,700		\$111,700	1.00
Destefano, Emily	HMS	MA+32	8	\$81,801		\$81,801	1.00
Devine, Allison	HIL	MA+16	7	\$75,401		\$75,401	1.00
Devito, Ria	HAR	MA	12	\$88,625		\$88,625	1.00
Diegnan, James	MPE	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Dinapoli, Anna Maria	MPE	MA	16	\$103,700	\$2,540	\$106,240	1.00
Diop-Tall, Soukeyna	LHS	MA	16	\$103,700	\$2,540	\$106,240	1.00
DiStefano, Nicole	LHS	MA+32	9	\$85,225		\$85,225	1.00
Dlugo, Cara	LHS	MA+32	8	\$81,801		\$81,801	1.00
Donnelly, Colleen	HIL	MA	16	\$103,700	\$2,540	\$106,240	1.00
Donough, Erik	HMS	MA+32	17	\$117,608		\$117,608	1.00
Dorfman, Zachary	CES	MA	10	\$81,025		\$81,025	1.00
Downey, Michele	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Duda, Kristina	HMS	MA+16	10	\$85,025		\$85,025	1.00
Duffy, Marjorie	LHS	MA+32	17	\$117,608		\$117,608	1.00
Dugan, Caroline	HIL	MA	11	\$84,825		\$84,825	1.00
Dugan, Kristina	HIL	MA+32	17	\$117,608	\$4,740	\$122,348	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Dugan, Laura	HIL	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Dunleavy, Tracey	CES	MA+32	17	\$117,608		\$117,608	1.00
Earle, Matthew	LHS	MA+32	17	\$117,608		\$117,608	1.00
Echevarria, Lauren	LHS	MA+16	11	\$88,825		\$88,825	1.00
Egan, Kelly	HAR	BA+16	8	\$67,801		\$67,801	1.00
Egipciano, Kimberly	HMS	MA+32	17	\$117,608		\$117,608	1.00
Ehudin, Rachel	BES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Ennis, Michael	LHS	BA+32	16	\$100,700		\$100,700	1.00
Espino, Erin	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Faber, Deborah	HAR	BA+32	16	\$100,700	\$3,690	\$104,390	1.00
Falchetta, Celine	HAR	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Fannell, Teresa	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Faro, Erica	CES	MA	16	\$103,700	\$3,690	\$107,390	1.00
Fauerbach, Alison	LHS	MA	16	\$103,700	\$2,540	\$106,240	1.00
Faust, Krista	HMS	BA	16	\$95,700	\$3,690	\$99,390	1.00
Feeney, Kelly	CES	MA+32	14	\$104,200		\$104,200	1.00
Femia, Jacqueline	BES	MA	12	\$88,625		\$88,625	1.00
Fenton, Charissa	LHS	MA	13	\$92,425		\$92,425	1.00
Ferguson, Susie	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Fernandez-Poyatos, Susana	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Fernandez, Nicholas	LHS	MA	16	\$103,700		\$103,700	1.00
Ferraro, Dina	MPM	MA+32	17	\$117,608		\$117,608	1.00
Ferrell, Alicia	CES	MA+16	15	\$103,950		\$103,950	1.00
Field, Erin	LHS	MA+32	17	\$117,608		\$117,608	1.00
Fierro, Kathryn	HMS	MA+16	10	\$85,025		\$85,025	1.00
Fike, Aaron	MPM	MA	16	\$103,700	\$4,740	\$108,440	1.00
Fischer, Amanda	LHS	MA+32	13	\$100,425		\$100,425	1.00
Fischer, Anthony	LHS	MA+32	10	\$89,025		\$89,025	1.00
Fjeldal, Susan	BES	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Flynn, Carla	HIL	PHD/DOCT	17	\$120,718		\$120,718	1.00
Forster, Gerardina	HAR	PHD/DOCT	16	\$115,000		\$115,000	1.00
Fox, Stephanie	MPM	MA+16	13	\$96,425		\$96,425	1.00
Fredericks, Jennifer	HMS	BA+16	16	\$97,700		\$97,700	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Friedman, Ellen	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Frohman, Judith	RHE	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Frohnappel, Jodi	HAR	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Frye, Johanna	LHS	MA+32	11	\$92,825		\$92,825	1.00
Gallo, Lenore	HMS	MA+32	14	\$104,200		\$104,200	1.00
Garamella, Lisa	HIL	BA+32	15	\$96,950		\$96,950	1.00
Garzon, Thomas	LHS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Gee, Jennifer	LHS	BA+32	6	\$68,401		\$68,401	1.00
Gengaro, Marisa	HIL	MA	16	\$103,700	\$4,740	\$108,440	1.00
George, Nicole	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Gerst, Michael	HMS	MA	8	\$73,801		\$73,801	1.00
Giacobbe, Christie	LHS	MA+16	16	\$107,700		\$107,700	1.00
Giannopoulos, Melissa	HAR	MA	16	\$103,700		\$103,700	1.00
Giannotto, Pamela	HMS	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Gilgorri, Alexandra	HMS	MA+16	7	\$75,401		\$75,401	1.00
Gillman, Yooree	LHS	MA	10	\$81,025		\$81,025	1.00
Gillo, Robert	LHS	MA	6	\$71,401		\$71,401	1.00
Gioioso, Victoria	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Giordano, Audrey	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Giordano, Kathleen	RHE	BA+16	16	\$97,700		\$97,700	1.00
Giordano, Melissa	HMS	MA	15	\$99,950		\$99,950	1.00
Giuliani, James	CES	MA	16	\$103,700	\$4,740	\$108,440	1.00
Goeller, Gianna	MPE	MA+16	16	\$107,700		\$107,700	1.00
Goldberg, Dena	HAR	BA+16	16	\$97,700		\$97,700	1.00
Gonnella-Conroy, Maria	MPE	MA	16	\$82,960	\$3,690	\$86,650	0.80
Gordon, Laura	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Graub, Jenna	LHS	MA+32	14	\$104,200	\$2,540	\$106,740	1.00
Grecco, Nicole	RHE	MA+32	9	\$85,225		\$85,225	1.00
Green, Michele	HAR	BA+16	14	\$90,200	\$2,540	\$92,740	1.00
Greenberg, Andrew	LHS	MA+32	13	\$100,425		\$100,425	1.00
Gromek, Melissa	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Guardabasco, Nicholas	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Gugger, Doreen	MPE	MA+16	14	\$100,200		\$100,200	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Gullo, Lorraine	HAR	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Gursky, Lindsey	HIL	MA+32	15	\$107,950	\$2,540	\$110,490	1.00
Guzman, Nicole	HMS	MA+16	7	\$75,401		\$75,401	1.00
Haggerty, Carly	MPE	MA	13	\$92,425		\$92,425	1.00
Hajjar, Michelle	LHS	MA+16	13	\$96,425		\$96,425	1.00
Hanna, Nicole	HIL	MA	12	\$88,625		\$88,625	1.00
Haskell, Sofia	BES	MA	12	\$88,625		\$88,625	1.00
Hazelcorn, Eric	HIL	MA	8	\$73,801		\$73,801	1.00
Healey, Shannon	HMS	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Hegedus, James	HIL	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Henry, Rachel	LHS	MA+32	9	\$85,225		\$85,225	1.00
Herrera, Lauren	HAR	BA	14	\$88,200		\$88,200	1.00
Hinds, Amy	HIL	MA+32	11	\$92,825		\$92,825	1.00
Holtzman, Deborah	LHS	MA+32	17	\$117,608		\$117,608	1.00
Horwitz, Joanna	HAR	MA	12	\$88,625		\$88,625	1.00
Hoyle, Jason	LHS	MA	16	\$103,700		\$103,700	1.00
Hreha, Kathryn	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Hughes, Brendan	HMS	MA+32	17	\$117,608		\$117,608	1.00
Iacullo, Deanna	HMS	MA+16	16	\$107,700		\$107,700	1.00
Iannuzzi Curcio, Danielle	MPMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Iannuzzi, Christopher	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Incognito, Anna	MPM	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Ippolito, Daniel	LHS	PHD/DOCT	17	\$120,718	\$4,740	\$125,458	1.00
Isakower, Rhonda	CES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Jay, Douglas	LHS	MA	16	\$103,700	\$2,540	\$106,240	1.00
Jenkins-Kayzerman, Megan	BES	BA	7	\$63,401		\$63,401	1.00
Joseph, Sarah	LHS	MA+16	16	\$107,700		\$107,700	1.00
Kaes, Patricia	MPM	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Kandel, Dina	HMS	MA	16	\$103,700		\$103,700	1.00
Kang, Michelle	HAR	MA+16	14	\$100,200		\$100,200	1.00
Karpack, Ryan	LHS	MA	6	\$71,401		\$71,401	1.00
Kaspriskie, Mary	LHS	MA	14	\$96,200	\$2,540	\$98,740	1.00
Kelner, Jennifer	MPE	MA+16	14	\$100,200		\$100,200	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Kestler, Jacqueline	HIL	MA	13	\$92,425		\$92,425	1.00
King, Amanda	HIL	MA	14	\$96,200		\$96,200	1.00
Klemens, Lisa	MPM	MA+32	15	\$107,950		\$107,950	1.00
Kott, Karin	HMS	BA+32	16	\$100,700	\$4,740	\$105,440	1.00
Krumholz, Drew	LHS	BA+16	16	\$97,700		\$97,700	1.00
Kruse, Jamie	LHS	MA	7	\$71,401		\$71,401	1.00
Ladolcetta, Michael	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Lafferty, Margaret	LHS	MA+32	8	\$81,801		\$81,801	1.00
Lalli, Pamela	HIL	BA	16	\$95,700	\$2,540	\$98,240	1.00
Lamedica, Alyssa	LHS	MA	8	\$73,801		\$73,801	1.00
Lamon, Alex	LHS	MA+32	13	\$100,425		\$100,425	1.00
Lang, Dakashna	HMS	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Lapinson, Greer	BES	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
LeBlanc, Lisa	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Lernihan, Jennifer	RHE	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Levy, Barbara	HMS	BA+16	16	\$97,700	\$4,740	\$102,440	1.00
Lombardi, Daniel	LHS	PHD/DOCT	17	\$120,718		\$120,718	1.00
Lopez, Charlie	HMS	MA+16	6	\$75,401		\$75,401	1.00
Lowenthal, Melissa	BES	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Lynn, Nicole	MPE	MA+16	16	\$107,700	\$4,740	\$112,440	1.00
Lyons, Ashley	MPM	MA+16	13	\$96,425		\$96,425	1.00
Lytte, Dana	LHS	MA	7	\$71,401		\$71,401	1.00
Magalhaes, Erin	HMS	MA+32	15	\$107,950		\$107,950	1.00
Mann, Emily	LHS	MA+32	16	\$111,700		\$111,700	1.00
Mannes, Breanne	HMS	MA+32	12	\$96,625		\$96,625	1.00
Marshall, Bridget	HIL	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Martes, Linet	RHE	MA+16	12	\$92,625		\$92,625	1.00
Martin, Daria	LHS	MA	7	\$71,401		\$71,401	1.00
Matienzo, Anne	HAR	MA+16	16	\$107,700	\$4,740	\$112,440	1.00
Mayk, Shyella	HMS	MA+32	16	\$111,700	\$2,540	\$114,240	1.00
McCarthy, Jenna	LHS	MA+32	17	\$117,608		\$117,608	1.00
McCorkell, Giovanna	LHS	MA+16	13	\$96,425		\$96,425	1.00
Mead, David	LHS	MA+32	17	\$117,608	\$4,740	\$122,348	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Megaro, Brian	LHS	BA	16	\$95,700	\$3,690	\$99,390	1.00
Meineke, Noah	LHS	BA+32	16	\$100,700		\$100,700	1.00
Melucci, Giulia	RHE	MA	14	\$96,200		\$96,200	1.00
Memory, James	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Merlo-Chiaramonte, Jayne	HMS	MA+32	16	\$111,700	\$2,540	\$114,240	1.00
Merlo, James	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Merlo, Jennifer	RHE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Messer, Ashley	CES	MA+16	15	\$103,950		\$103,950	1.00
Meyer, Amy	LHS	MA+32	14	\$104,200		\$104,200	1.00
Michael, Carmen	LHS	MA+32	17	\$94,086	\$3,690	\$97,776	0.80
Michinard, Tracey	RHE	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Miller, Katherine	CES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Minniti, Samantha	CES	MA	11	\$84,825		\$84,825	1.00
Mirsky, Joanna	HMS	MA+32	13	\$100,425		\$100,425	1.00
Monaco, Nicole	MPE	MA+32	13	\$100,425		\$100,425	1.00
Mondanaro, Melissa	HIL	BA	9	\$69,225		\$69,225	1.00
Montalto, Karen	RHE	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Morales, Danielle	HMS	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Morano, Ivette	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Mordkoff, Hal	LHS	MA+32	14	\$104,200		\$104,200	1.00
Morrison, Ruth	HMS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Moskowitz, Lara	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Mount, Nicole	MPE	MA+32	13	\$100,425	\$2,540	\$102,965	1.00
Munley, Michael	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Murray-Connell, Jean	HAR	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Murray, Kristen	HAR	MA+32	16	\$111,700		\$111,700	1.00
Nann, Kelly	LHS	MA+32	9	\$85,225		\$85,225	1.00
Nann, Patrick	HMS	MA+32	13	\$100,425		\$100,425	1.00
Nelson, Timothy	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Ness, Christina Marie	MPM	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Netti, Claudia	HMS	MA+32	16	\$111,700		\$111,700	1.00
Newman, Brooke	HMS	BA+16	16	\$97,700		\$97,700	1.00
Nicolette, Kimberly	MPM	MA+32	16	\$111,700		\$111,700	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Nigro, Stacy	HAR	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Nikirk, Lauren	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
O'Brien, Sarah	BES	MA+32	13	\$100,425		\$100,425	1.00
O'Neill, Emily	RHE	MA+32	17	\$117,608		\$117,608	1.00
Otterbein, Kathryn	LHS	MA+32	14	\$104,200		\$104,200	1.00
Pacholec, Natalie	LHS	BA+32	12	\$85,625		\$85,625	1.00
Pahas, Christalla	HMS	BA	16	\$95,700		\$95,700	1.00
Palazzo, Lori	BES	MA+32	17	\$117,608		\$117,608	1.00
Pannia, Meredith	HAR	MA	16	\$103,700		\$103,700	1.00
Pannorfi, Kristin	LHS	PHD/DOCT	16	\$115,000		\$115,000	1.00
Patteson, Scott	LHS	MA+16	11	\$88,825		\$88,825	1.00
Pefanis, Alexandra	MPM	MA+32	13	\$100,425		\$100,425	1.00
Peklo, Priti	LHS	MA	15	\$99,950		\$99,950	1.00
Peklo, William	LHS	MA+32	17	\$117,608		\$117,608	1.00
Pelletier, Kristin	HMS	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Perez, Caryn	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Perrine, Emily	LHS	MA	12	\$88,625		\$88,625	1.00
Perry, Brenda	MPE	BA+32	11	\$81,825		\$81,825	1.00
Petryna, Nancy	HMS	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Pezzulo, Kathryn	HIL	MA	9	\$77,225		\$77,225	1.00
Phillip, Karissa	CES	MA	13	\$92,425		\$92,425	1.00
Picardo, Kathryn	LHS	MA+16	11	\$88,825		\$88,825	1.00
Piccirillo, Christina	LHS	PHD/DOCT	11	\$94,875		\$94,875	1.00
Pinto, Karin	RHE	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Pizzone, Michael	LHS	MA+32	17	\$117,608		\$117,608	1.00
Pollard, Sydney	MPM	MA+16	11	\$88,825		\$88,825	1.00
Poposki, Nikola	LHS	MA	14	\$96,200		\$96,200	1.00
Poyner, Dorte	LHS	MA	16	\$103,700	\$4,740	\$108,440	1.00
Price, Patricia	HIL	MA	16	\$103,700		\$103,700	1.00
Purdue, Christopher	CES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Quackenbush, Daniel	LHS	MA+32	17	\$117,608		\$117,608	1.00
Quillen, Katy	MPM	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Raiola, Angela	HAR	MA+32	17	\$117,608	\$2,540	\$120,148	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Raiz, Paul	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Raje, Revati	MPE	MA	16	\$103,700	\$2,540	\$106,240	1.00
Rappa, Anthony	HMS	MA	11	\$84,825		\$84,825	1.00
Reid, Jessica	HIL	BA+16	8	\$67,801		\$67,801	1.00
Reid, Meghan	HMS	MA	16	\$103,700		\$103,700	1.00
Renga, Tina	LHS	MA	16	\$103,700	\$2,540	\$106,240	1.00
Rettagliata, Jessica	LHS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Richards, David	LHS	BA+16	16	\$97,700	\$2,540	\$100,240	1.00
Ricot, Nathalie	HMS	MA+32	17	\$117,608		\$117,608	1.00
Riggs, Krystina	BES	MA+32	9	\$85,225		\$85,225	1.00
Ringwood, Lori	BES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Risoldi, Fu-Lin	HMS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Robol, Melissa	MPM	MA+16	10	\$85,025		\$85,025	1.00
Rocco, Kelly	LHS	MA+32	14	\$104,200		\$104,200	1.00
Rosario, Melissa	RHE	MA	14	\$96,200	\$2,540	\$98,740	1.00
Rosenberg, Sarah	LHS	MA	15	\$99,950		\$99,950	1.00
Ross, Carolyn	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Rossi, Victoria	LHS	MA+32	8	\$81,801		\$81,801	1.00
Roth, Shira	MPE	MA+32	14	\$104,200		\$104,200	1.00
Rothman, Nicole	LHS	MA+32	10	\$89,025		\$89,025	1.00
Rubinetti, Roger	HMS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Rutzler, Laura	CES	MA+16	16	\$107,700	\$2,540	\$110,240	1.00
Rynone, Robert	HMS	MA	16	\$103,700	\$3,690	\$107,390	1.00
Sadiwnyk, Aleksandr	MPM	MA	14	\$96,200	\$2,540	\$98,740	1.00
Sajeki, Nicole	HAR	MA	16	\$103,700	\$2,540	\$106,240	1.00
Salzman, Joshua	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Sammarco, Sheryl	HAR	MA	14	\$96,200		\$96,200	1.00
Santarella, Lucia	RHE	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Santos, Grisel	LHS	MA+32	13	\$100,425		\$100,425	1.00
Santos, Kristin	BES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Sapolnick, Michelle	HMS	MA	7	\$71,401		\$71,401	1.00
Sass, Mary	HMS	MA+16	14	\$100,200		\$100,200	1.00
Satin, Barrie	BES	MA	16	\$103,700	\$3,690	\$107,390	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Schaible, Stephen	LHS	MA	14	\$96,200		\$96,200	1.00
Schipior, Lara	HMS	MA	16	\$103,700		\$103,700	1.00
Schroeder, Scott	LHS	MA+16	16	\$107,700	\$4,740	\$112,440	1.00
Schulke, Emily	HAR	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Seidman, Mallory	HMS	PHD/DOCT	14	\$107,500		\$107,500	1.00
Selnick, Angela	CES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Seltzer, Brian	BES	BA	8	\$65,801		\$65,801	1.00
Sental, Jessica	MPM	MA+32	16	\$111,700		\$111,700	1.00
Serrani, Melissa	MPM	MA+16	12	\$92,625		\$92,625	1.00
Shaffer, Anne	LHS	BA+16	7	\$65,401		\$65,401	1.00
Shah, Smruti	HMS	MA+32	14	\$104,200		\$104,200	1.00
Sharkey, Meghan	BES	MA	10	\$81,025		\$81,025	1.00
Sigalas, Diane	LHS	MA+32	17	\$117,608		\$117,608	1.00
Silva, Pearl	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Sinsimer, Kevin	HIL	BA	10	\$73,025		\$73,025	1.00
Sipe, Michelle	LHS	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Siti, Christine	HAR	MA+32	16	\$111,700	\$2,540	\$114,240	1.00
Skerker, Rachel	LHS	MA	8	\$73,801		\$73,801	1.00
Slater, Elsa	CES	BA+16	16	\$97,700		\$97,700	1.00
Smith, Mary	LHS	MA+32	15	\$107,950		\$107,950	1.00
Sonshine, Julie	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Starace, Dorine	LHS	PHD/DOCT	17	\$120,718		\$120,718	1.00
Stevenson, Susan	HMS	BA+16	8	\$67,801		\$67,801	1.00
Stock, Vanessa	LHS	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Stranix, Nicole	CES	MA	16	\$103,700	\$2,540	\$106,240	1.00
Sunga, Michael	LHS	PHD/DOCT	17	\$120,718	\$3,690	\$124,408	1.00
Svetvilas, Loren	CES	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Szaro, Lauren	HIL	MA	12	\$88,625		\$88,625	1.00
Szelingowski, Kristin	HIL	MA	16	\$103,700	\$2,540	\$106,240	1.00
Szostak, Jennifer	MPE	MA+32	13	\$100,425		\$100,425	1.00
Tahan, Jason	RHE	MA+16	16	\$107,700	\$3,690	\$111,390	1.00
Tannler, Susan	HMS	MA+32	17	\$117,608	\$5,490	\$123,098	1.00
Tejeda, Jill	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Tomasello, Amanda	BES	BA+32	7	\$68,401		\$68,401	1.00
Torre, Taylor	LHS	MA	8	\$73,801		\$73,801	1.00
Torres, Jennifer	LHS	MA+16	16	\$107,700	\$2,540	\$110,240	1.00
Torres, Niobel	LHS	MA	13	\$92,425		\$92,425	1.00
Torrisi, Brianna	CES	MA	6	\$71,401		\$71,401	1.00
Trebbe, Kristen	HIL	MA+32	14	\$104,200		\$104,200	1.00
Triana, Dana	CES	MA	16	\$103,700		\$103,700	1.00
Truscello, Thomas	HMS	BA+16	14	\$90,200		\$90,200	1.00
Tuvey, Kathryn	HMS	BA+16	16	\$97,700	\$4,740	\$102,440	1.00
Ulysse, Gadi	HIL	MA+32	13	\$100,425		\$100,425	1.00
Urbanski, Denise	MPM	BA+32	16	\$100,700	\$2,540	\$103,240	1.00
Vallely, Kerri	LHS	MA+32	14	\$104,200		\$104,200	1.00
Van Dusen, Deborah	BES	MA+32	17	\$117,608	\$2,540	\$120,148	1.00
Van Laar, Lauren	CES	MA	16	\$103,700	\$2,540	\$106,240	1.00
Vatoci, Etleva	MPM	MA	15	\$99,950	\$2,540	\$102,490	1.00
Velardi, Joseph	HMS	MA+32	13	\$100,425		\$100,425	1.00
Velardi, Stefanie	HAR	MA+16	13	\$96,425		\$96,425	1.00
Veneroso, Amanda	HIL	MA+32	16	\$111,700		\$111,700	1.00
Vernotica, Jennifer	CES	MA+32	12	\$96,625		\$96,625	1.00
Vieira, Eliza	LHS	MA	15	\$99,950		\$99,950	1.00
Vila, Isabel	LHS	MA+32	15	\$107,950		\$107,950	1.00
Viverito, Katelyn	CES	MA+32	13	\$100,425		\$100,425	1.00
Vorobiev, Ekaterina	HMS	MA+32	17	\$117,608		\$117,608	1.00
Vosa, Marisa	LHS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Wallock, Dana	MPE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Warden, Ashley	BES	MA	6	\$71,401		\$71,401	1.00
Wasser, Amy	LHS	MA+32	17	\$117,608		\$117,608	1.00
Weiner, Wendy	BES	MA+32	17	\$117,608	\$4,740	\$122,348	1.00
Weissman, Alisa	HAR	MA	16	\$103,700		\$103,700	1.00
Weissman, Bethany	CES	MA	16	\$103,700		\$103,700	1.00
Wells, Lauren	LHS	MA+32	15	\$107,950		\$107,950	1.00
Whipple, Christina	MPE	BA+32	16	\$100,700	\$2,540	\$103,240	1.00
Willard, Breanna	HMS	MA+16	11	\$88,825		\$88,825	1.00

Name	Location	Guide	Step	Base Salary	Longevity	Total Salary	FTE
Winka, Allison	RHE	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Wise, Jennifer	HAR	MA	16	\$103,700		\$103,700	1.00
Wojdyga, Danielle	LHS	MA+32	14	\$104,200		\$104,200	1.00
Wolek, Jamie	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00
Yersak, Corey	LHS	BA	14	\$88,200	\$2,540	\$90,740	1.00
Young, Brenda	LHS	MA	16	\$103,700	\$2,540	\$106,240	1.00
Zushma, Kenneth	HMS	MA+32	17	\$117,608	\$3,690	\$121,298	1.00

Name	Location	Job Title	Step	Base Salary	ACE	Total Salary	FTE
Ambio, Lester	LHS	Security Liaison	11	\$67,818	\$1,200	\$69,018	1.00
Clark, Joseph	LHS	Security Liaison	11	\$67,818		\$67,818	1.00
Kulik, Vincent	LHS	Security Liaison	11	\$42,386	\$1,200	\$43,586	0.625
Lukowiak, Stuart	LHS	Security Liaison	11	\$67,818		\$67,818	1.00
Murphy, Michael	HMS	Security Liaison	7	\$31,197	\$1,200	\$32,397	0.50
Rothrock, Geoffrey	HMS	Security Liaison	7	\$31,197	\$1,200	\$32,397	0.50

Third Year Tenure Track

Name	Location	Guide	Column	Step	Base Salary	Next Year Longevity	ACE	Total Salary
Tone, Angela	LHS	10 Month Support Staff	Admin Secretary	7	\$54,477		\$1,200 \$250	\$55,927

Tenured

Name	Location	Guide	Column	Step	Base Salary	Next Year Longevity	ACE	Total Salary
Ackermann, Martha	RHE	12 Month Support Staff	Admin Secretary	OG	\$85,048	\$4,740	\$1,700 \$800 \$250 \$250 \$250	\$93,038
Alessio, Karen	LHS	12 Month Support Staff	Admin Secretary	10	\$70,768		\$800 \$250 \$250	\$72,068
Anderson, Caterina	LHS	10 Month Support Staff	Admin Secretary	OG	\$70,870	\$2,540	\$250 \$250	\$73,910
Appello, Lisa	HMS	10 Month Support Staff	Admin Secretary	11	\$59,858		\$1,200 \$250 \$250	\$61,558
Byrne, Jessica	BES	12 Month Support Staff	First Secretary	11	\$74,126	\$2,540	\$1,200 \$250 \$250	\$78,366
Caldera, Tracy	MPM	12 Month Support Staff	Admin Secretary	10	\$70,768		\$1,200 \$250 \$250	\$72,468
Casale, Kimberly	LHS	12 Month Support Staff	Admin Secretary	11	\$71,833		\$250 \$250	\$72,333
Connolly, Katherine	MPE	10 Month Support Staff	First Secretary	OG	\$72,720	\$3,690	\$1,200 \$250 \$250	\$78,110
Distasio, Michelle	RHE	10 Month Support Staff	First Secretary	9	\$59,405		\$1,200 \$250 \$250	\$61,105
Do, Sinead	LHS	12 Month Support Staff	First Secretary	11	\$74,126		\$1,200 \$250 \$250	\$75,826
Fernandez, Patricia	HAR	10 Month Support Staff	First Secretary	11	\$61,769	\$2,540	\$250 \$250	\$64,809
Haenggi, Lorraine	LHS	12 Month Support Staff	Admin Secretary	11	\$71,833		\$250 \$250	\$72,333
Ioviero, Gina	HIL	10 Month Support Staff	First Secretary	OG	\$72,720	\$2,540		\$75,260
Leechow, Filona	BES	10 Month Support Staff	Admin Secretary	7	\$54,477		\$800 \$250	\$55,527

Lichtstein, Stefanie	CES	12 Month Support Staff	First Secretary	11	\$74,126		\$1,200 \$250 \$250	\$75,826
Lieberman, Theresa	LHS	12 Month Support Staff	Admin Secretary	OG	\$85,048	\$5,490	\$850 \$250 \$250 \$250	\$92,138
Meehan, Nancy	CES	10 Month Support Staff	Admin Secretary	OG	\$70,870	\$2,540	\$250 \$250	\$73,910
Mercer, Lauren	LHS	12 Month Support Staff	Admin Secretary	7	\$65,375		\$1,200 \$250 \$250	\$67,075
Mullin, Nancy	HMS	10 Month Support Staff (Part-Time)	Office Support (PT)	11	\$35,239		\$250 \$250	\$35,739
Nedza, Stacy	LHS	12 Month Support Staff	Admin Secretary	11	\$71,833		\$1,200 \$250 \$250	\$73,533
Peters, Michelle	HAR	10 Month Support Staff	Admin Secretary	11	\$59,858		\$1,200 \$250 \$250	\$61,558
Salerno, Jenna	LHS	12 Month Support Staff	Admin Secretary	10	\$70,768		\$1,200 \$250 \$250	\$72,468
Schroeder, Jennifer	HIL	10 Month Support Staff	Admin Secretary	7	\$54,477	\$2,540	\$1,200 \$250 \$250	\$58,717
Soutar, Nicole	MPE	10 Month Support Staff	Admin Secretary	9	\$57,472		\$1,200 \$250	\$58,922
Sullivan, Margaret	MPM	12 Month Support Staff	First Secretary	OG	\$87,268	\$3,690	\$425 \$250	\$91,633
Tamboia, Adrienne	LHS	10 Month Support Staff	Admin Secretary	11	\$59,858		\$1,200 \$250 \$250	\$61,558
Tauro, Rosaria	HMS	10 Month Support Staff	Admin Secretary	11	\$59,858		\$1,200 \$250 \$250	\$61,558
Woytas, Christina	HMS	12 Month Support Staff	First Secretary	11	\$74,126		\$250 \$250	\$74,626

LAA**Second Year Tenure****Track**

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Ferraro, Courtney	MPM	Assistant Principal	ELEM-ASST	6	\$125,314	\$3,990	\$1,500	\$ 130,804.00	1.00

Eligible for Tenure

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Gajewski, Brittany	LHS	Assistant Principal	LHS-ASST	3	\$132,966	\$1,000	\$1,500	\$135,466	1.00
Mohammed, Amro	LHS	Principal	LHS	11	\$189,453	\$1,000	\$1,500	\$191,953	1.00
Raphael, Charles	HMS	Assistant Principal	HMS-ASST	13	\$146,089	\$2,840		\$148,929	1.00

Tenured

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Battist-Rock, Marie	LHS	Assistant Principal	LHS-ASST	6	\$138,278	\$1,000	\$1,000	\$140,278	1.00
Cebula, Michelle	CES	Principal	MPM-ELEM	12	\$167,712	\$1,000	\$ -	\$168,712	1.00
Cohen, David	LHS	Assistant Principal	LHS-ASST	15	\$162,188	\$5,040	\$ -	\$167,228	1.00
Dolan, Lorena	MPE	Principal	MPM-ELEM	11	\$164,824	\$1,000	\$3,000	\$168,824	1.00
Espinoza, Andrew	HMS	Assistant Principal	HMS-ASST	15	\$151,038	\$3,990	\$1,500	\$156,528	1.00
Garcia, Daniel	HAR	Principal	MPM-ELEM	10	\$161,935	\$ -	\$ -	\$161,935	1.00
Kelly, Shawn	HMS	Principal	HMS	13	\$180,406	\$2,100	\$1,000	\$183,506	1.00
O'Leary, Bronawyn	MPM	Principal	MPM-ELEM	15	\$176,379	\$2,840	\$1,000	\$180,219	1.00
Pretto, Mary	LHS	Assistant Principal	LHS-ASST	8	\$143,593	\$1,000	\$3,000	\$147,593	1.00

LSA**Second Year Tenure****Track**

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Montesion, Thomas	MPM	Supervisor	12 month	2	\$131,036	\$ -	\$1,500	\$132,536	1.00
Levitan, Paul	MPE	Supervisor	12 month	2	\$131,036	\$ -	\$1,500	\$132,536	1.00
Rieth, Amelia	RHE	Supervisor	12 month	2	\$131,036	\$2,100	\$ -	\$133,136	1.00

Eligible for Tenure

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Feeley, Dawn	LHS	Supervisor	12 month	5	\$136,197	\$5,040	\$ -	\$ 141,237	1.00

Tenured

Name	Location	Job Title	Guide	Step	Base Salary	Longevity	ACE	Total Salary	FTE
Carey, Brian	LHS	Supervisor	12 month	15	\$165,479	\$3,990	\$1,500	\$170,969	1.00
Gemellaro, Dorian	CES	Supervisor	12 month	15	\$165,479	\$5,040	\$3,000	\$173,519	1.00
Loeuis, Krystie	LHS	Supervisor	12 month	11	\$152,235	\$2,840	\$ -	\$155,075	1.00
Matheus, Antonio	LHS	Supervisor	12 month	15	\$165,479	\$2,840	\$ -	\$168,319	1.00
Rolling, Robert	LHS	Supervisor	12 month	10	\$149,636	\$1,000	\$ -	\$ 150,636	1.00
Rubin, Mara	LHS	Supervisor	12 month	14	\$159,671	\$2,100	\$ -	\$ 161,771	1.00
Wittmaack, Kevin	LHS	Supervisor	12 month	15	\$165,479	\$5,040	\$1,500	\$172,019	1.00

Name	Title	2026-2027 salary	2026-2027 longevity	Other	2026-2027 total salary
Ajeti, Orhan	Campus Facility Supervisor	\$ 92,925	\$ 2,100	\$ -	\$ 95,025
Allard, Jesse	Systems Administrator	\$ 82,473	\$ -	\$ -	\$ 82,473
Barboza, Vanessa	Administrative Assistant	\$ 80,652	\$ 1,000	\$ -	\$ 81,652
Bell Myers, Chrylyn	Administrative Assistant	\$ 85,019	\$ 3,990	\$ -	\$ 89,009
Bent, Michelle	Manager of Communications	\$ 97,006	\$ 1,000	\$ -	\$ 98,006
Bermudez, Bertha	Manager of Transportation	\$ 98,562	\$ 1,000	\$ 5,000	\$ 104,562
Burman, Susan	Director of HR	\$ 185,677	\$4,500	\$ -	\$ 190,177
Burrows, Anthony	Assistant Manager, B&G	\$ 115,462	\$ -	\$ -	\$ 115,462
Caffrey, Kelly	Accounts Payable Coordinator	\$ 74,495	\$ -	\$ -	\$ 74,495
Cardo, Kylie	Assistant Business Administrator	\$ 135,000	\$ -	\$ -	\$ 135,000
Crews, Sinead	Director of School Counseling	\$ 165,200	\$2,100	\$ -	\$ 167,300
DeMiceli, Erin	Administrative Assistant	\$ 87,219	\$2,840	\$ -	\$ 90,059
Djurin, Christopher	IT Support Specialist & Help Desk Manager	\$ 75,000	\$ -	\$ -	\$ 75,000
Ennis, Amy	Registrar	\$ 95,381	\$2,840	\$ -	\$ 98,221
Faber, Dr. Mark	Consulting Psychiatrist	\$ 36,000	\$ -	\$ -	\$ 36,000
Goldberg, Joann	Administrative Assistant	\$ 109,399	\$ 5,040	\$ -	\$ 114,439
Halloran, Samantha	Supervisor of Special Ed	\$ 155,000	\$ -	\$ -	\$ 155,000
Held, Nancy	Accounts Payable Coordinator	\$ 84,487	\$3,990	\$ -	\$ 88,477
Homberg, Catherine	Administrative Assistant	\$ 97,433	\$2,840	\$ -	\$ 100,273
Jordan, Lance	Manager of Technology	\$ 142,953	\$ -	\$ -	\$ 142,953
Kang, Eryha J	Applications Architect	\$ 87,763	\$1,000	\$ -	\$ 88,763
Lara, Eduardo	Network Administrator	\$ 120,960	\$ -	\$ -	\$ 120,960
Martinez, Tana	Administrative Assistant	\$ 76,719	\$ -	\$ -	\$ 76,719
McLaughlin, Toni	Executive Assistant	\$ 121,466	\$ 3,990	\$ -	\$ 125,456
Metzgar, Rene	Treasurer of School Monies	\$ 5,500	\$ -	\$ -	\$ 5,500
Orejarena, Sandra	Assistant Manager, Transportation	\$ 78,850	\$ -	\$ 5,000	\$ 83,850
Pagan, Amy	Benefits Coordinator/Payroll Assistant	\$ 67,113	\$ -	\$ -	\$ 67,113
Pellegrino, Joseph	Data Base Administrator	\$ 138,185	\$ -	\$ -	\$ 138,185
Perrette, James	Manager of B&G	\$ 165,619	\$2,100	\$ -	\$ 167,719
Rapp, Jessica	Business Administrator	\$ 191,797	\$ -	\$ -	\$ 191,797
Rehman, Teresa	Director of Technology	\$ 180,240	\$ -	\$ -	\$ 180,240
Rodriguez, Angelina	Director of Elementary Education	\$ 165,200	\$ 1,000	\$ -	\$ 166,200
Rosenzweig, Danielle	Director of Elementary Special Education	\$ 193,507	\$ 2,840	\$ -	\$ 196,347
Rulka, Mary	Human Resources Coordinator	\$ 93,847	\$ 2,840	\$ -	\$ 96,687

Name	Title	2026-2027 salary	2026-2027 longevity	Other	2026-2027 total salary
Smith, Sean	Payroll Manager	\$ 87,763	\$ -	\$ -	\$ 87,763
Topylko, Natalie	Director of Secondary Education	\$ 194,039	\$ 2,840	\$ -	\$ 196,879
Tuite, Maura	Executive Director	\$ 216,720	\$ -	\$ -	\$ 216,720

Name	Title	2026-2027 salary	ACE	2026-2027 total salary
Bahneman, Lawrence	IT Support Specialist	\$ 62,415	\$ 800	\$ 63,215
Furbeck, Jake	IT Support Specialist	\$ 56,788		\$ 56,788
Kapuscinski, Daniel	IT Support Specialist	\$ 62,679	\$500 \$1,200	\$ 64,379
McConnon, Robert	IT Support Specialist	\$ 79,438	\$ 1,200	\$ 80,638
Mongioj, Michael	IT Support Specialist	\$ 65,253	\$ 1,200	\$ 66,453

Last Name	First Name	Position	School	2025-2026						2026-2027						Effective Date
				Scale	Step	Base Salary	Longevity	Other	Total Salary	Scale	Step	Base Salary	Longevity	Other	Total Salary	
Benjamin	Nidhi	Teacher of Art	RHE	MA	9	\$75,568	\$0	\$0	\$75,568	MA+16	10	\$85,025	\$0	\$0	\$85,025	9/1/26
Calzone	Dana	Teacher of English	HMS	BA+32	5	\$65,568	\$0	\$0	\$65,568	MA	6	\$71,401	\$0	\$0	\$71,401	9/1/26
Cross	Matthew	Teacher of Business Ed	LHS	MA	7	\$69,568	\$0	\$0	\$69,568	2MA	8	\$81,801	\$0	\$0	\$81,801	9/1/26
Frieman	Rachel	Elementary School Teacher	HAR	MA+16	5	\$72,568	\$0	\$0	\$72,568	MA+32	6	\$79,401	\$0	\$0	\$79,401	9/1/26
Gibbs	Jaime	Kindergarten Teacher	BHE	MA	8	\$72,068	\$0	\$0	\$72,068	2MA	9	\$85,225	\$0	\$0	\$85,225	9/1/26
Gilgomi	Alexandra	Teacher of Social Studies	HMS	MA	6	\$68,568	\$0	\$0	\$68,568	MA+16	7	\$75,401	\$0	\$0	\$75,401	9/1/26
Grecco	Nicole	Elementary School Teacher	RHE	MA+16	8	\$76,068	\$0	\$0	\$76,068	MA+32	9	\$85,225	\$0	\$0	\$85,225	9/1/26
Joseph	Sarah	School Counselor	LHS	MA	16	\$102,700	\$0	\$0	\$102,700	MA+16	16	\$107,700	\$0	\$0	\$107,700	9/1/26
Kang	Michelle	Teacher of ESL	HAR	BA+16	13	\$85,000	\$0	\$0	\$85,000	MA+16	14	\$100,200	\$0	\$0	\$100,200	9/1/26
Messer	Ashley	School Nurse	COL	MA	14	\$94,900	\$0	\$0	\$94,900	MA+16	15	\$103,950	\$0	\$0	\$103,950	9/1/26
Riggi	Krystina	Kindergarten Teacher	BHE	MA+16	8	\$76,068	\$0	\$0	\$76,068	MA+32	9	\$85,225	\$0	\$0	\$85,225	9/1/26
Roth	Shira	Elementary School Teacher	MPE	MA+16	13	\$95,000	\$0	\$0	\$95,000	MA+32	14	\$104,200	\$0	\$0	\$104,200	9/1/26
Sharkey	Meghan	Elementary School Teacher	BHE	BA+16	9	\$69,568	\$0	\$0	\$69,568	MA	10	\$81,025	\$0	\$0	\$81,025	9/1/26

Longevity
Effective September 1, 2026 for 10-month employees
& July 1, 2026 for 12-month employees

30 Years of Service

Robert Breschard
Heather Cohen
James Diegnan

25 Years of Service

Martha Ackermann
Michael Carlin
Melissa DeAngelus
Kristina Dugan
Aaron Fike
James Hegedus IV
Christopher Iannuzzi
Barbara Levy
Melissa Lowenthal
Tracey Michinard
Karen Montalto
Scott Schroeder

20 Years of Service

Lila Alfaro
Chrylyn Bell Myers
Katherine Connolly
Kathryn D'Anna
Rachel Ebudin
Erica Faro
Krista Faust
Courtney Ferraro
Pamela Giannotto
Toni McLaughlin
Timothy Nelson
Christina Ness
Kristin Santos
Dana Wallock

15 Years

Lori Balasic
Amanda Buyes
Jessica Byrne
Brian Carr
Stephanie Chinni
Samantha Dengel
Colleen Donnelly
Erin Espino
Jenna Graub
Michele Green
Pamela Lalli
Antonio Matheus
Jayne Merlo-Chiaramonte
Nicole Mount
Bronawyn O'Leary
Melissa Rosario
Etleva Vatoci
Corey Yersak

10 Years

Shawn Kelly
Mara Rubin

7 Years

Vanessa Barboza
Michelle Cebula
Dr. Lorena Dolan
Dr. Mary Kate Pretto
Angelina Rodriguez
Robert Rolling

INTERVENTION SUMMER CURRICULUM WRITING

Nicole George (15 hours)

Meredith Pannia (15 hours)

Amanda King (15 hours)

Lauren Nikirk (15 hours)

Angela Selnick (7.5 hours)

Nicole Hanna (7.5 hours)

Lauren Szaro (12 hours)

Allison Winka (12 hours)

Rachel Ehudin (12 hours)

Kim Ambrose (12 hours)

Kelly Feeney (12 hours)

Amanda Veneroso (7.5 hours)

Janice Benacchio (7.5 hours)

**Nurse Hours - Athletic Physicals
June 11 (approximately 3 hours)**

- Katie Baach
- Pietrina Daly
- Lisa Garamella
- Carolyn Ross

2464 GIFTED AND TALENTED STUDENTS (M)

A. Identification and Selection

1. Classroom teachers will be familiar with the criteria for identifying gifted and talented students and will be alert to students who exhibit those criteria. The identification methodology will be developmentally appropriate, non-discriminatory, and aligned with the district's programs and services.
2. The Intervention and Enrichment Specialist will review the cumulative files of all Kindergarten through Grade Twelve students against the criteria for identifying gifted and talented students. The review will include consideration of intelligence ratings, classroom achievements, standardized test results, and teaching staff member observation reports.
3. The Intervention and Enrichment Specialist will confer with past and present teachers of any student identified in the review of files and of any student recommended for screening by a teacher.
4. A committee comprised of the Intervention and Enrichment Specialist, the Supervisor overseeing the Gifted and Talented Curriculum, the Supervisor overseeing the Testing and Data, and the Director of Elementary Education will receive the recommendations of the committee and will select those students who should participate in the program for gifted and talented students.

B. Selection Criteria

Students will be considered for participation in the gifted and talented program when compared to their peers within the district. A student will be considered for participation in the program for gifted and talented students who:

1. Has an SAI at the 95th percentile or the local population.
2. Has standardized test scores in the 95th percentile in English Language Arts or Math.
3. Meets the 95th percentile on multiple measures:
 - a. SAI

- b. District Benchmarks
- c. Achievement Measures

GT Art & Music

The selection process and program delivery for G&T Art and Music students:

1. Students who consistently demonstrate both intellectual and creative abilities.
2. Student who display extraordinary artistic/musical and creative talent with a high degree of self-motivation.
3. Students must complete an application and then sit for the GT Art or GT Music Tests.
4. Students will participate in weekly before school sessions taught by the Gifted and Talented Art and Music Teachers.

C. Program

1. When a student has been identified as gifted or talented, the Intervention and Enrichment Specialist will:
 - a. Confer with the student's parent(s) or legal guardian(s) on the goals of the student's program and secure the parent(s) or legal guardian(s) cooperation and permission for the student's participation in the program;
 - b. Interview each selected student for additional information about the student and for guidance in establishing an enriched educational program for the student;
 - c. Confer with the student's teacher about a proposed educational program for the student.
2. The enrichment needs of gifted and talented students can be met through a wide variety of activities and teaching strategies. Appropriate curricular and instructional modifications will be developed for gifted students and the program will address appropriate content, process, products, and learning environment.
3. Each student's program will seek to involve the student in all subject areas that can provide growth and stimulation in higher cognitive processes such as interpretation, extrapolation, translation, application, analysis, synthesis, and evaluation.

4. No enrichment program will replace the basic instructional program of the student's grade level.
5. The enriched educational program for a gifted and talented student may consist of:
 - a. Additional classroom studies and assignments;
 - b. Special classes in appropriate studies;
 - c. Out-of-class sessions with the Intervention and Enrichment Specialist;
 - d. General information, as well as content-specific information, as provided for in the curriculum frameworks developed by the New Jersey Department of Education.
6. A classroom teacher may provide for the needs of gifted and talented students by:
 - a. Presenting content material that is related to broad-based issues, themes, or problems;
 - b. Integrating multiple disciplines into the study area;
 - c. Allowing for in-depth learning of a topic selected by the student within the study area;
 - d. Developing the student's independent and self-directed study skills;
 - e. Developing research skills and methods;
 - f. Integrating higher-level thinking skills into the curriculum;
 - g. Focusing on open-ended tasks;
 - h. Using new techniques, materials, and forms;
 - i. Encouraging the development of self-understanding; and

REGULATION

- j. Encouraging self-appraisal and evaluation.
- D. Exit Procedures
- 1. Each student identified as gifted and talented will be assessed annually for the continuing appropriateness of his/her enriched program.
 - 2. The student may be withdrawn from the gifted and talented program when:
 - a. The student's academic record indicates a decline in performance,
 - b. The student wishes to withdraw and his/her parent(s) or legal guardian(s) consents to withdrawal, or
 - c. The student's parent(s) or legal guardian(s) request withdrawal.
 - 4. A decision to withdraw a student from the gifted and talented program will be made by the student's classroom teacher, the Intervention and Enrichment Specialist, the Supervisor who oversees the Gifted and Talented Curriculum, the student's parent(s) or legal guardian(s), and, where appropriate, the student.

Adopted: May 26, 2026

5306 Health Services To Non-Public Schools (M)

A. A Board of Education having nonpublic schools within the school district boundaries shall provide nursing services to students enrolled in a nonpublic school pursuant to N.J.S.A. 18A:40-23 et seq. and N.J.A.C. 6A:16-2.5.

1. The school district shall provide services to students who are enrolled full-time;
2. Services shall be made available only to students of a nonpublic school that provided to the Board of Education a report of the type and number of services provided during the previous school year;
3. The provision of nursing services shall include:
 - a. Assistance with medical examinations, including dental screening;
 - b. Screening of hearing;
 - c. Maintenance of student health records and notification of local or county health officials of any student who has not been properly immunized; and
 - d. Scoliosis examinations of students between the ages of ten and eighteen.

B. The Board of Education shall provide for the extension of emergency care provided to public school students and to full-time nonpublic school students who are injured or become ill at school or during participation on a school team or squad pursuant to N.J.A.C. 6A:16-2.1(a)4.

C. The Board of Education may provide additional services to those required under A. above under the following conditions:

1. Additional medical services may be provided only when all basic nursing services required under A. and B. above have been or will be provided.
2. Additional medical services may include the necessary equipment, materials, and services for immunizing students from diseases who are enrolled full-time in the nonpublic school as required by N.J.A.C. 8:57-4.
3. Equipment comparable to that used in the school district may be purchased by the school district to loan without charge to the nonpublic school for the purpose of providing services



under N.J.A.C. 6A:16-2.5. However, such equipment shall remain the property of the district Board of Education; and

4. Costs of supplies comparable to those used in the school district and transportation costs may be charged to the funds allocated for each participating nonpublic school, provided the costs are directly related to the required basic nursing services and the additional medical services permitted.

D. Nursing services shall be provided by a registered nurse licensed in the State of New Jersey who is an employee of the school district, a third-party contractor, or an independent contractor.

E. The nursing services provided to nonpublic school students shall not include instructional services.

F. A nonpublic school may decline nursing services required or permitted under N.J.A.C. 6A:16-2.5 by submitting to the Board of Education notification signed by the Chief School Administrator of the nonpublic school pursuant to N.J.S.A. 18A:40-29.

G. A student who is enrolled in a nonpublic school and whose parent objects to the student receiving any service provided under N.J.A.C. 6A:16-2.5 shall not be compelled to receive the service except for a physical or medical examination to determine whether the student is ill or infected with a communicable disease pursuant to N.J.S.A. 18A:40-30.

H. The Board of Education shall consider the provision of health services based upon the following:

1. The funding for services shall be based upon the nonpublic school enrollment on the last school day prior to October 16 of the preceding school year.

2. The provision of services shall be only to a student of a nonpublic school that provided to the Board of Education a report of the type and number of services provided during the previous school year; and

3. The funds expended by the Board of Education for administrative costs shall be limited to the actual costs or six percent of the funds allocated for each participating nonpublic school, whichever is less.

I. The Superintendent or designee shall confer annually with the administrator of the nonpublic school for the following purposes:



1. To advise the nonpublic school of the amount of funds allocated to it by the Department of Education or otherwise made available by the school district for the provision of health services for full-time students enrolled in the nonpublic school.

2. To agree on the basic health services that shall be provided and the additional medical services that may be provided as set forth in N.J.S.A.18A:40-23 et seq.

3. If the Superintendent or designee and the nonpublic school administrator cannot reach an agreement regarding the health services and additional medical services to be provided, the County Office of Education shall provide assistance.

4. To assure that each nonpublic school that receives nursing services has a copy of N.J.S.A. 18A:40-23 through 31 and N.J.A.C. 6A:16-2; and

5. To ensure that a description of the provision of nursing services is reflected in the school district's Nursing Services Plan.

J. For the purposes of monitoring and recordkeeping, the Board of Education providing health services to nonpublic schools shall submit to the Executive County Superintendent on or before October 1 annually the following information and shall provide a copy to the Chief School Administrator of each nonpublic school within school district boundaries:

1. A written statement verifying that the required conference was held with the nonpublic school;

2. A copy of the contract with another agency to provide services, if applicable, and approved minutes of the Board of Education meeting approving the contract that describes the methods by which the health services will be provided to nonpublic school students for the ensuing year, including a rationale for the distribution of funds; and

3. A description of the type and number of services that were provided during the previous school year on a Commissioner of Education-approved form.

Adopted: May 26, 2026



5338 Diabetes Management (M)

A. Definitions

1. "Individualized emergency health care plan" means a document developed by the school nurse, in consultation with the parent of a student with diabetes and other appropriate medical professionals, which is consistent with the recommendations of the student's health care provider(s) and which outlines a set of procedural guidelines that provide specific directions about what to do in a particular emergency situation and is signed by the parent and the school nurse.

2. "Individualized health care plan" means a document developed by the school nurse, in consultation with the parent of a student with diabetes and other appropriate medical professionals who may be providing diabetes care to the student, which is consistent with the recommendations of the student's health care provider(s) and which sets out the health services needed by the student at school and is signed by the parent and the school nurse.

3. "Parent" means parent or legal guardian.

B. Health Care Plans for Students with Diabetes

1. The parent of a student with diabetes who seeks diabetes care for the student while at school shall inform the school nurse, who shall develop an individualized health care plan and an individualized emergency health care plan for the student.

a. The parent of the student with diabetes shall annually provide to the principal and the school nurse a signed written request and authorization for the provision of diabetes care as may be outlined in the individualized health care plan, which shall include authorization for the emergency administration of glucagons and, if requested by the parent, authorization for the student's self-management and care of his/her diabetes; and

b. If such a request is made by a student's parent, the student's physician or advanced practice nurse must provide a signed written certification to the principal and the school nurse that the student is capable of, and has been instructed in, the management and care of his/her diabetes.

2. The individualized health care plan and individualized emergency health care plan shall be updated by the school nurse prior to the beginning of each school year and as necessary in the event that there is a change in the health status of the student.



3. Each individualized health care plan shall include, and each individualized emergency health care plan may include the following information:

a. The symptoms of hypoglycemia for that particular student and the recommended treatment.

b. The frequency of blood glucose testing.

c. Written orders from the student's physician or advanced practice nurse outlining the dosage and indications for insulin administration and the administration of glucagon, if needed.

d. Times of meals and snacks and indications for additional snacks or exercise.

e. Full participation in exercise and sports, and any contraindications to exercise, or accommodations that must be made for that particular student.

f. Accommodations for school trips, after-school activities, class parties, and other school-related activities.

g. Education of all school personnel who may come in contact with the student about diabetes, how to recognize and treat hypoglycemia, how to recognize hyperglycemia, and when to call for assistance.

h. Medical and treatment issues that may affect the educational process of the student with diabetes; and

i. How to maintain communications with the student, the student's parent, the health care team, the school nurse, and the educational staff.

4. The school nurse assigned to a particular school shall coordinate the provision of diabetes care at that school and ensure that appropriate staff members are trained in the care of students with diabetes, including staff members working with school-sponsored programs outside of the regular school day, as provided in the individualized health care plan and the individualized emergency health care plan.

C. Authorized Employees for Administration of Glucagon

1. The school nurse shall have the primary responsibility for the emergency administration of glucagon to a student with diabetes who is experiencing severe hypoglycemia. The school



nurse shall designate, in consultation with the Superintendent of Schools or designee, additional employees of the school district who volunteer to administer glucagon to a student with diabetes who is experiencing severe hypoglycemia. The designated employees shall be authorized to administer glucagon only after training by the school nurse or another qualified health care professional when a school nurse is not physically present at the scene.

2. In accordance with the provisions of N.J.S.A. 18A:40-12.14, the activities described in C.1. above shall not constitute the practice of nursing and shall be exempted from all applicable statutory or regulatory provisions that restrict the activities that may be delegated to a person who is not a licensed health care professional.

3. In accordance with the provisions of N.J.S.A. 18A:40-12.14, if a licensed athletic trainer volunteers to administer glucagon to a student with diabetes as described in C.1. above, it shall not constitute a violation of the "Athletic Training Licensure Act," P.L.1984, c.203 (C.45:9-37.35 et seq.).

D. Management and Care of Diabetes by a Student

1. Upon the written request and authorization from the parent submitted to the Principal and school nurse and as provided in the student's individualized health care plan, the school district shall allow the student to manage and care for his/her diabetes as needed in the classroom, in any area of the school or school grounds, or at any school-related activity provided the student has been evaluated and determined to be capable of doing so as reflected in the student's individualized health care plan. The student's management and care of his/her diabetes shall include the following:

- a. Performing blood glucose level checks.
- b. Administering insulin through the insulin delivery system the student uses.
- c. Treating hypoglycemia and hyperglycemia.
- d. Possessing on the student's person at any time the supplies or equipment necessary to monitor and care for the student's diabetes.
- e. Compliance with required procedures for medical waste disposal in accordance with district policies and as set forth in the individualized health care plan; and
- f. Otherwise attending to the management and care of the student's diabetes.



E. Release for Sharing of Certain Medical Information

1. The school nurse shall obtain a release from the parent of a diabetic student to authorize the sharing of medical information between the student's physician or advanced practice nurse and other health care providers.
2. The release shall also authorize the school nurse to share medical information with other staff members of the school district as necessary.

F. Immunity from Liability

1. No school employee, including a school nurse, a school bus driver, a school bus aide, or any other officer or agent of the Board of Education shall be held liable for any good faith act or omission consistent with the provisions of N.J.S.A. 18A:40-12.11 through 18A:40-12.21, nor shall an action before the New Jersey State Board of Nursing lie against a school nurse for any such action taken by a person trained in good faith by the school nurse pursuant to this act. Good faith shall not include willful misconduct, gross negligence, or recklessness.

G. Possession of Syringes

1. The possession and use of syringes consistent with the purposes of N.J.S.A. 18A:40-12.11 through 18A:40-12.21 and Policy 5338 shall not be considered a violation of applicable statutory or regulatory provisions that may otherwise restrict or prohibit such possession and use.

Adopted: May 26, 2026



6810 Financial Objectives (M)

The Board of Education recognizes its responsibility to the taxpayers of the district to be sure that public moneys expended by the school district are utilized for the furtherance of student education in a manner that will ensure full value to the taxpayers, and that adequate constraints and records are established to ensure that end.

The Board, by law, holds the authority to fix the budget, approve bids and pass upon each expenditure of the district.

To meet the goals of this policy, the Board requires the School Business Administrator/Board Secretary to:

1. Establish sound accounting procedures.
2. Institute effective business practices through the Standard Operating Procedures of the Business Office.
3. Approve recommendations of suitable office technology and equipment where necessary.
4. Review the financial operations annually and report to the Board on effectiveness and recommended improvements.

Adopted: May 26, 2026



REGULATION

R 8420.3 NATURAL DISASTERS AND MAN-MADE CATASTROPHES (M)

A. Definitions

1. "Natural disasters" include floods, hurricanes, earthquakes, and lightning strikes.
2. "Man-made catastrophes" include explosions, toxic hazards, airplane accidents, nuclear accidents, and attacks.

B. Procedures

1. The principal of each school building is responsible for responding quickly and reasonably to all natural disasters and man-made catastrophes. The principal's primary goal in any emergency is the protection of the students and staff members assigned to his/her building.
2. The principal shall cooperate with local law enforcement officers, civil defense agencies, and other appropriate authorities.
3. All reasonable efforts will be made to predict or anticipate the occurrence of a natural disaster or manmade catastrophe and to take such steps in advance as may be necessary to protect students and staff and, if possible, school property.
4. Any school employee who detects or suspects a natural disaster or man-made catastrophe shall immediately notify the principal, who shall immediately evaluate and/or verify the report. The principal shall report an impending disaster or catastrophe to the Superintendent and the appropriate police or civil authority.
5. If necessary and prudent, the school will be evacuated in accordance with the fire drills procedures set forth in Regulation No. 8420.1.
6. Until their students are sent home or they are otherwise excused from their duties, classroom teachers will attend to the needs of the students assigned to them. Other teaching staff members and support staff members will report to the principal or their immediate supervisor for direction. The



REGULATION

following personnel should be prepared to take the actions indicated at the direction of the principal.

- a. The school nurse will set up a station for the treatment of injuries and caring for injured and shocked persons until transportation to hospital facilities is available.
 - b. The head custodian will survey the damage, if any, done to essential school building services, such as electrical, gas, water, and fuel. He/She will report any such damage to the principal along with any recommendations for repair or substitution..
7. If the school cannot or should not be re-entered, parents will be notified and students will be sent home in accordance with emergency dismissal procedures.
8. Students who cannot be sent home safely shall be sheltered in a safe place in the school or in the place designated for out-of-school shelter in the school evacuation plan. A staff member will be assigned to supervise any such students until they can be transferred to the parent or responsible adult designated by the parent.
9. Parent(s) or legal guardian(s) will be informed of the school's response to the disaster or catastrophe. Reasonable efforts will be made to inform parent(s) or legal guardian(s) promptly of the nature of the emergency and to assure them of their children's safety.
10. The principal, other administrators, and all school staff members will strive to discharge their responsibilities calmly, intelligently, and prudently.



REGULATION

11. The principal will make a written report to the Superintendent on the nature of the emergency, the actions taken in response to the emergency, and the outcome of those actions. The report will detail, as necessary, the actions of specific staff members and make such recommendations for commendation or discipline as may be appropriate.

Adopted: December 7, 2025
Revised: May 26, 2026



REGULATION

8420.07 Lockdown Procedures (M)

In the event it is determined by the Principal or designee a circumstance or situation requires the school building's occupants to remain secure within the school building, the Principal or designee may implement lockdown procedures. The procedures to be enacted during a lockdown shall be included in each school's plans, procedures, and mechanisms for school safety and security in accordance with the provisions of N.J.A.C. 6A:16-5.1 and Policy 8420.

Adopted: May 26, 2026



EDUCATIONAL ADEQUACY OF CAPITAL PROJECTS

7101 EDUCATIONAL ADEQUACY OF CAPITAL PROJECTS

Capital projects that affect any of the criteria for educational adequacy shall be reviewed and approved by the Division of Administration and Finance (Division) in accordance with N.J.A.C. 6A:26-5 et seq. The criteria are the number, configuration, size, location, or use of educational spaces within a school facility. The review for educational adequacy shall take into consideration the suitability of the number, configuration, size, location, and use of educational spaces; built-in furniture and equipment; and provisions for the disabled.

Projects requiring approval for educational adequacy, as defined in N.J.A.C. 6A:26-5.1 are: new school facilities, including pre-fabricated facilities; additions to existing school facilities; alterations to the total number, dimension in volume and/or area, configuration, or location of educational spaces or the number of any one kind of educational space; and installation of temporary facilities.

New Jersey Schools Development Authority (Development Authority), Regular Operating District (ROD), along with other capital projects, are subject to educational adequacy reviews pursuant to N.J.A.C. 6A:26-5.1(b). The Executive County Superintendent shall approve any change of use of instructional space that is not a capital project.

Educational specifications for educational adequacy reviews shall be prepared and submitted in accordance with N.J.A.C. 6A:26-5.2. Educational specifications shall detail the educational program activities and requirements for each space proposed in the capital project and shall refer to the New Jersey Student Learning Standards wherever appropriate. The educational specifications shall include an itemized list of furniture, equipment, and support spaces required to conduct the educational program specified for each space, together with their net areas in square feet, as well as the net of the total room area required for each space. The educational specifications shall also include specific technical and environmental criteria, adjacencies, and other requirements for the educational program and a building-space program that indicates the number and net area in square feet of each instructional, specialized instructional, administrative, and support space in each existing or proposed building included in the capital project and/or temporary facility.

Schematic plans and other related project documents will be prepared and submitted in accordance with N.J.A.C. 6A:26-5.3.

A project cost estimate on a form provided by the Commissioner of Education, a project schedule, a copy of the dated transmittal letter to the Executive County Superintendent

EDUCATIONAL ADEQUACY OF CAPITAL PROJECTS

indicating project document submission to the Division, and a copy of the transmittal letter indicating the date of plan submission to the local planning board shall be submitted in accordance with N.J.A.C. 6A:26-5.3(b)4.

In the case of a Development Authority school facilities project, upon completion of detailed plans and specifications, the Development Authority, on behalf of the district, shall apply for final approval of the project's educational adequacy in accordance with N.J.A.C. 6A:26-5.4(a). In the case of a ROD school facilities project or another capital project, the school district shall apply upon the completion of final plans and specifications for final approval of the educational adequacy of the project in accordance with N.J.A.C. 6A:26-5.4(b). In the case of a temporary facility, the school district or the Development Authority on behalf of the school district for Development Authority school facilities projects, shall apply upon the completion of detailed plans and educational specifications for approval of the temporary facility's adequacy in accordance with N.J.A.C. 6A:26-5.4(c).

The Division shall collect fees for its reviews in accordance with N.J.A.C. 6A:26-5.5.

For a Development Authority school facilities project not subject to educational adequacy review, the Division shall issue a preliminary project report and shall forward the report to the Department of Community Affairs in accordance with N.J.A.C. 6A:26-5.6(a). The review shall require documentation in accordance with N.J.A.C. 5:23-2.15, including that required by the Uniform Construction Code (UCC).

For a ROD school facilities project or other capital project, not subject to educational-adequacy review, the Division shall make a determination of the project's final eligible costs and shall forward their determination to the Department of Community Affairs in accordance with N.J.A.C. 6A:26-5.6(b). The review shall include the documentation required by the UCC, as set forth in N.J.A.C. 5:23-2.15.

N.J.A.C. 6A:26-5.1 et seq.; N.J.A.C. 5:23-2.15

Adopted: May 13, 2026

7102 SITE SELECTION AND ACQUISITION

The Board of Education may need to select and acquire new sites for school district facilities. Site acquisition for school purposes and every acquisition of land will be made pursuant to N.J.A.C. 6A:26-3.12 and N.J.A.C. 6A:26-7.1 through 7.3.

Every acquisition of land, whether by purchase, condemnation, or by gift or grant, to be used as a school site shall comply with the requirements of N.J.A.C. 6A:26-7.1 et seq. The school district, or the New Jersey Schools Development Authority (Development Authority) on behalf of the district, shall submit information to the Division of Administration and Finance (Division) to obtain approval for land in connection with a school facilities project in accordance with the provisions of N.J.A.C. 6A:7.1(b).

In the event the school district intends to acquire land not in connection with a school facilities project, the district shall submit all of the information required under N.J.A.C. 6A:26-7.1(b) except N.J.A.C. 6A:26-7.1(b)1.ii and N.J.A.C. 6A:26-7.1(b)1.iii, and shall further be excepted from the requirements of N.J.A.C. 6A:26-7.1(d) and N.J.A.C. 6A:26-7.1(e). If the school district later intends to change the land's use to a school site, the school district shall be required to submit all information required under N.J.A.C. 6A:26-7.1, and the exceptions outlined above shall no longer apply.

In accordance with N.J.A.C. 6A:26-7.1(d), school site sizes shall be directly related to the acreage required for the structures and activities to be situated thereon. Except where specifically noted for multiple or shared use, the acreage shall be considered for single use.

All school sites shall have sufficient acreage for the placement of the school facility; expansion of the building to its maximum potential enrollment; the placement of all other structures such as greenhouses, storage buildings, school bus maintenance buildings or garages, and any other above or below ground structure, which is to be placed thereon; multi-purpose physical education fields and, for preschool through grade five school facilities, a playground required to support the achievement of the New Jersey Student Learning Standards as defined by the number of physical education teaching stations applicable to the school facility pursuant to the facilities efficiency standards and the approved programmatic model; disabled-accessible pedestrian walkways, roadways, and parking areas on which people and vehicles access the building; public and service access roads onto the site including, where warranted, a one-way school bus road of thirty foot width and a two-way road of thirty-six foot width; a school bus drop-off area; and eighteen foot wide posted fire lanes for fire apparatus; and a thirty-foot wide access around the entire building.

Land owned by the Board of Education that does not meet the standards of N.J.A.C. 6A:26-7.1 may be supplemented pursuant to the requirements of N.J.A.C. 6A:26-7.1(f).

Pursuant to N.J.A.C. 6A:26-7.1(g), the Division's approval shall remain effective for three years, after which time Division approval shall again be required to be obtained prior to acquiring land.

The Development Authority may acquire land on behalf of a school district eligible for one hundred percent State support of final eligible costs for school facilities projects that are consistent with the school district's approved Long-Range Facilities Plan (LRFP). For such school districts, the New Jersey Department of Education shall require submission of all information set forth in N.J.A.C. 6A:26-7.1(b) to demonstrate compliance with N.J.A.C. 6A:26-7. The Development Authority may submit the required information on behalf of such school districts.

In accordance with N.J.A.C. 6A:7.3, the Board of Education may acquire an existing facility through purchase, gift, lease, or otherwise provided the Board complies with all procedures and rules pertaining to the appropriation and use of capital funds as required by N.J.S.A. 18A:20-4 and 4.2 and the Board has the facility approved in accordance with N.J.A.C. 6A:26-3, which applies to the acquisition of a school site and for the construction of a new facility. Facilities to be procured for temporary use shall comply with N.J.A.C. 6A:26-8 if subject to educational-adequacy review pursuant to N.J.A.C. 6A:26-5.4(c) because the facilities will house students.

N.J.A.C. 6A:26-3.12; 6A:26-7.1; 6A:26-7.2; 6A:26-7.3

Adopted: May 13, 2026

7130 SCHOOL CLOSING

The Board of Education recognizes its responsibility to provide a thorough and efficient program of free public education and appropriate facilities to house that program. The Board further recognizes that declining enrollments, diminished resources, district reorganization, and/or other good cause may require abandoning one or more district facilities for educational purposes.

To receive approval for the closing of a school, the Board shall provide the Division of Administration and Finance (Division) and the Executive County Superintendent with the following assurances:

1. The proposed closing is consistent with the district's approved LRFPP because:
 - a. The school district has demonstrated that sufficient school building capacity exists to house students for the five years following the closing; or
 - b. The school district has demonstrated through a feasibility study that the benefits of undertaking new construction outweigh those of rehabilitating the school proposed for closure.
2. The use of temporary facilities in the remaining schools does not result from or increase from an overall facilities shortage caused by the school closing; and
3. The re-assignment of students to other schools in the district does not produce, sustain, or contribute to unlawful segregation, separation, or isolation of student populations on the basis of race or national origin.

A request for approval of the school closing from the Division shall include the recommendation of the Executive County Superintendent. A letter of approval from the Division based on the information in N.J.A.C. 6A:26-7.5(a) and as listed above shall be required before the school's closing.

The Division shall notify the school district in writing of its determination regarding the requested school closing, with a copy provided to the Executive County Superintendent.

N.J.S.A. 18A:20-36; 18A:33-1
N.J.A.C. 6A:26-7.5

Adopted: May 13, 2026

7446 SCHOOL SECURITY PROGRAM

The safety of students, staff members, and visitors on school grounds is an important concern for the Board of Education.

The Board authorizes the employment of school district security officers. The district's security officers will be required to wear Board-approved uniforms and shall work in cooperation with the school administration to provide security services on school grounds. The security officers will be provided with the necessary equipment to perform the security functions assigned by the administration. The district's security officers will not carry a gun. The Superintendent of Schools will ensure that all school district security officers receive appropriate training for their responsibilities.

This Policy will be reviewed and approved by the Board attorney for compliance with applicable statutes and administrative code provisions before initial adoption and subsequent re-adoptions by the Board.

N.J.S.A. 2C:39-4; 2C:39-5; 2C:39-6; 2C:58-4;
40A:14-146.10; 40A:14-146.11;
40A:14-146.14

Adopted: May 13, 2026

8210 SCHOOL YEAR

The Board of Education recognizes that preparing a school calendar is essential to orderly educational planning and the efficient operation of the district.

The Board shall annually approve the days when the schools will be in session for instructional purposes. The school calendar will provide no fewer than one hundred eighty days of instruction in accordance with N.J.S.A. 18A:7F-9. Days on which school is closed for holidays, teachers' institutes, and inclement weather shall not be considered as days in session.

A half-day class or shortened school day shall be considered the equivalent of a full day only if school is in session for four or more hours, exclusive of recess periods or lunch periods.

A school day shall consist of not less than four hours, except that one continuous session of two and one-half hours may be considered a full day for Kindergarten in accordance with N.J.A.C. 6A:32-8.3(b).

The Commissioner of Education shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis. Staff members shall avoid, whenever possible, scheduling a test on a religious holiday commonly observed by district residents.

The Superintendent shall prepare the school calendar for the Board's consideration, in consultation with teacher, supervisor, and administrator association representatives. The Board reserves the right to alter the school calendar when such alteration is feasible and serves the best interests of the students of the district, the number of school closings during the school year extend the school year past a reasonable closing date in June; there is an extended school closing during the school year due to an unforeseen circumstance; and/or due to any reason deemed in the best interest of students.

N.J.S.A. 18A:25-3; 18A:36-2; 18A:36-16
N.J.A.C. 6A:32-8.3

Adopted: 22 March 2010
Revised: May 13, 2026



POLICY

LIVINGSTON
BOARD OF EDUCATION

Operations
8210/Page 2 of 2
SCHOOL YEAR



8311 MANAGING ELECTRONIC MAIL

School district e-mail messages, like paper records, must be retained and destroyed in accordance with established records management procedures, as required by New Jersey's Division of Archives & Records Management (NJDARM). E-mail messages are electronic documents created and sent or received by a computer system. This definition applies equally to the contents of communication, the transactional information, and any attachments associated with such communication. Thus, e-mail messages are similar to other forms of communicated messages, such as correspondence and memoranda.

N.J.S.A. 47:3-16, as amended, defines public records as follows:

“Public records” mean any paper, written or printed book, document or drawing, map or plan, photograph, microfilm, data processed or image processed document, sound recording or in a similar device, or any copy thereof, that has been made or required by law to be received for filing, indexing, or reproducing by any officer, commission agency, or authority of the State or any political subdivision thereof, including any subordinate boards thereof, or that has been received in the course of his/her or its official business by such officer, commission, agency, or authority of the State or of any political subdivision thereof, including subordinate boards thereof, in connection with the transaction of public business and has been retained by such recipient or its successor as evidence of its activities or because of the information contained therein.

An e-mail message that meets the criteria of the definition of public records per N.J.S.A. 47:3-16, as amended, whether it is subject to access by the general public or not, must be retained according to records retention and disposition schedules approved by the State Records Committee. No public e-mail may be destroyed without prior consent of the NJDARM and the State Records Committee, even if the retention period for a record has expired.

Retention or disposition of e-mail messages must be related to the information they contain or the purpose they serve. The content of e-mail messages may vary considerably; therefore, it must be evaluated to determine how long the message must be retained.

For the purposes of this Policy, there are non-record e-mail messages and public record e-mail messages.

Non-record e-mail messages are personal correspondence that do not meet the criteria of public records as per N.J.S.A. 47:3-16, as amended, and may be deleted at any time unless they become part of some official record as a result of a special

circumstance. These types of messages may include personal correspondence not received or created in the course of school district business and may be deleted at any time since they are not official public records. Non-record e-mail messages are also non-governmental publications, promotional material from vendors, and similar materials publicly available to anyone. These e-mail messages are not public records as defined by N.J.S.A. 47:3-16, as amended, unless specifically incorporated into other official public records, and may also be deleted at any time. However, if an e-mail message is used to justify an expenditure or included in a proposal, the e-mail becomes an official public record and must be retained in accordance with the appropriate retention schedules.

All public record e-mail messages shall be maintained by the individual who sends the e-mail message and the primary recipient. The sender and primary recipient are encouraged to retain public record e-mail and file the e-mail in the school district files for continued access. The district may establish a district-wide system to facilitate public record e-mail management for continued access and retention. All public record e-mails shall be retained according to records retention and disposition schedules approved by the State Records Committee, and no public record e-mail may be destroyed without prior consent of the NJDARM and the State Records Committee, even if the retention period for a record has expired.

An e-mail message that meets the criteria of the definition of a "government record" per N.J.S.A. 47:1A-1.1 must be made available to the public upon request under New Jersey's Open Public Records Act during the required retention period, unless the content of the message falls under one of the exceptions contained in the Act or any other statute, regulation, Executive Order by the Governor, rule of Court, or Federal law, regulation or order.

State of New Jersey – Circular Letter 03-10-ST – Managing Electronic Mail: Guidelines and Best Practices – 7/11/02

Adopted: May 13, 2026

8350 RECORDS RETENTION

The New Jersey Department of the Treasury - Records Management Services places all public records on Records Retention Schedules that list the minimum legal and fiscal time periods public records must be retained by State and local governmental and educational agencies. Records Management Services determines these retention periods in conformance with State and Federal codes, regulations, and statutes of limitation. Final approval of the schedules comes from the State Records Committee, which is comprised of representatives of the Attorney General, State Treasurer, State Auditor, Director of Local Government Services, and the director of the division.

Part and parcel to a good records management program is the timely destruction of records once their retention period has expired. This pertains to the destruction of paper records as well as those that are microfilmed, have been imaged, or are electronic. Unique records disposal requests (such as the disposal of fire-damaged records that have not yet outlived their retention period) require specific authorization from the State Records Committee.

As per the Destruction of Public Records Act of 1953 (P.L. 1953, c. 410), the Board of Education must receive prior written authorization from Records Management Services to dispose of its public records regardless of the medium in which the information is maintained. Authorization to dispose of public records shall be submitted electronically by the school district custodian of such records to Records Management Services. Records must be retained in accordance with the Records Retention Schedules and shall not be disposed of until approval for such disposal is obtained from Records Management Services.

Adopted: May 13, 2026

8431 PREPAREDNESS FOR TOXIC HAZARD

The Board of Education is concerned for the safety of students and staff assigned to district schools and will take reasonable steps to protect them from hazards arising from industrial accidents beyond the control of school officials.

The Board will appoint an employee to serve as Toxic Hazard Preparedness (THP) Officer. The THP Officer will, in accordance with procedures prepared by the Superintendent, identify potential sources of toxic hazard and develop a plan that includes preventive and remedial measures to be followed in the event students and staff members are exposed to a toxic hazard. The plan will also include a system for the periodic evaluation of school environments.

The THP Officer will enlist the aid of county and municipal authorities and, if possible, the owners or operators of identified potential sources of toxic hazard. The Board may, in its discretion, appoint and charge an ad hoc committee of community representatives to assist the THP Officer.

The plan for toxic hazard preparedness developed by the THP Officer and approved by this Board will be disseminated to the public. Teaching staff will be instructed on the specific measures to be taken when a toxic hazard is present and on recognizing toxic hazards in the environment. A teaching staff member who detects a toxic hazard in school shall immediately notify the school principal and the school nurse or, in the absence of either, the person authorized to perform at that office.

Nothing in this policy should be construed in any way as an assumption of liability by the Board for any death, injury, or illness that is the consequence of an accident or equipment failure or negligent or deliberate act beyond the control of the Board or its officers and employees.

N.J.S.A. 13:1K-19 et seq.
N.J.S.A. 34:5A-1 et seq.
N.J.A.C. 6A:16-1.4
N.J.A.C. 7:1G-2.1
N.J.A.C. 8:59-1.4

Adopted: May 13, 2026

8453 HIV/AIDS

The Board of Education will comply with rules of the State Board of Education and the State Department of Health and Senior Services with regard to the admission and employment of people who may be diagnosed with Acquired Immune Deficiency Syndrome (AIDS) or infected with Human Immunodeficiency Virus (HIV). "AIDS" means a condition affecting a person who has a reliably diagnosed disease that meets the criteria for AIDS specified by the Centers for Disease Control and Prevention of the United States Department of Health and Human Services. "HIV infection" means infection with the human immunodeficiency virus or any other related virus identified as a probable causative agent of AIDS. Laboratory results indicative of infection with HIV shall mean laboratory results showing the presence of HIV or components of HIV, or laboratory results showing the presence of antibodies to HIV, or results from laboratory tests conducted to measure the presence of HIV RNA (viral load tests), such as quantitative PCR tests.

AIDS or HIV infection shall not be considered a communicable disease for purposes of admission to or attendance in a school or for eligibility for educational transportation.

In accordance with N.J.A.C. 6A:16-1.4(a)8, no person, student, or employee will be excluded from school solely because he/she is infected with HIV or lives with or is related to a person infected with HIV. Students infected with HIV, including those who may be symptomatic or diagnosed with AIDS, may be excluded from school only as a student not infected with HIV or diagnosed with AIDS may be excluded from school. A school employee infected with HIV may be restricted in his/her employment only if the employee has another illness that would affect his/her employment.

Any student excluded from the regular school program will be provided with home instruction in accordance with rules of the State Board of Education and Policy No. 2412.

No student, staff member, or visitor may attend or visit school if he/she has an uncoverable and/or uncovered weeping skin lesion, whether or not the person has been screened for HIV.

It is not required that anyone in the school be especially notified that an HIV-infected student or employee is present. School employee physicals, student physicals, and athletic physicals do not require disclosure of HIV status. Records of health and medical examinations should not include information about an individual's infection with HIV. Therefore, HIV/AIDS status is an exception to records required pursuant to student physical examinations, N.J.A.C. 6A:16-2.2, and school employee physical examinations, N.J.A.C. 6A:32-6.1 et seq. In the event the school nurse or a school official is apprised

that a student or employee is HIV-infected, the fact of the infection will be held in strict confidence and will not be classified as a communicable disease for admission, local health reporting, or educational transportation.

Information that identifies a student as having an HIV infection or AIDS shall be shared only with prior written informed consent of the student age twelve or greater, or of the student's parent(s)/legal guardian(s), as required by N.J.S.A. 26:5C-1 et seq. and only for the purpose of determining an appropriate educational program for the student. The person who receives such information shall not reveal it to any other person without the express written consent of the minor student's parent(s) or legal guardian(s), or the adult student.

The Board shall annually provide students, parent(s) or legal guardian(s), staff members, school volunteers, and members of the community with information intended to increase awareness of HIV and AIDS, including information regarding the nature of the disease and its prevention. The Board will cooperate with other agencies to provide HIV/AIDS awareness information to the community.

N.J.S.A. 26:5C-5; 26:5C-6; 26:5C-7; 26:5C-8;

26:5C-9; 26:5C-10; 26:5C-11;

26:5C-12; 26:5C-13; 26:5C-14

N.J.A.C. 6A:16-1.3; 6A:16-1.4; 6A:16-1.5; 6A:16-3.2; 6A:32-9.1

N.J.A.C. 8:57-2.1 et seq.

Adopted: May 13, 2026

8860 MEMORIALS

The Board recognizes that when a school community experiences the sudden death of a student or a staff member, it is important to the school community and to those who are personally affected by the death to acknowledge the event. Additionally, certain traumatic events occurring at the local, State, or national level may give rise to the need for district acknowledgement through appropriate activities. Requests from students, staff, parents, or others to remember or memorialize a person or event may be approved by the Superintendent or designee, subject to the provisions of this policy. All such recognition shall be in support of the district's education program.

In considering memorial activity requests, the administration will consider the positive aspect of memorializing or commemorating the individual or event, as well as the possible negative aspect of glamorizing a traumatic event or self-destructive behavior to the detriment of those who may be susceptible.

The Board recognizes that memorials of flowers, personal messages, and mementoes are often created at lockers, parking spaces, and other areas on district property upon such losses or events. Memorials may be permitted at the discretion of the Superintendent in conjunction with the Building Principal. The Superintendent or designee will consult with the deceased's family, as appropriate. The display of all remembrances will be temporary, removed in a timely manner, and offered to the family.

Requests may be made to memorialize an individual or event in the school yearbooks, at graduation ceremonies, and in other district activities, with the permission of the Principal and the approval of the Superintendent. Activities that will not detract from scheduled classroom or school activities, or the celebration of student accomplishments, may, with prior Superintendent approval, be authorized. Regularly scheduled school activities or events may be rescheduled or cancelled only with prior Superintendent approval.

Memorial scholarships may be accepted and awarded under criteria approved by the district in honor of individuals who have special significance to students, the district, or the community. All such offers will be submitted to the Superintendent, along with pertinent information concerning the purpose of the memorial scholarship. Scholarship funds that meet the criteria under Regulation 6650 will be administered by the district. Items may be accepted by the district in memory of an individual or event with Superintendent approval only. The Superintendent will consider any maintenance costs to the district of such gifts. Items received become the property of the district and will be used for the purpose for which they were donated.



Schools may observe a moment of silence in memory of an individual or in recognition of a traumatic event, as deemed appropriate by the Superintendent or designee. Additional district counseling services may be made available to provide support. School will not be dismissed early or cancelled on the day of a memorial or funeral service. The district will not hang plaques commemorating the deceased or approve permanent living memorials, such as planting trees, without Board approval. Flags may be lowered only in accordance with State and Federal law. It is not the Board's intention to name district property (i.e., buildings, rooms, fields, gymnasiums, etc.) to memorialize an individual. The district will not honor requests to use its buildings or property for memorial services.

Death of Officer or Employee

The Board recognizes that each officer and employee of this district is important not only to the school district but to the community at large. The loss of any officer or employee of this Board by death is a loss that the Board, the district, and the community share.

The Superintendent may, in his/her discretion, grant an employee of this district a brief absence without loss of pay or personal leave for the purpose of attending the funeral of his/her direct supervisor, subordinate, or peer, provided that no disruption in the educational program will be caused by any such absence.

The Superintendent shall recommend to the Board, and the Board may approve appropriate recognition measures beyond those provided for in this policy, when the deceased officer or employee has, by length of service or extraordinary accomplishment, especially distinguished his/her service to this school district. All such recognition shall be in support of the district's education program.

Adopted: 9 August 2004
Revised: 11 August 2008
Revised: May 13, 2026

