

WARREN HILLS REGIONAL BOARD OF EDUCATION

May 12, 2026

6:30 p.m. – Executive Session

7:00 p.m. Regular Meeting

A. Call to Order – Alfred Coscia, President

B. Roll Call - Mrs. Donnamarie Palmiere, Business Administrator

Roll call was taken by Mrs. Donnamarie Palmiere. Members present were Alfred Coscia, Molly Fraumeni, Jean Hansen, Amy Kemp, Lisa Marshall and Paula Merrill(6:37). Also present were Earl Clymer, Donnamarie Palmiere, Dennis Mack and Board Attorney Paul Green. Thomas Dufner, Erik Heller and Corey Piasecki were absent.

C. Executive Session- 6:33 p.m.

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

- 1) *Matters rendered confidential by Federal Law, State Law, or Court Rule*
- 2) *Pending Litigation*
- 3) *Personnel Matters*
- 4) *Matters of Attorney/Client Privilege*
- 5) *Confidential Student Matters*

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and

BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Approval to go into Executive Session #1

Motion by Mr. Coscia and seconded by Mrs. Marshall to go into Executive Session at 6:33 p.m. with full board consent.

D. Reconvene: 7:00 p.m.

President's Announcement: Adequate notice of this meeting in accordance with the Open Public Meeting Act has been given by posting one copy of a Notice of Meeting in the Warren Hills Regional Board of Education Office, by mailing copies to *The Express-Times*, *Warren-Reporter*,

Newark Star-Ledger, New Jersey Herald and to the municipal clerks in the Borough of Washington and Townships of Franklin, Mansfield, Oxford and Washington.

Pledge of Allegiance

Approval of Board Minutes

- April 28, 2026 Regular & Executive Session Meetings

Motion by Mrs. Fraumeni and seconded by Mrs. Hansen to approve the minutes of the April 28, 2026 Regular meeting & Executive Session meeting.

MOTION: Molly Fraumeni		SECOND: Jean Hansen		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				X
Molly Fraumeni	X			
Jean Hansen	X			
Erik Heller				X
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki				X
Amy Kemp	X			
Alfred Coscia	X			

E. Communications – Mr. Earl C. Clymer, III, Superintendent of Schools

None

F. Student Liaison Report – Louden Heller

None

G. Superintendent's Report – Mr. Earl C. Clymer, III

Congratulations to the following Horizons SLAM Writing Group students whose writing placed in the prestigious 2025.2026 Scholastic Art & Writing Awards competition!

- 11th-Grader Naomi Rodriguez won a Silver Key for her Personal Narrative/Memoir writing.
- 11th-Grader Nico Skolimowski won a Silver Key and an Honorable Mention for two poems submitted.

Congratulations to the following Horizons SLAM Writing Group students whose writing placed in the 2026 Warren County Consortium for Student Enrichment's Countywide Young Writers Competition:

- 11th-Grader Naomi Rodriguez won 1st Place in the Personal Narrative Category
- 11th-Grader Emily Spender won both 2nd & 3rd Place in the Essay Category
- 11th-Grader Nico Skolimowski won both 2nd Place & Honorable Mention in Poetry

- 9th-Grader Elsa Baxter won 3rd Place in Poetry.

2024-2025 School Performance Reports will be released to the Public next week.

The district passed QSAC

H. Presenter(s):

Mr. Coscia congratulated Mr. Clymer on his achievement as Warren County Superintendent of the Year. The administration was present for the recognition.

I. Goals:

Warren Hills Regional School District Goals for 2025-2026 School Year

District Goal 1: To increase the percentage of students who are *graduation ready* on the NJGPA-Adaptive, Math & ELA assessments, utilizing the *Curriculum Monitoring and Assessment Plan* and the *Annual School Plan* to more closely evaluate student growth.

District Goal 2: To implement best practices and strategies to enhance the Culture and Climate of district school buildings in collaboration with student, faculty and administrative stakeholders by facilitating at least 2 in-district programs.

District Goal 3: To implement the *Structured English Instruction Program* by providing certificated faculty with in-house Professional Development time and resources to complete the 15-hour, self-paced training program no later than May 29, 2026, with a successful completion rate of greater than 95% of certificated teaching staff and non-certificated teaching staff.

Warren Hills Board of Education Board Goals for 2025-2026:

1. Support the administration, faculty and staff district achievement by monitoring student growth, professional development, and school climate initiatives. The Board will ensure these initiatives are implemented with fidelity and reviewed for effectiveness.
2. Support, recognize and celebrate student achievements by highlighting academic, extracurricular, and personal successes. The Board seeks to foster a positive culture that values both student growth and staff contributions.

District Goal # 1 - Student Growth

District Goal #2 - Culture & Climate
Planned student/faculty meetings in May

District Goal #3 - SEI Training
Trainings continue during department and faculty meeting times

J. Committee Reports

Committee	Date	Discussion
Finance, Facilities & Transportation	No meeting held	By Chair: A. Kemp
Education, Policy & Technology	No meeting held	By Chair: L. Marshall
Personnel & Student Activities	May 6, 2026	By Chair: M. Fraumeni
Negotiations	No meeting held	By Chair: T. Dufner

Mrs. Fraumeni reported that there are two open fall coach positions

Mrs. Marshall reported that Mrs. Merrill was recognized for achieving her Board Certification at the Warren County Schools Boards meeting.

K. Old Business

L. New Business

M. Public Comment

Public comment shall be governed by the Board of Education Bylaw 0167 which is available on our website. There are two public comment opportunities. The first public comment is reserved for Action Items only, those items on the agenda the Board is voting on this evening. The second public comment is set aside for public comment on any school or school district issue that the public feels may be of concern to the residents of the school district. The first public comment is limited to three (3) minutes per person. The second public comment length is determined by the board as per policy. Before making a public comment, participants are to state their name, place of residence, and group affiliation if appropriate.

The Board will not respond to questions or comments until the initial public participation section of the agenda is complete. At that time, the Board or Administration will respond, as it sees fit, or it may defer responding, if at all, to a future meeting or to a response by written communication. The Board will then hear any additional comments that may come as a result of the Board's response. Participants may also be directed to follow the chain of command with the question or concern. While the Board will try to respond to as many questions or concerns as possible, participants who submit a multitude of questions should understand that it is unlikely that all of their questions will be answered and may be referred to further dialogue with the administration.

N. ACTION ITEMS

I. PERSONNEL

Motion by Mrs. Fraumeni and seconded by Mrs. Hansen to accept the recommendation of the Superintendent to approve and adopt motions I. 1 to I.15 as amended and described below:

*1. Motion to approve/accept the following appointments / resignations / retirements as recommended by the Superintendent:

Code No.	Name	Nature of Action	Position	Salary	Location	Date Effective	Date Terminated	Discussion
1	Lisa Ann Smith	Approve	Science Teacher	\$65.11/day	MS	05-13-26	06-30-26	Paid one/sixth of salary per contract
2	Tracy Rowe	Approve	District Secretary	\$35.90/hour	District	06-01-26	06-30-26	Summer hours; Not to exceed 70 hours
3	Gloria Hrabovecky	Approve	Teacher - ESL	\$101,641.00	MS	08-24-26	06-30-27	Voluntary Reassignment
4	Anthony Marinelli	Approve	Library/Media Specialist	\$83,731.00	HS	08-24-26	06-30-27	MA+30, Step 8 Pending receipt of required documents
5	Jenna Wyckoff	Approve	Coach - Head Field Hockey	\$4,072.00	MS	Start of Season	End of Season	Tier 3; Step 2 Pending receipt of required documents
6	Andrew Kaluzny	Approve	Asst. Coach Cross Country	\$4,176.00	MS	Start of Season	End of Season	Tier 4; Step 2 Pending receipt of required documents
7	Nick Galka	Approve	Asst. Coach Football	\$4,912.00	HS	Start of Season	End of Season	Tier 1; Step 1 Pending receipt of required documents
8	Christine Hamas	Accept	Substitute Teacher	\$130.00/day	District	04-28-26	04-28-26	Resignation
9	Jessica Biasi	Accept	Paraprofessional	\$26.52/hour	HS	05-22-26	05-22-26	Resignation

*2. Motion to approve the employment of the attached personnel list “A” of tenured, certificated teaching staff for the 2026-2027 school year. (Attachment A)

*3. Motion to approve the employment of the attached personnel list “B” non-tenured, certificated teaching staff with eligibility for tenure on the appropriate date for the 2026-27 school year. (Attachment B)

*4. Motion to approve the employment of the attached personnel list “C” non-tenured, certificated teaching staff for the 2026-2027 school year. (Attachment C)

*5. Motion to approve the employment of the attached personnel list “D” of School Security Personnel for the 2026-2027 school year. (Attachment D)

*6. Motion to approve the employment of the attached personnel list “E” Technology personnel for the 2026-2027 school year. (Attachment E)

*7. Motion to approve the employment of the attached personnel list “F” tenured secretaries for the 2026-2027 school year. (Attachment F)

*8. Motion to approve the employment of the attached personnel list “G” non-tenured secretaries with eligibility for tenure on the appropriate date for the 2026-2027 school year. (Attachment G)

*9. Motion to approve the employment of the attached personnel list “H” non-tenured secretaries for the 2026-2027 school year. (Attachment H)

*10. Motion to approve the employment of the attached personnel list “I” of Custodial/Grounds/ Maintenance Personnel for the 2026-2027 school year. (Attachment I)

*11. Motion to approve the employment of the attached personnel list “J” of tenured, certificated administrative staff for the 2026-2027 school year. (Attachment J)

*12. Motion to approve the employment of the attached personnel list “K” of non-tenured, certificated administrative staff with eligibility for tenure on the appropriate date for the 2026-2027 school year. (Attachment K)

*13. Motion to approve the employment of the attached personnel list “L” of non-tenured, certificated administrative staff for the 2026-2027 school year. (Attachment L)

*14. Motion to approve the following travel and conference requests:

Code	Name	Title	Location	Cost/Mileage	Date & Discussion
1	CSA - TBD SBA - TBD A Coscia A Kemp T Dufner M Fraumeni J Hansen E Heller L Marshall P Merrill C Piasecki	Annual NJSBA Workshop	Atlantic City Convention Center	Registration \$2300, Accommodations, meals, mileage	October 19 to October 22, 2026
2	A Latham	AP Calculus AB Summer Institute	On-Line - Rutgers University	Registration \$900	July 13 to July 16, 2026
3	J Leontaris	TCU 2026 APSI PBL Workshop - AP	On-Line	N/A	July 13 to July 16, 2026

		Business with Personal Finance Training			
4	D Guth	2026 National School Safety Conference & Expo	Omni Orlando Orlando FL	Registration \$675, Mileage/Transport ation; Accommodations; Meals	July 19 to July 24, 2026

*15. Motion to approve the following medical / maternity leave of absence:

Code No.	Employee	Reason	Position	Location	Leave Start Date	Paid Days to be used	Unpaid FMLA Start Date	Unpaid NJFLA Start Date	Unpaid Leave without benefits	Return Date	Discussion
1	35774603	Maternity Leave of Absence	Teacher	MS	8/24/26	29	10/6/26	10/6/26	N/A	On or about 1/4/27	

Approval of Personnel Motions

MOTION: Molly Fraumeni		SECOND: Jean Hansen		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				X
Molly Fraumeni	X		#14 code 1 – Molly Fraumeni	
Jean Hansen	X		#14 code 1 – Jean Hansen	
Erik Heller				X
Lisa Marshall	X		#14 code 1 – Lisa Marshall	
Paula Merrill	X		#14 code 1 – Paula Merrill	
Corey Piasecki				X
Amy Kemp	X		#14 code 1 – Amy Kemp	
Alfred Coscia	X		#14 code 1 – Alfred Coscia	

II. EDUCATION AND POLICY

Motion by Mrs. Marshall and seconded by Mrs. Kemp to accept the recommendation of the Superintendent to approve and adopt motions II.1 through II.4, as amended and described below:

*1. Motion to affirm the administrative decision regarding the following HIB cases:

MS –2025-2026 - None
HS – 2025-2026 - None

*2. Motion to approve the revised 2026-2027 School Calendar to reflect the following revisions to the Back To School Night event dates:

- WHRMS - Wednesday, September 16, 2026.
- WHRHS - Thursday, September 17, 2026
- WHRSD early dismissal half-day - Friday, September 18, 2026.

*3. Motion to approve the following field trip requests in accordance with Policy 2340:

Code	Requested by:	Trip	Board of Education Cost	Discussion
1	C Tyburczy	Brass Castle Elementary School; 16 Castle St Washington NJ	Transportation	Middle School Students
2	S Golda-Poirier S Montero J Graf	State Theatre Center for the Arts Northampton Street Easton Pa	Transportation	WHRHS Drama Club

*4. Motion to approve the following resolution for school bus emergency evacuation drills pursuant to the New Jersey Administrative Code (N.J.A.C. 6A:27-11.2):

WHEREAS, school administrators shall organize and conduct emergency exit drills at least twice within the school year for all students who are transported to and from school and;

WHEREAS, the school bus driver and bus aide shall participate in the emergency exit drills, and;

WHEREAS, drills shall be conducted on school property and shall be supervised by the principal or person assigned to act in a supervisory capacity, and;

WHEREAS, drills shall be documented in the minutes of the local Board of Education at the first board meeting following the completion of the emergency exit drill;

So be it resolved that the Board of Education acknowledges that a school bus emergency evacuation drill was held on **April 23, 2026** between 7:30 a.m. – 9:00 a.m. at the Warren

Hills Regional Middle and High Schools. This drill was supervised by Robert Cacchio, Warren Hills Regional Middle School Assistant Principal, and Michelle Murphy, Warren Hills Regional High School Assistant Principal, and included the following bus routes: GST bus routes 1, 2, 5, 11, 17, 18, 19, 35, 40, 61SP, 62SP; Snyder Bus routes Sh2, Sh3, Sh4, Sh6, Sh7, 1, 2, 3, 4, 6, 7, 9, 12, 13, 14AB, 15AB, 16, 20, 21, 22, 23, and 25SP, 26 & 27; Krapf Bus routes WH10, WH29 & WH8 and Shuttle.

Approval of Education & Policy Motions

MOTION: Lisa Marshall		SECOND: Amy Kemp		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				X
Molly Fraumeni	X			
Jean Hansen	X			
Erik Heller				X
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki				X
Amy Kemp	X			
Alfred Coscia	X			

III. BUDGET AND FINANCE

Motion by Mrs. Kemp and seconded by Mrs. Merrill to accept the recommendation of the Superintendent to approve and adopt motions III. 1 through III. 10 as amended and described below:

*1. The Warren Hills Regional Board of Education approves the March, 2026 Board Secretary and Treasurer's Report as follows:

BE IT RESOLVED that the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c)3, does hereby certify that as of the date of this report, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(a);

BE IT FURTHER RESOLVED that the Warren Hills Regional Board of Education accepts the monthly financial report of the Secretary and the Treasurer for the month of March, 2026; in compliance with N.J.A.C. 6A:23A-16.10(c)4, that the Board of Education certifies that no major account has been over expended in violation of N.J.A.C. 6A:23A-16.10(b), and that as of this report sufficient funds are available to meet the District's financial obligation for the remainder of the year.

*2. Motion to approve the bill list for the period April 29, 2026 through May 12, 2026, in the amount of \$1,868,895.01.

*3. Motion to approve Student Activities bill list for the period March 1, 2026 through March 31, 2026 in the amount of \$28,849.07.

*4. Motion to approve Cafeteria bill list for the period of January 1, 2026 through March 31, 2026 in the amount of \$211,695.28.

*5. Motion to approve transfers in the amount of \$67,787.76 for the month of March, 2026.

*6. Motion to approve the following Special Education Tuition Contracts for the 2025-2026 regular school year:

Student	School	Amount	Aide	Related Services	Effective
4924140597	Hunterdon Preparatory School	\$9,477.00 prorated	N/A	N/A	5/8/26-6/30/26

*7. Motion to approve the following Special Education Tuition Contracts for the 2026-2027 extended and regular school year:

Student	School	Amount	Aide	Related Services	Effective
7743432046	The Center School	\$100,462.00	N/A	N/A	7/6/26-6/15/27
5069252966	Morris-Union Jointure Commission – DLC	\$129,806.00	N/A	N/A	6/25/26-6/10/27
7223821186	East Mountain School, HMH, Carrier Clinic	\$102,270.00	N/A	N/A	7/6/26-6/22/27

*8. Motion to approve a Memorandum of Agreement with Warren County Special Services School District for Related Services as needed for the 2026-2027 school year as per attached rates. (Attachment M)

*9. Motion to approve the following 2026-2027 Municipal Schedule of Taxes:

2026-2027 Municipal Tax Schedule

Due Dates	Franklin Twp	Mansfield Twp	Washington Borough	Washington Twp
7/15/2026	\$ 323,250.88	\$ 701,502.62	\$ 476,472.00	\$ 690,515.87
8/15/2026	\$ 324,410.92	\$ 704,020.22	\$ 478,182.00	\$ 692,994.10
9/15/2026	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
10/15/2026	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
11/15/2026	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
12/15/2026	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
1/15/2027	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
2/15/2027	\$ 576,611.92	\$1,251,333.94	\$ 849,926.00	\$1,231,735.56
3/15/2027	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
4/15/2027	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
5/15/2027	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
6/15/2027	\$ 323,250.92	\$ 701,502.58	\$ 476,472.00	\$ 690,515.83
Total	\$4,133,532.00	\$8,970,380.00	\$6,092,828.00	\$8,829,888.00

*10. Motion to accept, with gratitude, the donation of \$284.50 from an anonymous donor through AT&T, a Benevity foundation partner, to the Warren Hills High School Best Buddies Student Activity Account, pursuant to Policy 7230, GIFTS, GRANTS AND DONATIONS.

Approval of Budget & Finance Motions

MOTION: Amy Kemp		SECOND: Paula Marshall		
Name	Ayes	Nays	Abstain	Absent
Thomas Dufner				X
Molly Fraumeni	X			
Jean Hansen	X			
Erik Heller				X
Lisa Marshall	X			
Paula Merrill	X			
Corey Piasecki				X
Amy Kemp	X			
Alfred Coscia	X			

O. Public Comment

Mrs. Anderson asked who the librarian was replacing and the status of the vaping situation.

P. Second Executive Session 7:25 p.m.

WHEREAS, the Open Public Meetings Act, N.J.S.A.10:4-11, permits the board of education to meet in closed session to discuss certain matters.

BE IT THEREFORE RESOLVED, that the Warren Hills Regional Board of Education adjourns to closed session to discuss:

Matters rendered confidential by Federal Law, State Law, or Court Rule

Pending Litigation

Personnel Matters

Matters of Attorney/Client Privilege

Confidential Student Matters

BE IT FURTHER RESOLVED, that the Warren Hills Regional Board of Education reserves the right to discuss such other matters rendered confidential by law should the need arise; and

BE IT FURTHER RESOLVED, the minutes of this closed session be made public when the need for confidentiality no longer exists. Action may be taken.

Motion by Mr. Coscia and seconded by Mrs. Merrill to go into Executive Session at 7:25 p.m. with full board consent for personnel matters, matters of attorney client privilege, confidential student matters and pending litigation.

Reconvene

Q. Adjournment 8:20 p.m.

Approval to Adjourn

Motion by Mr. Coscia and seconded by Mrs. Fraumeni to adjourn at 8:20 p.m. with full board consent.

Respectfully submitted,

Donnamarie Palmiere
Business Administrator/Board Secretary

Attachment "A"							
Tenured, Certificated Teaching Staff:				Tenured, Certificated Teaching Staff:			
Employee Name	Guide	Step	Salary	Employee Name	Guide	Step	Salary
Andreoli, Noelle	M	16	\$ 99,616	Hoffman, Courtney	M+15	16	\$ 101,641
Angebrandt, Christina	BA+15	10	\$ 80,551	Hosbach, Jarrett	M	16	\$ 99,616
Annechiarico, Theresa	M	16	\$ 99,616	Jacobson, Alivya	BA	11	\$ 80,986
Apostol, Lori	BA+15	16	\$ 95,566	Jessen, Jennifer	BA+15	16	\$ 95,566
Arminio, Brittany	M+30	15	\$ 100,951	Kablis, Emily	BA	15	\$ 90,826
Arminio, Michael	M+15	15	\$ 98,926	Kablis, Patrick	M	16	\$ 99,616
Balas, DeanaMarie	M	13	\$ 91,981	Karabinus, Stephanie	M	16	\$ 99,616
Balas, Jeffrey	M+30	16	\$ 103,666	Kavcak, Kimberly	BA	16	\$ 93,541
Bamford, Joseph	BA	8	\$ 73,606	Kerr, Laurie	M+45	16	\$ 105,691
Barillari, Salvatore	BA	13	\$ 85,906	Klinder, Shannon	M	16	\$ 99,616
Bartek, Mary Kaye	M+45	16	\$ 105,691	Kurpat, Kenneth	M+45	16	\$ 105,691
Bendorf, Tarra	BA	16	\$ 93,541	LaFrance, Jacqueline	BA+15	16	\$ 95,566
Besser, Joseph	M+45	16	\$ 105,691	Latino, Nicole	BA	13	\$ 85,906
Best, Amanda	M+45	16	\$ 105,691	Legora, Gina	M+15	16	\$ 101,641
Biamonte, Elizabeth	M+45	7	\$ 83,416	Longo, Jodi	M	16	\$ 99,616
Borrelli, Meredith	M+30	16	\$ 103,666	Loro, Alison	M	16	\$ 99,616
Brigode-Katstra, Linda	M	11	\$ 87,061	Lutz, Jeremy	M	16	\$ 99,616
Bublitz, Megan	BA	11	\$ 80,986	Makoski, Abigail	M+45	16	\$ 105,691
Burstein, Brigitte	M+45	16	\$ 105,691	Manfra, Toni	M+45	16	\$ 105,691
Chiara, Carmello	BA	14	\$ 88,366	McGann, Michele	M+45	16	\$ 105,691
Chiara, Kristen	BA+15	16	\$ 95,566	McGeehan, Meghan	M+45	16	\$ 105,691
Connelly, Kelsey	M+45	9	\$ 88,216	McKeown, Elizabeth	M+45	16	\$ 105,691
Cornec, Alda	M	16	\$ 99,616	Mendes, Cesar	BA	16	\$ 93,541
Cramer, Geri	M+45	16	\$ 105,691	Miksch, Danielle	M	16	\$ 99,616
Cuomo, Marshall	M	11	\$ 87,061	Miraglia, Tasjaana	BA	9	\$ 76,066
Curran, Thomas	M	16	\$ 99,616	Montgomery, Daniel	M	8	\$ 79,681
deBoer, Genevieve	M	9	\$ 82,141	Muffley, Tammy	M	16	\$ 99,616
Dell Elba, Matthew	M	10	\$ 84,601	Muroski, Laura	M+45	16	\$ 105,691
DeStefano, Risa	M+15	16	\$ 101,641	Nevola, Robin	M	9	\$ 82,141
Detrick, Daryl	M+45	16	\$ 105,691	Nicolosi, Elizabeth	M+15	16	\$ 101,641
Downs, Timothy	M+45	16	\$ 105,691	Nordmark, Joshua	BA+15	16	\$ 95,566
Edmonds, Jodi	BA	16	\$ 93,541	Nothnagel, Nicole	M	12	\$ 89,521
Eilenberger, Kim	M+45	16	\$ 105,691	Nunnenkamp, Trisha	M+30	16	\$ 103,666
Eisner, Ari	M	16	\$ 99,616	O'Brien, Patrick	M+45	16	\$ 105,691
Falzarano-Alves, Lee Ann	M+15	16	\$ 101,641	Okladek, Jill	M+45	16	\$ 105,691
Fisher, Zachary	M+15	10	\$ 86,626	O'Neal, Catherine	M+45	16	\$ 105,691
Flora, Maureen	M	16	\$ 99,616	O'Neill, Jesse	M+45	16	\$ 105,691
Flowers, Courtney	M+30	16	\$ 103,666	Paulus, Tara	BA	16	\$ 93,541
Forsythe, Maria	BA+15	16	\$ 95,566	Piancone, Michael	M+45	16	\$ 105,691
Fretz, Sharon	M+15	16	\$ 101,641	Potter, Josephine	B+30	16	\$ 97,591
Gaffney, Michelle	M+45	16	\$ 105,691	Pryslak, Amanda	BA+15	7	\$ 73,291
Garofalo, Ingrid	M	16	\$ 99,616	Pysher, Lisa	M+15	16	\$ 101,641
Graf, Jason	M	16	\$ 99,616	Rader, Jessica	M+15	16	\$ 101,641
Green, Craig	M+30	16	\$ 103,666	Ranalli, Hope	M+45	16	\$ 105,691
Guikema, Shawna	M	16	\$ 99,616	Reichard, Sarah	M+45	15	\$ 102,976
Harris, Gabriela	M+30	16	\$ 103,666	Ricardo-Regan, Gina	M+45	16	\$ 105,691
Heine, John	M+30	16	\$ 103,666	Rokosny, Debra	BA+15	16	\$ 95,566
Helle, Alexandra	M	16	\$ 99,616	Ross, Lyandra	M+45	13	\$ 98,056
Hickerson, Cedric	M	16	\$ 99,616	Russak, Ellen	M+45	16	\$ 105,691
				Russell, Jennifer	M+30	16	\$ 103,666

Attachment "A"**Tenured, Certificated Teaching Staff:**

Employee Name	Guide	Step	Salary
Sbriscia, David	M	16	\$ 99,616
Sbriscia, Kristyn	BA+15	13	\$ 87,931
Sigona, Vittoria	M	16	\$ 99,616
Silvis, Nicole	M+15	16	\$ 101,641
Slack, Adam	M+45	16	\$ 105,691
Slane, Laura	M+15	16	\$ 101,641
Smith, Lisa Ann	BA+15	11	\$ 83,011
Smith, Mark	M+45	16	\$ 105,691
Smith, Patricia	BA	9	\$ 76,066
Smola, Renee	M+45	16	\$ 105,691
Solecitto, Jacqueline	M	16	\$ 99,616
Togno, Laura	BA	13	\$ 85,906

Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Tomasino, Kimberly	M+30	15	\$ 100,951
Tooker, Elise	M	11	\$ 87,061
Tuxhorn, Elena	BA	13	\$ 85,906
Tyburczy, Christine	BA+15	16	\$ 95,566
Viglianco, Nancy	B+30	16	\$ 97,591
Weisenstein, Lisa	M+45	16	\$ 105,691
White, Allison	M	16	\$ 99,616
Wight, Heather	M+45	16	\$ 105,691
Willis, Jeremy	BA	16	\$ 93,541
Wilson, Theresa	M+45	16	\$ 105,691
Yanoff, Cheryl	M	15	\$ 96,901
Zavacki, Timothy	M+15	16	\$ 101,641

Attachment "B"**Non-Tenured, Certificated Teaching Staff with eligibility for tenure on the appropriate date:**

Employee Name	Guide	Step	Salary	Tenure Eligibility Date
Lamport, Caroline	M	6	\$ 75,331	8/25/2026
Hrabovecky, Gloria	M+15	16	\$ 101,641	8/25/2026
Toth, Samantha	M+45	11	\$ 93,136	8/25/2026
Dell Elba, Chelsae	M+30	11	\$ 91,111	9/27/2026
Leontaris, Joanna	M+45	15	\$ 102,976	10/4/2026
Small, Leilanie	M	15	\$ 96,901	12/6/2026
Quinn, Constance	M	16	\$ 99,616	4/6/2027
Polakowski, Alexandra	M	6	\$ 75,331	6/1/2027

Attachment "C"**Non-Tenured, Certificated Teaching Staff:**

Employee Name	Guide	Step	Salary
Ciasulli, Nadine	BA+15	16	\$ 95,566
DeMicco, Grace	BA	2	\$ 66,891
Dock, Christina	M+30	13	\$ 96,031
Ehasz, Nichole	BA+15	16	\$ 95,566
Gardener, Elias	M	2	\$ 72,966
Golda-Poirier, Stephanie	BA	11	\$ 80,986
Haffling, Christine	M+30	12	\$ 93,571
Kurpat, Elizabeth	M+45	9	\$ 88,216
Latham, Adam	M	15	\$ 96,901
Locasto, Joelynn	M+30	8	\$ 83,731

Non-Tenured, Certificated Teaching Staff:

Employee Name	Guide	Step	Salary
Maury, Jessica	M	8	\$ 79,681
Montero, Salvatore	BA	4	\$ 67,391
Morpeth, Kayleigh	BA	4	\$ 67,391
Padilla, Carmen	BA+15	16	\$ 95,566
Quinn, Constance	M	16	\$ 99,616
Semenowitz, Christian	BA+15	10	\$ 80,551
Steele, Tara	BA	9	\$ 76,066
Ternosky, Janessa	BA	4	\$ 67,391
Thompson, Megan	M	4	\$ 73,466

Attachment: "D"**School Security Personnel**

Employee Name	Step	Salary	Employee Name	Step	Salary
Andoldi, Steven	10	\$ 41,333	Hibbett, Robert	10	\$ 41,333
Bifano, Steven	10	\$ 41,333	Lance Sr, David	2	\$ 35,733
Falzone, Maureen	9	\$ 40,633	Mikaliunas, Heather	5	\$ 37,833
Faulborn, Margaret	3	\$ 36,433	Tiger, Jodie	10	\$ 41,333
			Tighe, Steven	10	\$ 41,333

School Security Personnel - Part-time Hourly

Employee Name	Step	Hrly Rate	Hours (Not to exceed)
Romanowski, Keith	6	\$26.46	5.5
Frey, Amanda	4	\$25.50	5
Ghilon, Stephanie	6	\$26.46	3
McDonald, Raymond	5	\$25.98	4
Waide, Kevin	4	\$25.50	5.75
Padilla, Joshua	4	\$25.50	4

Attachment: "E"**Technology Personnel**

Employee Name	Salary
Fox, William	\$ 115,575
Daniello, Darrin	\$ 65,070
Smith, Ronald	\$ 56,444

Attachment: "F"**Tenured, Secretarial Staff:**

Employee Name	Guide	Step	Salary	Position
Bourenko, Shawnee	SEC	5	\$ 47,119	12 mos. Secretarial Staff
Bracey, Jean	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Brennan, Carol	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Bugge, Lindsay	10 mo SEC	7	\$ 41,590	10 mos. Secretarial Staff
Comerro-Page, Christina	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Conaboy, Michelle	SEC	9	\$ 27,542	12 mos. Secretarial Staff (Part-time)
DiMaio, Janice	SEC	12	\$ 52,686	12 mos. Secretarial Staff
Fulse, Holly	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Parfit, Lori	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Sarte, Sherry	SEC	18	\$ 58,394	12 mos. Secretarial Staff
Watts, Elaine	10 mo SEC	15	\$ 47,453	10 mos. Secretarial Staff

Attachment: "G"**Non-Tenured, Secretarial Staff with eligibility for tenure on the appropriate date:**

Employee Name	Guide	Step	Salary	Position	Tenure Eligibility Date
Terrell, Toni	SEC	6	\$ 48,420	12 mos. Secretarial Staff	8/26/2026

Attachment: "H"**Non-Tenured, Secretarial Staff:**

Employee Name	Guide	Step	Salary	Position
Ciborski, Kristen	10 mo SEC	4	\$ 40,106	10 mos. Secretarial Staff

Attachmen "I"**Custodial / Grounds / Maintenance:**

Employee Name	Guide	Step	Base Salary	Longevity	Lead	Black Seal	Total Salary
Arnold, Bernard	CUST	12	\$ 46,328				\$ 46,328
Bogli, Nicole	CUST	16	\$ 50,088			\$ 1,200	\$ 51,288
Brady-Watts, Maureen	CUST	OG1	\$ 56,984	\$ 1,500	\$ 5,000	\$ 1,200	\$ 64,684
Gonzalez, Jenny	CUST	12	\$ 46,328				\$ 46,328
Johnson, Brian	CUST	6	\$ 41,533				\$ 41,533
Johnson, Lori	CUST	16	\$ 50,088			\$ 1,200	\$ 51,288
Kahutka, Deborah	CUST	20	\$ 53,848	\$ 2,050			\$ 55,898
Lane, Miller	CUST	5	\$ 41,533				\$ 41,533
Paulus, Deborah	CUST	14	\$ 48,208				\$ 48,208
Phillips, William	CUST	OG2	\$ 63,257		\$ 5,000	\$ 1,200	\$ 69,457
Schaffer, Amy	CUST	5	\$ 41,533				\$ 41,533
Schaffer, John	CUST	12	\$ 46,328				\$ 46,328
Taylor, Per	CUST	3	\$ 40,933				\$ 40,933
Vigo, Jose	CUST	8	\$ 42,763				\$ 42,763
Zoubir, Abdelatif	CUST	10	\$ 44,448				\$ 44,448

Maintenance Skilled Workers:

Employee Name	Guide	Step	Base Salary	Longevity	Lead	Black Seal	Total Salary
O'Connor, Michael	MAINT	20	\$ 68,848				\$ 68,848
McGarry, Patrick	MAINT	OG2	\$ 78,820				\$ 78,820
Tauriello, Nicholas	MAINT	20	\$ 68,848			\$ 1,200	\$ 70,048

Grounds Workers:

Employee Name	Guide	Step	Base Salary	Longevity	Lead	Black Seal	Total Salary
Gilby, Jacob	GROUND	7	\$ 47,133				\$ 47,133
Hickey, Gregory	GROUND	17	\$ 56,028			\$ 1,200	\$ 57,228
Walker, Phillip	GROUND	9	\$ 48,563				\$ 48,563

Custodial - Part-time Hourly

Employee Name	Step	Hrly Rate	Black Seal	(Not to
Beam, Robert	5	\$ 19.97	\$ 1,200	4
Henderson, John	5	\$ 19.97		4

Attachment: "J"**Tenured, Administrative Staff:**

Employee Name	Salary	Position
Kavcak, Christopher	\$151,067	High School Principal
Remondelli, Nicholas	\$142,631	Middle School Principal
Barker, Glenn	\$131,208	High School Assistant Principal
Cacchio, Robert	\$123,756	Middle School Assistant Principal
Brown, Amanda	\$126,680	Supervisor of World Language/Health/PE/Fine
Apple, Heather	\$126,680	Supervisor of Math and Science
Rowlin, Mary Louise	\$148,670	Director of Special Services
Jones, Michael	\$137,338	Athletic Director

Attachment: "K"**Non-Tenured, Administrative Staff with eligibility for tenure on the appropriate date:**

Employee Name	Salary	Position	Tenure Eligibility Date
Hough, Christine	\$149,473	Director of School Counseling Services	7/27/2026

Attachment: "L"**Non-Tenured, Administrative Staff:**

Employee Name	Salary	Position
Murphy, Michelle	\$118,450	High School Assistant Principal

WCSSSD *Warren County Special Services School District*

MEMORANDUM OF AGREEMENT BETWEEN WARREN COUNTY SPECIAL SERVICES SCHOOL DISTRICT AND Warren Hills Regional School District

Warren County Special Services School District will provide Related Services under the following terms:
Agreement effective: July 1, 2026 - June 30, 2027

Service	Service Rate (Hourly)	Evaluation
Basic Skills Instructor	\$85.50-\$95.00	n/a
Behavioral Support Services (BCBA/Behavioral Supervisor)	\$90.00-\$110.00 3(hours/week minimum)	TBD
Bilingual Evaluations	n/a	\$545-\$560
Home Instruction	\$72.50-\$80.00	n/a
LDTTC	\$100.00-\$115.00	\$435-\$445
Music Therapy	Price available on request	n/a
Occupational Therapy	\$85.00-\$105.00	\$440-\$460
Paraprofessional	\$35.00-\$45.00	n/a
Physical Therapy	\$90.00-\$110.00	\$440-\$460
Psychologist Services	\$100.00-\$115.00	\$440-\$460
Reading Specialist	\$90.50-\$95.00	n/a
School Counselor	\$96.50-\$110.00	\$440-\$460
Social Work Services	\$88.50-\$108.50	\$440-\$460
Speech Therapy	\$90.00-\$105.00	\$440-\$460
Supplemental Instructor	\$85.50-\$95.00	n/a
Teacher of the Deaf Services	\$151.00-\$155.00	n/a

Billing:

- The School District will be billed for Therapist time within the School District.
- The School District will be billed for the Therapist's time coordinating scheduling prior to the start of school.
- The School District is billed for one fifteen-minute break (.25) for every three hours worked, not to exceed (.5) per day.
- A minimum charge for services at a single location will be .5 hours more than the treatment time. The minimum charge will be no less than 1 hour at a single location for a single student.
- School districts are liable for payment of time scheduled, whether or not therapist services are performed, unless failure to perform such services is the result of cancellation of school or on account of the therapist's absence.
- "Services" includes, but is not limited to, student contact time, consultation with district staff and delegates, report writing, and all other reasonable functions or tasks related to providing the service.
- The rate ranges indicated in the above table are based on known information from the WCSSSD's current relationships with therapists and/or agencies. Actual rates may vary, and may fall outside the range.
- **Billing will be submitted on a monthly basis based on hours and dates worked within the district, as based on the service at the rate per hour obtained from the provider, plus 6 % administrative costs.**

Additional Clauses:

1. The School District agrees that it will not directly or indirectly, personally or through an agent or agency, contract with or employ any Consultant introduced or referred by WCSSSD for a period of one year after the latest date of introduction, referral, or placement or the conclusion of Consultant's assignment through WCSSSD. If the School District or its affiliate enters into such a relationship or refers Consultant to a third party for employment, the School District agrees to pay an amount equal to such amount charged to WCSSSD by the Consultant's employer or agency as per any contract in force between WCSSSD and that Consultant's employer or agency. Payment is due and payable to WCSSSD upon start date.

682 Oxford Road, Oxford NJ 07863
Education Dept. 908-223-7275 ~ Business Dept. 908-223-7303 ~ Transportation Dept. 908-223-7296
Fax 908-223-7314 ~ www.wcsssd.org