

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, April 25, 2017 6:30 P.M. Organization of Business and Academic
Affairs and Business Meeting

These minutes have not been formally approved and are subject to change or modification.

The Montgomery Township Board of Education held a Business Meeting on Tuesday, April 25, 2017 at 6:30 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held an organization of business and academic affairs and business meeting on Tuesday, April 25, 2017 in the Upper Middle School media center.
- B. Roll Call - The following Board members were present: Phyllis Bursh, Richard Cavalli, Minky Chenette (arrived at 6:33 p.m.), Dharmesh Doshi (arrived at 6:38 p.m.), Dale Huff, Charles F. Jacey, Jr. (arrived at 6:33 p.m.), Amy Miller, Shreesh Tiwari and Christine Witt

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Annette M. Wells, Business Administrator/
Board Secretary
Kevin Slattery, Associate Business Administrator/Assistant
Board Secretary

- C. President Cavalli read the following Statement of Open Meeting and Public Participation – In accordance with the State’s Sunshine Law, adequate notice of this meeting was provided by mailing notice of meeting on January 6, 2017 and April 21, 2017. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Postings, PTSA Officers, Courier News, Princeton Packet, Trenton Times, and The Star Ledger.
- D. President Cavalli then led everyone in the Salute to the Flag.
- E. President Cavalli welcomed all to the organization of business and academic affairs and business meeting.

EXECUTIVE SESSION – A motion was made by Ms. Witt and seconded by Mr. Huff that the board adopt a resolution to go into executive session at 6:31 p.m.

WHEREAS, the Open Public Meetings Act, Chapter 231 of the Laws of 1975 provides that a public body may exclude the public from that portion of a meeting of which the public body discusses certain matters for which confidentiality is required as permitted in Section 7B of the act.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel, negotiations, litigation and harassment, intimidation and bullying incidents will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

Upon call of the roll, the motion carried with a unanimous vote recorded.

Ms. Chenette and Mr. Jacey arrived at 6:33 p.m.

Mr. Doshi arrived at 6:38 p.m.

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:31 p.m.

PRESENTATION

Mr. Adam Warshafsky, Supervisor of Visual Performing Arts, gave a presentation on “Making Connections through Music in the High School Band.”

EXECUTIVE SESSION – A motion was made by Mr. Huff and seconded by Ms. Chenette that the board adopt a resolution to go into executive session at 7:58 p.m.

WHEREAS, the Open Public Meetings Act, Chapter 231 of the Laws of 1975 provides that a public body may exclude the public from that portion of a meeting of which the public body discusses certain matters for which confidentiality is required as permitted in Section 7B of the act.

RESOLVED, by the Board of Education of the Township of Montgomery in the County of Somerset and State of New Jersey as follows:

1. Items related to personnel, negotiations, litigation and harassment, intimidation and bullying incidents will be discussed.
2. The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

Upon call of the roll, the motion carried with a unanimous vote recorded.

RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 8:53 p.m.

NEW BUSINESS/PUBLIC COMMENTS

Ms. Jennifer Riddell, Montgomery High School math supervisor, commented on the non-renewal of an administrator and asked that the board and central office reconsider this decision. Ms. Riddell noted that the APSMT negotiations are being held on Friday, April 28th and that she is looking forward to an equitable settlement.

Mr. Scott Mason, Montgomery High School social studies teacher expressed his disagreement with the Board’s decision of non-renewal for a particular administrator in the district. He expressed his

opinion that this will have a negative impact on district morale. Mr. Mason urged the board and central office staff to reconsider the non-renewal.

Mr. Craig Buszka, Montgomery High School physics teacher, questioned the organizational culture of the district and questioned assessment of the relationship between district administrative staff and the teaching faculty. Mr. Buszka referenced his concern for the quality, health and effectiveness of the relationship between district administrators and teaching staff.

Mr. Alan Wirsul stated that the board should hold separate meetings for issues that elicit extensive public comment as to not waste the time of the public during board workshop and business meetings. Mr. Wirsul inquired if the Board has access to all Fund 11 expenditure lines and the corresponding detail. Mr. Wirsul listed several changes made from the tentative budget approved in March and highlighted the savings the district is accruing from the switch in health insurance providers. Mr. Wirsul feels that those savings should be returned to the residents of the district in the form of property tax relief. Mr. Wirsul reiterated his feeling that more time should be given for public comment during the meetings. Mr. Wirsul concluded that none of the teachers who spoke at the meeting should be negatively impacted for doing so.

Mr. Cavalli duly noted comments from staff members speaking on behalf of the non-renewal of an administrative staff member. Mr. Cavalli responded to Mr. Buszka noting that the board can only operate at a certain level in a district, adding that the board relies on the superintendent and her staff to make sure the district is functioning at a high level. Mr. Cavalli noted that the board values all staff members of the district and does not distinguish between bargaining unit members and non-bargaining unit members. Mr. Cavalli added that he realizes the issue of the non-renewal is emotional but feels board policy has been adhered to and that the decision was equitable even though the situation is not an easy one to deal with.

Mr. Cavalli responded to Mr. Wirsul saying that he values his commitment to Montgomery then noted that Ms. Wells will be able to address his budget concerns through her forthcoming presentation of the 2017-2018 budget.

Mr. Cavalli concluded his comments by noting that no speaker will be retaliated against for speaking at the meeting and that all comments are taken with the utmost seriousness. Mr. Cavalli said the board appreciates the presence of the audience and asks that they respect the process.

Ms. Wells responded to Mr. Wirsul that the board has access to all district financial documents and that the documents are also available to the public via schoolboard.net. Ms. Wells also noted that the documents are reviewed on a monthly basis at the OFF meetings.

COMMITTEE/REPRESENTATIVE REPORTS

MTEA Report

Ms. Debra O'Reilly, MTEA President, spoke on behalf of the MTEA. Ms. O'Reilly announced that the Senior Citizens Event will be held on April 26th, and the Music from the Heart production will be held on May 13th inviting all to attend. Ms. O'Reilly expressed her dissatisfaction with several issues related to the Human Resources Department and Business Office.

Representative Report

None

Board Delegate Report

Ms. Bursh reported that she attended a Municipal Alliance meeting and reported that area churches are attempting to help with drug issues in the community. She also reported on the implementation of a new mobile outreach program. Ms. Bursh reported that she attended the PTA meeting where the ELL program was discussed. Ms. Bursh reported on the NJSBA meeting that she attended noting that the opioid crisis was discussed in depth and that a new program was created to help deal with the issue.

Ms. Bursh and the board congratulated Ms. Chenette on her award by the NJSBA for obtaining ten training credits. Ms. Chenette spoke about the public relations meeting she attended and distributed a handout listing how long various Boards of Education posted videos of their meetings on their respective websites. Ms. Chenette reported that she attended the SCESC meeting and noted how impressed she was with the facilities. Ms. Bursh agreed and added how pleased she was with the life skills program offered through SCESC.

Assessment, Curriculum and Instruction Committee Report

Mr. Doshi and Ms. Miller presented on behalf of ACI. Mr. Doshi commented on the expansion of the ELL program in Montgomery and the expanded training of teachers in ELL. Mr. Doshi reported that LMS is implementing expanded literary instruction for students to help with future classes and well as vocabulary expansion. Mr. Doshi also reported that LMS students are being given an additional 20 minutes of physical activity every day in order to facilitate peer interaction. Ms. Miller added that LMS is introducing 'flex time' to the daily schedule to help students focus on priorities.

Operations, Facilities and Finance Committee Report

Mr. Jacey noted that since the main focus of the OFF has been the 2017-2018 budget he would defer to Ms. Wells' presentation. Mr. Tiwari commended Ms. Wells on her efforts to complete the 2017-2018 budget as well as her efforts to resolve the issue of the tennis courts resurfacing/replacement.

Human Resources and Negotiations Committee Report

Mr. Cavalli reported on behalf of the HRNC. Mr. Cavalli noted the role of the HRNC in the strategic planning process. Mr. Cavalli reported that district renewals, HRNC Charter, open positions, career planning/training for employees and role of the Board in the hiring process and evaluation process were discussed. Mr. Cavalli also reported on the HRNC discussion of district absenteeism noting that as a percentage the district has very low rates. Mr. Cavalli noted that meetings took place related to implementation of the strategic plan and to affirm the objectives. Mr. Cavalli noted that there will be a board report related to the physics first curriculum. Mr. Doshi expressed concern with observations from the MTEA report noting that there needs to be corrective action taken to fix gaps in the system.

Communications Committee Report


Ms. Miller reported on behalf of the communications committee. Ms. Miller reported that a letter will be sent from the superintendent listing timelines for referendum construction adding that all projects should be complete by the open of school. Ms. Miller noted that Dr. Gina Siemieniec from ECRA will be visiting the district on May 11th and May 12th to discuss the strategic plan as well as the science curriculum. Ms. Miller reported that the communications committee discussed upgrading the district website also noting that Mr. Jeff Brooks will be reporting on how long other school districts keep their meeting videos posted on their websites.

President's Report

Mr. Cavalli thanked Ms. O'Reilly for her service in the MTEA adding that he looks forward to seeing her back in the classroom. Mr. Cavalli recognized Mr. Mason who will be replacing Ms. O'Reilly as MTEA President. Mr. Cavalli noted that he is pleased with the outcome of the tennis court issue as well as the replacement of the transportation facility. Mr. Cavalli reported that the tennis courts are 40 years old and in desperate need of upgrade or replacement. Mr. Cavalli commended the agreement with the township regarding the tennis courts and thanked Ms. Wells and Ms. Gartenberg for finding a solution to fund the project. Mr. Cavalli also noted that some of the savings from the health insurance provider switch will go directly into the pockets of district employees.

PUBLIC HEARING ON THE 2017-2018 BUDGET


Ms. Wells gave the following presentation on the 2017-2018 budget.



Montgomery Township Board of Education

2017-2018 Budget Hearing


April 25, 2017



Budget Process (continued)

- March 16, 2017 - The Board of Education adopted a tentative budget
- April 2017 - The Executive County Superintendent approved the tentative budget
- April 2017 - The District advertised the tentative budget
- March 2017/April 2017 - OFF continued budget discussions
- April 25, 2017 - Public Hearing and Board of Education adoption of 2017-18 school budget


4



District Goals

- Goal 1: Maximize the social-emotional and academic growth of every student
- Goal 2: Ensure a learning environment that promotes excellence
- Goal 3: Strengthen stakeholder relationships to support and enhance student learning
- Goal 4: Optimize operational and financial resources to enhance Student experience


2



Proposed Changes from Tentative Budget

Elimination of Activity Fee	\$ 125,000
Implementation of Strategic Plan	\$ 276,000
Third party subject matter expertise	
Staff Training	
Other costs associated with implementation	
New Transportation Building	\$ 300,000
New District Telephone System	\$ 400,000
Trees	\$ 2,000
Health Benefit Savings	-\$1,102,000
Transfer from Capital Reserve	\$ 250,000


5



Budget Process

- August 2016 - OFF Committee established budget goals
- September 2016 - District staff began the budgeting process
- September 2016 through March 2017 - OFF held budget discussions
- January 2017 - Public presentations (Pupil Services and Personnel)
- February 2017 - Public presentations (Instructional Services, Technology and Operations)
- March 2017 - Public presentation on the tentative budget

3



Changes from Advertised Revenues

	Account	2017-18 Tentative Budget	Proposed Change	2017-18 Proposed Budget
Revenues from Local Sources:				
Unrestricted Miscellaneous Revenues	10-1XXX	\$616,001	-\$126,000	\$490,001
Subtotal - Revenues from Local Sources		\$74,126,823	-\$126,000	\$74,000,823
Budgeted Fund Balance - Operating				
Withdrawal From Cap Res-Excess Cost and Oth Cap Prj	10-309	\$0	\$260,000	\$260,000
Total Operating Budget		\$82,194,823	\$126,000	\$82,320,823
Total Revenues/Sources		\$91,744,186	\$126,000	\$91,870,186
Total Revenues/Sources Net of Transfers		\$91,744,186	\$126,000	\$91,870,186

Changes from Advertised Appropriations

Account	2017-18 Tentative Budget	Proposed Change	2017-18 Proposed Budget
Undist. Expend-Improv. Of Inst. Serv.	11-000-221-XXX \$608,686	\$200,000	\$709,686
Undist. Expend-Inst. Staff Training Serv.	11-000-223-XXX \$872,007	\$76,000	\$947,607
Undist. Expend-Oper. And Maint. Of Plant Serv.	11-000-26K-XXX \$7,393,644	\$702,000	\$8,095,644
Personal Services - Employee Benefits	11-XXX-XXX-XXX \$16,304,702	\$-1,102,000	\$15,202,702
Total Undistributed Expenditures	\$46,327,674	\$-125,000	\$46,202,674
Total General Current Expense	\$81,831,673	\$-125,000	\$81,706,673
Capital Reserve - Transfer to Capital Projects	12-000-400-991 \$0	\$250,000	\$250,000
Total Capital Outlay	\$333,355	\$250,000	\$583,355
General Fund Grand Total	\$82,164,823	\$126,000	\$82,290,823
Total Expenditures/Appropriations	\$91,741,188	\$126,000	\$91,866,188

Changes from Advertised Appropriations

	2017-18 Tentative Budget	Change	2017-18 Proposed Budget
Total Budgetary Comparative Per Pupil Cost	\$15,628	\$-26	\$15,692
Total Classroom Instruction	\$9,256	\$-145	\$9,111
Classroom - Salaries and Benefits	\$8,844	\$-145	\$8,699
Total Support Services	\$2,621	\$21	\$2,642
Support Services - Salaries and Benefits	\$2,234	\$-38	\$2,196
Total Administrative Costs	\$1,581	\$-21	\$1,602
Administration Salaries and Benefits	\$1,313	\$-21	\$1,292
Total Operations and Maintenance of Plant	\$1,754	\$133	\$1,887
Operations and Maintenance - Salaries and Benefits	\$816	\$-14	\$802
Total Extracurricular Costs	\$400	\$-6	\$394
Employee Benefits as a percentage of salaries	32.00%	-2.10%	29.94%

Changes from Advertised Recapitulation of Balances

	2017-18 Tentative Budget	Proposed Change	2017-18 Proposed Budget
	Estimated Balance 6-30-2016		Estimated Balance 6-30-2018
Restituted for Specific Purposes - General Operating Budget:			
Capital Reserve	\$1,446,980	\$-269,000	\$1,176,980

General Fund Revenues (Anticipated)


	2016-2016 Actual	2016-17 Original Budget	2016-17 Anticipated	2017-18 Proposed Budget	Percent Change
Local Taxes	\$70,181,168	\$71,828,463	\$71,828,463	\$73,307,622	2.00%
State Aid	\$4,022,106	\$4,085,768	\$4,085,768	\$4,085,768	0.00%
Extraordinary Aid	\$692,690	\$368,846	\$368,846	\$368,845	0.00%
Medicaid Reim.	\$14,166	\$26,717	\$20,000	\$25,919	28.10%
Tuition	\$186,637	\$144,800	\$200,000	\$144,800	-27.60%
Fees	\$659,326	\$476,000	\$621,720	\$360,000	-32.81%
Interest	\$52,847	\$36,000	\$50,000	\$30,000	-50.00%
Misc.	\$363,039	\$110,001	\$176,682	\$110,001	-37.35%
Capital Reserve	\$0	\$0	\$0	\$280,000	100.00%
Fund Balance	\$3,169,871	\$3,170,643	\$3,170,643	\$3,586,688	18.41%
Total Revenues	\$79,191,544	\$80,332,227	\$80,623,211	\$82,219,823	2.23%

Statement of Purpose

Included in the general fund budget is \$250,000 for excess costs to be withdrawn from the Board of Education's approved Capital Reserve Account to supplement the approved March 8, 2016 referendum of \$125,928 for tennis court resurfacing at the Upper Middle School. The additional Capital Reserve funds are needed in addition to the approved \$125,928 of local share in the approved referendum for this capital project due to an unavoidable change in the scope of the work. The original project included the resurfacing of ten (10) tennis courts with the cost shared between the school district and the Township of Montgomery. After the bond referendum was approved, further investigation by both district and township engineers found that eight (8) of the courts had deteriorated to the point that they were no longer eligible for resurfacing and must be replaced. The remaining two (2) courts could still be resurfaced but at a cost higher than what was originally expected. The total project cost is estimated at \$750,000. This withdrawal from Capital Reserve will supplement the district's portion of the total cost which will be shared by the school district and Township of Montgomery.

General Fund Expenditures By Program

	2016-2016 Actual	2016-17 Budget	2016-17 Revised	2017-18 Budget	Percent change
Regular Instruction	\$23,246,311	\$24,001,702	\$23,979,026	\$24,308,865	1.80%
Unallocated Benefits	\$13,948,813	\$16,810,870	\$15,845,876	\$16,202,702	-2.83%
Special Education Instruction	\$9,898,765	\$7,516,851	\$7,618,898	\$7,809,490	6.28%
Buildings, Grounds & Maint	\$8,828,003	\$6,841,495	\$8,985,920	\$8,086,644	16.72%
Pupil Support Services	\$5,462,905	\$6,730,282	\$5,643,428	\$5,890,670	2.65%
District & School Admin	\$5,948,441	\$4,899,000	\$5,787,810	\$5,778,424	-0.20%
Transportation	\$4,117,318	\$4,410,886	\$4,410,884	\$4,603,765	4.38%
Out of District Tuition	\$2,511,819	\$3,287,356	\$2,842,405	\$2,803,787	-11.80%
Instructional Support Services	\$2,240,413	\$2,306,046	\$2,510,719	\$2,413,298	-3.88%
Other Instruction	\$1,627,481	\$1,719,693	\$1,734,872	\$1,878,813	-4.47%
Extra-Curricular	\$1,438,846	\$1,697,937	\$1,803,637	\$1,666,785	3.54%
District Support Services	\$1,169,223	\$766,812	\$1,374,587	\$1,067,202	20.68%
Technology Support Services	\$168,432	\$140,296	\$216,266	\$169,694	-28.36%
Equipment	\$399,218	\$285,384	\$271,281	\$693,366	116.03%
One Time Expend & Cap Reserve	\$0	\$0	\$0	\$-876,125	-100.00%
General Fund Total Expenses	\$74,942,186	\$80,332,227	\$80,332,227	\$81,644,638	1.59% ²



Tax Impact


Montgomery Township -

2016 Ratables	\$3,782,581,566	
2017 Ratables	\$3,829,547,388	Increase of \$46,965,822
Average Assessment	\$499,061	
Estimated Impact Based on Average Assessment	\$162	

13

Questions?

15



Tax Impact

Rocky Hill -


2016 Ratables	\$129,210,889	
2017 Ratables	\$126,632,724	Decrease of \$578,165
Average Assessment	\$441,225	
Estimated Impact Based on Average Assessment	\$236	

14

Time was allowed for questions and comments from the board and public.

SUPERINTENDENT'S REPORT

Ms. Nancy Gartenberg gave the following presentation on District Goals:




Montgomery Township Board of Education

**Final Status Report
District Goals
2016-2017**

**Nancy H. Gartenberg
April 25, 2017**


Tonight's goals reflect those areas
not complete at the
mid-year BOE presentations



Goal 1: Growth in Achievement for All Students

Measurable Objectives

- o Implement effective instructional practices to meet the needs of all learners
- o Expanding our culture of academic rigor and excellence for all students by strengthening teacher effectiveness
- o Incorporating standards-alignment and Depth of Knowledge leveling embedded into common assessments
- o Implementing the Next Generation Science Standards (NGSS)
- o Continue to analyze performance data to proactively address achievement gaps



Action Item 5

Implement K-4 professional development designed to increase instructional pedagogy regarding Response to Intervention strategies


Evaluation/ Indicators of Completion

OHES and VES staff trained according to RIT - curriculum interventions are added to curriculum for classroom based strategies
High-quality, scientifically based classroom instruction.
Ongoing student assessment
Tiered instruction
Parent involvement

Status: Target Met

Timeline for Completion: June 2017

6



Action Item 2

Implement the Next Generation Science Standards (NGSS) during the first year of required implementation in grades 5-12.


Evaluation/ Indicators of Completion

Collected sample lessons from every grade level and course 5-12

Status: Target Met

Timeline for Completion: June 2017

4



Action Item 6

Conduct three data-days in grades 5 & 6 to identify successful instructional practices that support the creation of flexible reading groupings for students reading below and above grade level.

Evaluation/ Indicators of Completion


- Establish baseline reading level data for each student using multiple data points* (1)
- Mid-year meeting will be conducted to identify student growth (below/above grade level) as well as students who have been identified as struggling at the midpoint using multiple data points*. (2)
- End-of-year meeting will be conducted to determine student's reading placement for the following school year, gauge growth from mid-year using multiple data points (3)
- Targeted professional development identified through student achievement data will be provided to 5-6 teachers.

*Data points include a minimum of five assessments. The combination includes both in house and nationally normed assessments.

Status: Target Met

Timeline for Completion: June 2017

7



Action Item 3

Each science teacher in grades K-4 will pilot a minimum of one (1) NGSS-aligned unit of study during the 2016-2017 school year in preparation for full implementation during the 2017-2018 school year


Evaluation/Indicators of Completion

Sample lesson plans gathered, Unit Samples-scope and sequence collected in Physical, Life and Earth Science
 Pushes and Pulls, Animal and Plants in our World Changes in Weather

Status: Target Met

Timeline for Completion: June 2017

5



Action Item 7

K-4 teachers will participate in comprehensive training to prepare for the implementation of the standards-based report card at OHES and VES in September of 2017


Evaluation/ Indicators of Completion

Report Card Committee met seven(7) times
 Set parameters, power standards, conference requirements, content skill indicators Begins 9/2017

Status: Target Met

Timeline for Completion: June 2017

8



Action Item 8


Implement professional development at LMS and UMS designed to increase understanding around authentic standards-based grading practices

Evaluation/ Indicators of Completion
January 30, 2017 Articulation meeting 5-8 LA/SS

Status: Target Met

Timeline for Completion: June 2017

9




Goal 2: Cultivating a Culture that Emphasizes Student Resilience, Perseverance, Self-Awareness, and Growth

Measurable Objectives

- o To ensure that students/staff develop social and emotional competencies to be self-aware and to develop healthy and productive relationships
- o To ensure students have the knowledge and skills necessary to participate productively in the local and global communities and to commit to action as learners and citizens.
- o The district will develop programs and structure which leverage the resources of the Montgomery Learning Community (students, teachers, families, business partners) in order for students to develop social and emotional competencies necessary for postsecondary success.

12



Action Item 9


Conduct a standardized analysis of teacher common and other in-house assessments using tools such Performance Matters in Grades 7-12 to provide Science, SS, and Math teachers with the data necessary to make informed instructional decisions based on individualized student need.

Evaluation/ Indicators of Completion
Collected list of common assessments 7-12

Status : Target Met

Timeline for Completion: June 2017

10



Action Item 1

Ensure interaction with *Nowance* for students in every grade from 7 to 12


Evaluation/ Indicators of Completion

Grades 9-12 97%
Grades 7-8 87.2%

Status: Target Met

Timeline for Completion: June 2017

13



Action Item 10


Design and implement K-12 staff development for differentiated instruction and coherent planning

Evaluation/ Indicators of Completion
Across inservice/articulation days

Status: Target Met

Timeline for Completion: April 2017

11



Action Item 2

Research Peer programs for LMS and UMS to affect attitudes, norms, knowledge, behaviors, health and achievement outcomes

Evaluation/ Indicators of Completion
A research-based, multi-year plan will be created for recommending developmentally appropriate Peer program(s) at LMS and UMS.

Securing funding to get select staff training for National Association of Peer Program Professionals

Status: Target Met

Timeline for Completion: June 2017

14



Action Item 3

Utilize survey results (from Student Engagement, District Communication, and K-6 Needs Assessment) to inform and improve communication with parents and community regarding Guidance programming

Evaluation/ Indicators of Completion

Held meetings (4) and parent book groups (4) next is Raising Cain eblasts, counseling/guidance website improvement*

Status: Target Met

Timeline for Completion: June 2017

15



Action Item 7

Provide Microaggression and Social, Emotional and Behavioral Barriers training to all MTSD administrators to expand cultural competency.

Microaggressions are the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership. In many cases, these hidden messages may invalidate the group identity or experiential reality of target persons, demean them on a personal or group level, communicate they are lesser human beings, suggest they do not belong with the majority group, threaten and intimidate, or relegate them to inferior status and treatment.

Status: Status: Target Met

Timeline for Completion: June 2017

16



Action Item 4

Conduct an alignment audit of the current Career and Technical Education (CTE) courses at MHS in regards to the College and Career Readiness Standards and determined by the NJDOE across all content areas.

Perkins grant funding requires specific timeline/commingle actions with upcoming strategic planning goal to examine MHS electives

Status: Target Met (needs to continue via Strategic Planning)

Timeline for Completion: June 2017

16



Goal 3: Planning for Growth While Employing Fiscal Responsibility

Measurable Objectives

- o Provide appropriate resources, data, and staff development necessary for the district to achieve it's goals and mission within a fiscally responsible model.
- o Sustain excellent, data-informed programming, providing staff and students with the appropriate resources, while maintaining fiscal responsibility.

19



Action Item 6

Utilize the district's digital learning platforms to increase student-learning choices across the curriculum grades 5-12

Evaluation/ Indicators of Completion

Administer student survey the the fall 2016 and in the spring of 2016-2017 school year to identify the level of student use of technology with the aim of expanding student choice regarding assignments and learning activities.

35% gain in student technology use between the survey administration from fall to spring of the 2016-2017 SY.

Status: Target Met

Timeline for Completion: June 2017

17



Action Item 1

Explore the requirements for Perkins Grant funding of Career and Technical Education (CTE) programming across all content areas at MHS.

Evaluation/ Indicators of Completion

Perkins grant funding requires specific timeline/commingle actions with upcoming strategic planning goal to examine MHS electives

Status: Target Met

Timeline for Completion: July 2017

20

Time was allowed for questions and comments from the board and public.

APPROVAL OF MINUTES

A motion was made by Ms. Miller and seconded by Mr. Jacey to approve the following minutes:

March 16, 2017 Executive Session Meeting
March 16, 2017 Workshop and Business Meeting

Upon call of the roll, the motion carried with eight members voting in favor and Mr. Huff abstaining.

A motion was made by Ms. Bursh and seconded by Mr. Jacey to approve the following minutes as amended:

March 28, 2017 Executive Session Meeting
March 28, 2017 Business Meeting

Upon call of the roll, the motion carried with eight members voting in favor and Mr. Tiwari abstaining.

ACCEPTANCE OF CORRESPONDENCE

A motion was made by Mr. Doshi and seconded by Ms. Bursh to approve the acceptance of the correspondence as follows:

1. Email dated 3/19/17 from D. O'Reilly regarding Strategic Planning Session
2. Email dated 3/26/17 from L. Huff regarding BOE speaker protocol
3. Email dated 3/25/17 from P. Ni regarding science program
4. Email dated 3/28/17 from L. Bleickardt regarding science program
5. Email dated 3/29/17 from A. Wirsul regarding Budget
6. Email dated 3/30/17 from J. Barth regarding science program
7. Email dated 4/4/17 from N. Golestani regarding science program
8. Email dated 4/5/17 from E. Suk regarding science program

Upon call of the question, the motion carried unanimously.

PUBLIC COMMENT

Mr. Wirsul stated that all fund 11 reports should be available for entire year not just month by month. Mr. Wirsul requested that OFF meetings be open to the public and questioned receipt of State Aid. Mr. Wirsul inquired as to the excess fund balance as well as where the referendum money is currently being held. Mr. Wirsul asked if the administrator contracts have been completed and if there will be a separate meeting to discuss the science curriculum.

Mr. Buszka asked to what extent teachers will be involved in the science curriculum revisions and, noting his credentials, feels that he has a lot to offer the process.

Ms. Riddell reiterated her feeling that the non-renewals be reconsidered and feels that the process has not been fair and equitable. Ms. Riddell also noted that the APSMT does not have an approved contract.

Ms. Wells responded that all monthly reports are cumulative. Ms. Wells also noted that the district received notification from the State on the aid figures. Ms. Wells responded that all referendum funds are held in Fund 30. Many projects have not begun yet so there have not been many expenditures. Ms. Wells explained that fund balance is the amount of unexpended funds remaining on June 30 plus excess revenue beyond anticipated. She stated that excess fund balance is the amount over 2% of expenditures plus specific allowances.

Mr. Cavalli responded to Mr. Wirsul by explaining that the \$250,000 taken out of capital reserve is going to fund the resurfacing/replacement of the tennis courts. Mr. Cavalli also noted that it is the intent of the board and district administration to have extensive teacher input on the revisions to the science curriculum. Mr. Cavalli expressed his intention to have all issues raised by the public reviewed at the committee level.

ORGANIZATION MEETING

ACTION AGENDA

A motion was made by Mr. Doshi and seconded by Ms. Miller to approve items I through IIC as follows:

- I. Appointment of Treasurer of School Monies – It is recommended that the Board appoint Charisse Gutierrez as Treasurer of School Monies for the 2017-2018 school year for a fee of \$7,000.
- II. Appointment of Anti-Bullying Specialists – It is recommended that the Board appoint the following personnel as Anti-Bullying Specialists:
 - Wendy Senatra and Christine Buber (OHES), Lauren Fornal and Jolene Schantz (VES), Lesley Haas and Kevin Armstrong and (MMS – Lower Campus), Jeanne Fedun and Allison Doyle Smith (MMS – Upper Campus), Keith Glock and Maureen Conway (MHS) – Students
 - Kelly Mattis, District Anti-Bullying Coordinator
- III. Appointment of Professional Services - It is recommended that the following contracts be issued and announced for the 2017-2018 school year:
- IIIA. Board Attorney - Whereas, the Montgomery Township Board of Education requires professional attorney services to be performed for the school year 2017-2018 and whereas, the firm of Fogarty & Hara are attorneys in the State of New Jersey and are willing to perform said services:

NOW THEREFORE IT IS AGREED: That the firm of Fogarty & Hara shall perform professional attorney services for the Montgomery Township Board of Education as requested by the Board.

That the Montgomery Township Board of Education will compensate Fogarty & Hara for said attorney services at the rate of one hundred and seventy-five (\$175) per hour for a partner and one hundred fifty-five dollars (\$155) for an associate for the year 2017-2018.

- IIIB. Architect of Record – Whereas, the Montgomery Township Board of Education requires professional architectural services to be performed for the school year 2017-2018 and whereas, the firm of Parette Somjen Architects are architects in the State of New Jersey and are willing to perform said services:

NOW THEREFORE IT IS AGREED: That the firm of Parette Somjen Architects shall perform professional architectural services for the Montgomery Township Board of Education as requested by the Board.

That the Montgomery Township Board of Education will compensate the firm of Parette Somjen Architects as follows and in accordance with their contract on file in the Board Secretary's office.

Schedule of Hourly Rates – 2017-2018

Principal(s): Licensed Architect	\$164.00
Partner(s): Licensed Architect	\$164.00
Director(s)	\$154.00
Senior Associate(s)	\$154.00
Associate(s)	\$143.00
Senior Project Architect(s)	\$143.00
Senior Project Engineer(s)/Senior Certified Interior Designer(s)	\$143.00
Project Architect(s)	\$122.00
Project Engineer(s)/Certified Interior Designer(s)	\$122.00
Contract Administrator(s)	\$107.00
Senior Assistant Project Manager(s)	\$102.00
Assistant Project Manager(s)	\$ 88.00
Job Captain	\$ 80.00
Architectural Intern(s): Designers: Level 3	\$ 79.00
Architectural Intern(s): Designers: Level 2	\$ 76.00
Architectural Intern(s): Designers: Level 1	\$ 62.00
Administrative Assistants	\$ 52.00

- IIIC. Appointment of Auditor – It is recommended that the Montgomery Township Board of Education appoint Suplee, Clooney & Company of Westfield, New Jersey as Auditor to the district for the 2017-2018 school year at the fee of \$26,520.00 in accordance with the scope of audit as defined in N.J.S.A. 18A:23.

It is also anticipated that additional services, if any, would be billed at standard hourly rates as follow:

Partner	- \$150 - \$175 per hour
Manager	- \$115 per hour
Senior Staff	- \$90 - \$105 per hour
Staff Accountant	- \$75 - \$85 per hour

Upon call of the roll, the motion carried with a unanimous vote recorded.

BUSINESS MEETING

1.0 ADMINISTRATIVE

A motion was made by Mr. Doshi and seconded by Ms. Chenette to approve agenda items 1.1 through 1.4 as follows:

1.1 Routine Monthly Report – Accept the following reports:

1. Student Control Report
2. Harassment, Intimidation and Bullying (HIB) Report
3. Fire/Security Drill Report

1.2 Policy Review – Review and accept the following policies as a first reading:

R1510	Americans with Disabilities
3124	Employment Contract
4124	Employment Contract
3212	Attendance
4212	Attendance

1.3 Policy Adoption – Accept and adopt the following policies following a second reading:

2460	Special Education
2460R	Special Education
2460.1R	Special Education – Location, Identification, and Referral
2460.8R	Special Education – Free and Appropriate Public Education
2460.9R	Special Education – Transition From Early Intervention Programs to Preschool Programs
2460.15R	Special Education – In-Service Training Needs for Professional and Paraprofessional Staff
2460.16R	Special Education – Instructional Material to Blind or Print-Disabled Pupils
2467	Surrogate Parents and Foster Parents

1.4 ACI Charter – Approve the Charter for the Assessment, Curriculum and Instruction (ACI) Committee.

Upon call of the roll, the motion carried with a unanimous vote recorded.

2.0 CURRICULUM & INSTRUCTION

A motion was made by Mr. Doshi and seconded by Mr. Tiwari to approve agenda items 2.2 through 2.7 as follows:

2.2 Out-of-District Tuition Students – Accept the following students at the Board- approved tuition rates for the 2017-2018 school year:

- D.C. (12th grade)
- M.C. (10th grade)
- K.C. (9th grade)
- B.L. (2nd grade)
- O.M. (12th grade)
- J.S. (10th grade)

2.3 Textbook Approval – Approve the following textbook:

<u>Title</u>	<u>Course</u>
Calculus (8 th Edition) Single Variable Calculus	Calculus CP, AP Calculus AB, AP Calculus BC, AP Calculus C

2.4 Out-of-District Placements 2016-2017

Approve the following Out-of-District placements for the 2016/2017 school year.

Pupil ID	School	Dates	TUITION		
			ESY	RSY	Total for Year
000561	Yale Memorial Middle School	4/3/17-6/20/17		\$14,491.68	\$14,491.68

2.5 Consultant Approvals 2016/2017

Approve the following consultants for the 2016/2017 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Dr. Elliot Gursky	Psychiatric Evaluation	\$550.00/each
Webb Align	Review of four Grade 9 physics assessments, one Grade 8 science assessment and two high school science assessments.	\$11,900.00 Funded by NCLB Title II funds

2.6 Consultant Approvals 2017/2018

Approve the following consultants for the 2017/2018 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
ReThink Platform Solutions	Autism Program/Library, Curriculum, Staff Training	\$36,625.00

Go Sign Me Up	License for software service subscription for the 17/18 school year.	\$3,675.00 Funded by NCLB Title II funds
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2.7 Donation Acceptance – Accept the donation of a Bundy Trumpet and King Trombone from N. Hartshorne. This donation will be used by the district music program.

Upon call of the roll, the motion carried with a unanimous vote recorded.

A motion was made by Ms. Miller and seconded by Mr. Doshi to approve agenda item 2.1 as follows:

2.1 S.O.A.R. Summer Program PK-12 – Approve the 2017 SOAR Summer Program. This five-week program will run June 22, 2017 – August 4, 2017 in MHS.

Upon call of the roll, the motion carried with eight members voting in favor and Ms. Bursh voting against.

3.0 FINANCE

A motion was made by Mr. Tiwari and seconded by Ms. Miller to approve agenda items 3.1 through 3.27 as follows:

3.1 Financial Reports - As prepared by the School Business Administrator and Treasurer of School Moneys which are in agreement, and presented by the Superintendent, approve the following reports as of March 31, 2017:

- Board Secretary’s Report
- Treasurer’s Report
- Investment Report
- Food Services Report

3.2 Ratification of Transfers - ratify the transfer of funds among the general, special revenue and capital projects funds’ line items as of March 31, 2017

3.3 Receipt of Certification from Board Secretary - Pursuant to NJAC 6A:23-2.12 (c) 3, I, Annette M. Wells, certify that as of March 31, 2017 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of 6A:23-2.12 (a).

 Board Secretary

 Date

3.4 Certification of Board of Education - Pursuant to NJAC 6A:23-2.12 (c) 4, we certify that as of March 31, 2017 after review of the Board Secretary's and Treasurer’s monthly financial reports, in the minutes of the board each month that no major account or fund has been over expended in violation of NJAC 6A:23-2.12 (b).

3.5 Approval of Monthly Bills for April – approve the monthly bills as follows:

General Operating	\$10,433,386.67
Food Service	\$202,581.28

3.6 Travel Reimbursement – 2016/2017 and 2017/2018 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 32).3.7 A. Adoption of the 2017-2018 Proposed Budget – that the Board of Education adopt the 2017-2018 proposed budget as follows:

General Fund Current Expense	\$81,736,468
General Fund Capital Outlay	\$ 583,355
Special Revenue Fund	\$ 993,581
Debt Service Fund	\$ 8,552,782
Total Proposed Budget	\$91,866,186

STATEMENT OF PURPOSE

Included in the general fund budget is \$250,000 for excess costs to be withdrawn from the Board of Education's approved Capital Reserve Account to supplement the approved March 8, 2016 referendum of \$125,928 for tennis court resurfacing at the Upper Middle School. The additional Capital Reserve funds are needed in addition to the approved \$125,928 of local share in the approved referendum for this capital project due to an unavoidable change in the scope of the work. The original project included the resurfacing of ten (10) tennis courts with the cost shared between the school district and the Township of Montgomery. After the bond referendum was approved, further investigation by both district and township engineers found that eight (8) of the courts had deteriorated to the point that they were no longer eligible for resurfacing and must be replaced. The remaining two (2) courts could still be resurfaced but at a cost higher than what was originally expected. The total project cost is estimated at \$750,000. This withdrawal from Capital Reserve will supplement the district's portion of the total cost which will be shared by the school district and Township of Montgomery.

B. Amount to be Raised for Taxes – General Fund – that the Board of Education acknowledge that \$73,367,022 be raised for General Funds for the ensuing school year (2017-2018).

• Montgomery portion	\$71,724,123
• Rocky Hill portion	\$ 1,642,899

C. Amount to be Raised for Taxes – Debt Service – that the Board of Education acknowledge that \$7,546,468 be raised to support the debt service budget for the ensuing school year (2017-2018).

• Montgomery portion	\$7,500,596
• Rocky Hill portion	\$ 45,872

3.8 Approval of Resolution – School District Accountability – A-5

Whereas, the State of New Jersey has enacted P.L. 2007, An Act Concerning School District Accountability (A-5) requiring boards of education to annually approve the total amount of funds budgeted for travel and conferences for all faculty, staff, administration and board members, and

Whereas the ACT became effective on March 15, 2007 and requires prior approval of all travel and conference costs before they are incurred, and

Whereas, such travel expenditures shall include, but not be limited to, all costs for transportation, meals, lodging and registration and conference fees to and for the travel event,

Whereas, the board of education must establish an annual maximum per employee for regular business travel and that annual maximum is established in board policy 6471 as \$1,500 where prior board approval is not required, and

Whereas, the board of education elects to exclude travel expenditures by federal funds from the maximum travel expenditure amount and acknowledges the following travel costs for federal programs:

2016-17 Budget	\$20,000
2016-17 Expenditures through 2/28/17	\$ 619
2017-18 Projected Budget	\$20,000

NOW THEREFORE BE IT RESOLVED, that the following budget and expended amounts are acknowledged and costs of travel and conferences through the use of local and state funds are approved for the 2016-17 school year and the 2017-18 school year:

Total amount budgeted for travel and conferences 2016-17	\$205,949
Total amount expended July 1, 2016 – Feb. 28, 2017	\$ 54,357
Total amount budgeted for travel and conferences 2017-18	\$252,935

3.9 Approval of a Transfer from Capital Reserve to Capital Projects - Upper Middle School Tennis Courts – In accordance with N.J.A.C. 6A:23A 14.1 h, approve the transfer of \$250,000 from the district’s Capital Reserve Fund to the district’s Capital Projects Fund for excess costs associated with the rehabilitation of the Upper Middle School tennis courts.

3.10 District Participation in the Special Education Medicaid initiative (SEMI) – approve the Montgomery Township school district’s participation in the Special Education Medicaid Initiative (SEMI).

3.11 Approval of New Jersey Schools Insurance Group (NJSIG) Safety Grant Program Application – approve the submission of a grant application for the Safety Grant Program through the New Jersey Schools Insurance group in the amount of \$9,761.49 for the 2017-18 school year.

- 3.12 Approval of Photography Contract – approve a contract with Milan Rose for senior portraits and yearbook-related photography services for Montgomery High School for the 2017-18 school year. All costs to be paid by parents and through the yearbook account within the high school student activities account.
- 3.13 Public Agency Compliance Officer (P.A.C.O.) – In accordance with N.J.A.C. 17:27-3.3 the Board designates Annette M. Wells as the Public Agency Compliance Officer to ensure the Districts implementation and administration of all procedures pertaining to Equal Employment Opportunity and Affirmative Action for public procurement for the district.
- 3.14 Appointment of Professional Service – approve the appointment of Phoenix Advisors as Financial Advisor for Continuing Disclosure Agent services for \$850 for all-inclusive services for the 2017-2018 school year.
- 3.15 Food Service Management Agreement – that the Board of Education renew the agreement with COMPASS GROUP USA, INC., by and through its CHARTWELLS Division as the district's Food Services management company for the 2017-2018 school year with the following management fee, guaranteed return and investment:

A. DURATION OF AGREEMENT

- 1) This agreement begins on July 1, 2017 and ends on June 30, 2018.

B. MANAGEMENT FEE(S)/GUARANTEES

1) FEES

Administrative Fee. Chartwells shall charge the Local Education Agency an Administrative Fee of five thousand three hundred and four dollars (\$5,382) per month for ten months for an annual total of fifty three thousand eight hundred twenty dollars (\$53,820) during the academic year. Chartwells' Administrative Fee represents its overhead expenses necessary to operate the food service including, but not limited to: area and zone supervision; general support provided by Chartwells' corporate offices, including without limitation, accounting, purchasing, tax, legal, research, safety, quality assurance, payroll, auditing and other related administrative functions.

Management Fee . Chartwells shall charge the Local Education Agency a Management Fee of five thousand one hundred dollars (\$5,175) per month for ten months for an annual total of fifty one thousand seven hundred fifty dollars (\$51,750) during the academic year.

2) GUARANTEE

Conditional Guaranteed Return. Chartwells guarantees that the return to the LEA from the Food Service Program for the school year will be \$55,000. If the annual operating statement shows a return less than \$55,000, Chartwells will reduce its Management Fee by the difference between the actual and the guaranteed amount, but in no event shall the reimbursement obligation exceed the amount of Chartwells' Management Fee, as set forth above. The Guaranteed Return is based on the following conditions and assumptions remaining in effect for the school year.

1) CONDITIONS

- a) Cash and/or reimbursement levels from State and Federal sponsors do not fall below the levels estimated in Chartwells' proposed budget.
- b) The value of USDA donated foods will not be less than the value of USDA donated foods estimated in the prior Agreement year.
- c) The number of days meals are served during the school year will not be less than:

<u>School Category</u>	<u>Lunch</u>
Elementary Schools	180 days
Middle Schools	174 days
High Schools	174 days

- d) Changes in district policies, practices and serving requirements including but not limited to changes in bell schedules, meal service periods or proposed staffing may result in an adjustment.
- e) The student enrollment for the current year will not be less than 4500 students.
- f) The level of wages, salaries and fringe benefits will not exceed those included in Chartwells' budget. In the event of an increase in wages or fringe benefits payable to employees as a result of unionization or changes in minimum wage rates or taxes, the guarantee shall from the date of increase in wages, minimum wage rates, taxes or fringe benefits be adjusted by such actual increase.
- g) The number of participating health insurance participants does not exceed the level of participants in the prior year.
- h) The selling prices of Menu Pattern Meals and a la carte selections will not be less than the prior year.
- i) Service will not be interrupted as a result of fire, work stoppage, strike or school closing.
- j) The LEA and its representatives including but not limited to, school principals, teachers and LEA employees shall fully cooperate with Chartwells in the implementation of the Food Service Program. The LEA shall fully cooperate with Chartwells to limit the expansion of competitive food sales in order to maximize the gross receipts and other non-cash sales of the Food Service Program.
- k) The LEA shall have timely submitted all documentation for reimbursement claims, except where such failure is due to an act or omission of Chartwells.
- l) Make-up days due to inclement weather shall have equal or greater sales revenue as a normal day of operation for the period in which the inclement weather cancellation occurred.

- m) The number of students eligible for free and reduced price meals will be no less than that estimated in Chartwells' proposed budget.
- n) USDA donated foods received by the LEA are compatible with the menus outlined in writing by Chartwells.

In the event the foregoing conditions are not met during the school year, Chartwells' guarantee obligation shall be reduced by an amount equivalent to any increased cost or loss of revenue attributable to the changes in such conditions.

3.16 School Lunch Prices – 2017/2018 – approve the following lunch prices and à la carte items as attached on Schedule A for the 2017/2018 school year (see Pages 30 and 31):

<u>Type A Lunches</u>		<u>Milk Prices</u>	
Elementary (Grades 1-6)	\$2.45	Student	\$0.60
Middle School (Grades 7-8)	\$2.90	Adult	\$0.60
High School	\$2.90		
Reduced	\$0.40		
Adult at Elementary Schools	\$2.95		
Adult at Middle & High Schools	\$2.95		

3.17 Resolution for Participation in Coordinated Transportation for the 2017-18 School Year – approve the following resolution:

WHEREAS, the Montgomery Township Board of Education desires to transport special education, non-public, public and vocational school students to specific destinations; and

WHEREAS, the Educational Services Commission of New Jersey, hereinafter referred to as the ESCNJ, offers coordinated transportation services; and

WHEREAS, the ESCNJ will organize and schedule routes to achieve the maximum cost effectiveness;

NOW THEREFORE, it is agreed that in consideration of pro-rated contract costs, plus an administration fee of 2% or 4% for member districts, or of 6% for non-member districts, as presented to the Montgomery Township Board of Education as calculated by the billing formula adopted by the ESCNJ's Board of Education. Said formula shall be based on a route cost divided by the number of students allocated to each participating district. The total amount to be charged to districts will be adjusted based on actual costs.

- I. The ESCNJ will provide the following services:
 - a. routes coordinated with other districts to achieve a maximum cost reduction while maintaining a realistic capacity and travel time;
 - b. monthly billing and invoices;
 - c. computer print-outs of student lists for all routes coordinated by ESCNJ;
 - d. all necessary interaction and communication between the sending district, receiving school, and the respective transportation contractors;
 - e. constant review and revision of routes;

- f. provide transportation within three days or sooner after receipt of the written request; and

It is further agreed that the Montgomery Township Board of Education will provide the ESCNJ with the following:

- a. requests for special transportation on approved forms to be provided by the ESCNJ, completed in full and signed by authorized district personnel;
 - b. withdrawal for any transportation must be provided in writing and signed by authorized district personnel; no billing adjustments will be made without this completed form and will become effective on the date the form is received;
- II. Additional Cost – all additional costs generated by unique requests such as mid-day runs or early dismissals will be borne by the district. All such costs must first be approved by the Montgomery Township Board of Education.
 - III. Length of Agreement – this agreement and obligations and requirements therein shall be in effect between July 1, 2017 and June 30, 2018.
 - IV. Entire Agreement – this agreement constitutes the entire and only agreement between the parties and may be amended by an instrument in writing over authorized signature.

3.18 Receipt and Award of Rebid – Asphalt Replacement at Orchard Hill Elementary School (Rebid #CP18-03/PSA-6423OH1) – Bids were received on April 4, 2017 for asphalt replacement at Orchard Hill Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>
All Surface Asphalt Paving, Inc. Point Pleasant, NJ	\$79,400.00
Protective Paving, LLC Milltown, NJ	\$87,400.00

It is recommended that the Board of Education award the Rebid #CP18-13 (PSA-6423OH1/6423UMS) for asphalt replacement at Orchard Hill Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>
All Surface Asphalt Paving, Inc. Point Pleasant, NJ	\$79,400.00

- 3.19 Receipt and Award of Bid – Restroom Renovations at Orchard Hill Elementary School and Upper Montgomery Middle School (Bid #CP18-13/PSA-6423OH1/ 6423UMS) – Bids were received on April 4, 2017 for restroom renovations at Orchard Hill Elementary School and Upper Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Northeastern Interior Services, LLC Fairfield, NJ	\$1,059,000.00
Apex Enterprises of Union, Inc. Neptune City, NJ	\$1,289,000.00

It is recommended that the Board of Education award Bid #CP18-13 (PSA-6423OH1/6423UMS) restroom renovations at Orchard Hill Elementary School and Upper Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>
Northeastern Interior Services, LLC Fairfield, NJ	\$1,059,000.00

- 3.20 Receipt and Award of Bid – Roof Replacement at Lower Montgomery Middle School (Bid #CP18-14/PSA-6423LMS) – Bids were received on April 4, 2017 for roof replacement at Lower Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>
JDS General Contracting, Inc. Brick, NJ	\$2,686,000.00
Northeast Roof Maintenance, Inc. Perth Amboy, NJ	\$2,818,000.00
Integrity Roofing, Inc. Rahway, NJ	\$2,895,340.00
ER Barrett, Inc. Newark, NJ	\$2,968,800.00
Safeway Contracting Kenilworth, NJ	\$2,995,000.00
MTB, LLC Neptune City, NJ	\$3,075,000.00
VMG Group Roselle, NJ	\$3,100,000.00
USA General Contracting Elizabeth, NJ	\$3,184,000.00

More Consulting Corp. \$3,222,500.00
Clifton, NJ

D.A. Nolt, Inc. \$3,657,946.00
Berlin, NJ

It is recommended that the Board of Education award Bid #CP18-14 (PSA-6423LMS) roof replacement at Lower Montgomery Middle School as follows:

Vendor
JDS General Contracting, Inc. \$2,686,000.00
Brick, NJ

3.21 Receipt and Award of Bid – Custodial Services for the Lower Montgomery Middle School (Bid B18-01) – Bids were received on April 19, 2017 for custodial services at the Lower Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>	
	<u>July 1, 2017 – June 30, 2018</u>	
	<u>9/1/17-6/30/18</u>	<u>7/1/17-8/31/17</u>
	<u>Day & Evening</u>	<u>Summer</u>
	<u>Cleaning</u>	<u>Cleaning</u>
Maverick Building Services Rutherford, NJ	\$155,751.90	\$18,000.00
Pritchard Industries, Inc. Florham Park, NJ	\$184,685.31	\$23,175.40
All Clean Building Services, Inc. Lawrenceville, NJ	\$197,000.00	\$29,000.00
Blue Stripes Property Management, Inc. East Hanover, NJ	\$256,800.00	\$24,000.00

It is recommended that the Board of Education award Bid B18-01 for custodial services at the Lower Montgomery Middle School as follows:

<u>Vendor</u>	<u>July 1, 2017 – June 30, 2018</u>	
	<u>9/1/17-6/30/18</u>	<u>7/1/17-8/31/17</u>
	<u>Day & Evening</u>	<u>Summer</u>
	<u>Cleaning</u>	<u>Cleaning</u>
Maverick Building Services Rutherford, NJ	\$155,751.90	\$18,000.00

- 3.22 Receipt and Award of Bid – Refuse Removal for the Montgomery Township Board of Education (Bid B18-02) – Bids were received on March 29, 2017 for refuse removal for the Montgomery Township Board of Education as follows:

<u>Vendor</u>	<u>Base Bid</u>
Republic Services of NJ, LLC dba Raritan Valley Disposal Clinton, NJ	\$59,592.00
Premier Disposal Glen Gardner, NJ	\$66,595.00

It is recommended that the Board of Education award Bid B18-02, for refuse removal for the Montgomery Township Board of Education as follows:

<u>Vendor</u>	<u>Base Bid</u>
Republic Services of NJ, LLC dba Raritan Valley Disposal Clinton, NJ	\$59,592.00

- 3.23 Receipt and Award of Rebid – District-Wide Gymnasium Upgrades at Orchard Hill Elementary School and Upper Montgomery Middle School (Rebid #CP18-10/PSA-6423OH1/6423OH2/ 6423UMS) – Bids were received on April 20, 2017 for district-wide gymnasium upgrades at Orchard Hill Elementary School and Upper Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>	<u>Alternate No. 1</u>
De Sapio Construction, Inc. Frenchtown, NJ	\$578,000.00	Deduct-\$30,000.00
Cypreco Industries, Inc. Neptune, NJ	\$613,000.00	Deduct-\$14,000.00
Apex Enterprises of Union, Inc. Neptune City, NJ	\$689,000.00	Deduct-\$25,000.00

It is recommended that the Board of Education award the Rebid #CP18-10 (PSA-6423OH1/6423OH2/ 6423UMS) for district wide gymnasium upgrades at Orchard Hill Elementary School and Upper Montgomery Middle School as follows:

<u>Vendor</u>	<u>Base Bid</u>	<u>Alternate No. 1</u>
De Sapio Construction, Inc. Frenchtown, NJ	\$578,000.00	Deduct-\$30,000.00

3.24 Approval for the Purchase of Playground Equipment for the Lower Montgomery Middle School – approve the purchase of playground equipment entered into on behalf of the Educational Services Commission of New Jersey, Cooperative Pricing System #65MCESCCPS, Playground Equipment, Site Furnishings, Outdoor Circuit Training Equipment and Related Products Bid #ESCNJ 16/17-13.

<u>Vendor</u>	<u>Contract Title and ESCNJ Contract #</u>	<u>Total</u>
MRC Inc. Spring Lake, NJ	Playground Equipment, Site Furnishings, Outdoor Circuit Training Equipment and Related Products Bid #ESCNJ 16/17-13.	\$100,854.15

3.25 New Jersey Cooperative Bid (Educational Data Services) – approval of the award of bids received by Educational Service Commission of Morris County, Morris Plains, NJ on behalf of the New Jersey Cooperative Bid Members for the 2017-2018 school year as follows:

<u>Category</u>	<u>Vendor</u>
General Classroom Supplies	Cascade School Supplies
Audio Visual Supplies	Barbizon Electric Co. Camcor, Inc. Mid-Atlantic Media, Inc. Paper Clips, Inc. Troxell Communications, Inc. Valiant National AV Supply
Copy Duplicator Paper	W. B. Mason Co., Inc.
Family Consumer Science Supplies	NASCO S.A.N.E.
Fine Arts Supplies	Blick Art Materials LLC Cascade School Supplies Ceramic Supply, Inc. NASCO National Art & School Supplies, Inc. School Specialty, Inc./Sax Arts Education Triarco Arts & Crafts, LLC W. B. Mason Co., Inc.
Health & Trainer Supplies	Henry Schein Inc. School Health Corporation
Library Supplies	Cascade School Supplies DEMCO, Inc.
Math Supplies	Discount School Supply/Early Childhood, LLC EAI Education/Eric Armin Inc. ETA/Hand2Mind NASCO

Office/Computer Supplies	Staples Contract & Commercial, Inc.
Physical Education Supplies	NASCO Passon's Sports/BSN Sports & US Games School Specialty, Inc./Sportime
Rocketry	Metco Supply Inc. Pitco Education/Hearlihy
Science Supplies	Carolina Biological Supply, Co. EAI Education/Eric Armin Inc. Fisher Scientific Company LLC Flinn Scientific Inc. Frey Scientific Co. NASCO PARCO Scientific Company Sargent-Welch/VWR Ward's Science/VWR
Special Needs	NASCO Super Duper Publications
Teaching Aids	Becker's School Supplies Bosland's Learning Plus, Inc. Cascade School Supplies EAI Education/Eric Armin Inc. Kaplan Early Learning Company Kutz Bros. Lakeshore Learning Materials NASCO Really Good Stuff School Specialty, Inc./Childcraft United Supply Corp.
Technology Supplies	Klingspor's Woodworking Shop Midwest Technology Products Paxton Patterson, LLC Valley Litho Supply Co.
World Languages Inc.	Teachers Discovery/American Eagle Co.

3.26 Information Technology Management Services - approve the following resolution regarding information technology management services:

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the "Board") is desirous of retaining an information technology firm to perform Information Technology Management Services for the Board (hereinafter referred to as the "Services"); and

WHEREAS, the Public School Contracts Law, N.J.S.A. 18A:18A:-4.1 (b)(2) allows boards of education to use “competitive contracting” in lieu of public bidding for such Services; and

WHEREAS, the Board is seeking specific proposals from interested information technology firms that are capable of successfully providing such Services.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board hereby authorizes the Business Administrator to develop a request for proposals from qualified vendors interested and capable of providing the Services desired.
2. The Board President and the Business Administrator are hereby authorized to execute any and all documents necessary to effectuate the terms of this Resolution.

3.27 Frontline Technologies Group/Amendment of Award – amend the annual renewal to Frontline Technologies made on May 24, 2016 to include Applictrack Recruiting. Also included due to the fact that Frontline Technologies Group acquired Centris Group, LLC the Document Repository Annual Subscription, All Student Annual Subscription and IEP Direct Annual Subscription services.

	<u>Previous Award</u>	<u>Amended Award</u>
Frontline Technologies Group Malvern, PA	\$33,788.50	\$53,612.21

Upon call of the roll, the motion carried with a unanimous vote recorded.

4.0 PERSONNEL

A motion was made by Mr. Tiwari and seconded by Mr. Doshi to approve agenda item 4.1 as attached (see Pages 33 - 63).

Upon call of the roll, the motion carried with eight members voting in favor and Ms. Bursh voting against.

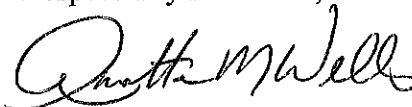
A motion was made by Mr. Tiwari and seconded by Mr. Doshi to approve agenda items 4.2 and 4.3 as attached (see Pages 63 - 64).

Upon call of the roll, the motion carried with a unanimous vote recorded.

ADJOURNMENT

A motion was made by Ms. Chenette and seconded by Mr. Huff that the meeting be adjourned at 11:46 p.m. Upon call of the question, the motion carried unanimously.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Annette M. Wells".

Annette M. Wells
School Business Administrator/
Board Secretary

SCHEDULE A

Montgomery Elementary Schools

2017-2018

<u>ITEM</u>	<u>Current Elementary Schools (Grades 1- 6)</u>
STUDENT PAID BREAKFAST	--
STUDENT REDUCED BREAKFAST	--
STUDENT PAID LUNCH	\$2.45
STUDENT REDUCED LUNCH	\$0.40
ADULT MEAL DAILY ENTRÉE, 3 SIDES w/ ONE MILK	\$2.95
<u>SIDES</u>	
SIDE OF FRUIT OR FRESH FRUIT	\$0.65
FRENCH FRIES	--
SIDE OF VEGETABLES	\$0.65
CHEESE SAUCE	--
<u>BEVERAGES</u>	
BOTTLED WATER 8 OZ	\$1.00
100% FRUIT JUICE (4 OZ)	\$0.75
MILK	\$0.60
<u>SNACKS</u>	
100 CALORIE COOKIES & CHIPS	\$0.65
100% FRUIT SMOOTHIES (12OZ)	--
BAG CHIPS .5 OZ	\$0.75
BAG CHIPS 1.25 OZ	--
BAGEL W/CREAM CHEESE	--
CEREAL	--
CEREAL BAR	--
CEREAL WITH MILK	--
COOKIE 1 for	\$0.40

ICE CREAM	\$0.90
MINI RICE KRISPIES TREATS/GRAHAM CRACKERS	\$0.35

Montgomery High School & Middle School

Traditional Lunch Meal

Snacks & Beverages

	2017-2018
<u>All Hot & Cold Entrees / Sandwiches / Pizza - Include Milk</u>	
Entrée combo (includes featured sides)	\$2.90
Premium Entrees/offerings	\$3.25 - \$5.50
4 oz side order (Teachers prices - same as Students)	\$0.75
Pizza slice (1/6) w/ toppings	\$2.90 and up
Calzone	\$3.95 & Up
Old World Personal Pizza	\$3.95 - \$4.95
Hamburger / Cheese Burger	\$4.95
Chicken Patty Sandwich	\$3.00
Marntd & grld Chckn Brst Sndwch	\$3.00
Chicken Tenders	\$3.75
Chicken Nuggets	\$3.00
Mozzarella Stix	\$3.00
Specialty Sandwiches	\$3.25 & Up
Soup (8oz)	\$2.10
Soup (12oz)	\$2.40
Fresh fruit Salad - Seasonal	\$2.50 and up
Fruit & Yogurt Parfait	\$2.50 and up
Fruit & Yogurt Parfait LARGE	\$2.85 & UP
Chobani Yogurt	\$2.50
Packaged tossed garden salad	\$3.00
Large salad w/protein (Includes Milk)	\$4.95
Boars Head Deli Sandwich	\$3.95
Premium Pre-made Salads	
Tuscan Herb Tuna Salad	\$4.95
Greek Salad	\$4.95
Grilled Chicken Caesar	\$4.95
NEW	
Made to order salad bar	\$3.25
Made to order salad bar with protein (replaces second deli)	\$4.95

	2017-2018
Baked Chips	\$1.00
Ice Cream	
Cones	\$1.00
Strawberry Shortcake	\$1.00
Chocolate Éclair	\$1.00
ChipWich	\$2.25
Sundae Cups	\$2.25
snickers bars	\$3.00
haagen daaz	\$4.00
twix	\$3.50
butterfingers	\$4.00
dove bars	\$3.00
Cupped Caned Fruit	\$0.75
Pretzel Bites	\$1.50
Pretzel 5oz	\$1.25
French Fries	\$1.25
Premium Fries	\$1.50 - \$1.75
Onion Rings	\$1.95
Milk	\$0.60
12oz Water	\$1.00
20oz Water	\$2.00
Vitamin Water 20oz	\$2.50
Vitamin Water 12oz	\$2.00
PowerAde 12oz	\$2.00
20 oz Juice	\$2.50
Yoo Hoo 11.5oz	\$1.50
Snapple 11.5oz	\$1.50
Smoothie 12 oz	\$2.25
Cappuccino/Coffee/Hot Cocoa	
Ice	\$1.50
Muffins W/assorted toppings	
Bagels	\$1.45
Bagel w/ assorted toppings	
Churros	\$1.00
Funnel Cakes	\$1.00
All Granola Bars	\$1.00
Cereal Bowls	\$1.50
Pop Tarts	\$1.50
Scooby Snack	\$0.50
Cookies	\$1.00
Any Salad Dressing	\$0.65

NEW

Chefs table display cooking - entrees cooked at a display station in the serving area in front of the students - station offered twice a month at the HS and twice a month at the MS
\$3.50 - \$5.25

NEW

Assorted Appetizers
Broccoli Bites, Buffalo Wings, Boneless Buffalo Wings, Cheddar Poppers, Breaded Mushrooms, Potato Skins, Fried Calamari, Macaroni & Cheese Wedges, Chili Fries, Nachos, Loaded Nachos

Hot muffins (& Bagels) served every morning in muffin tins at the pizza station - condiments included - assorted jellies - jams - honey, flavored cream cheeses...

\$0.50

**Montgomery Township Board of Education
Travel Reimbursement Requests
2016/2017**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Staci Beegle	LMS/UMS	4/28/2017	Testing Accommodations for Students with Disabilities					\$149.00		\$149.00	\$174.00
Lia Camuto	OHES/VES	4/28/2017	Testing Accommodations for Students with Disabilities					\$149.00		\$149.00	\$149.00
Kathleen Logothetis	MHS	5/5/2017	The Renfrew Center Foundation for Eating Disorders Spring Seminar					\$95.00		\$95.00	\$245.00
Tony Maselli	MHS	5/9/2017	Legal Liability in Athletics & Transgender Issues in Athletics		\$11.16			\$125.00		\$136.16	\$1,176.50
Kelly Maitis	BO	5/9/2017	Legal Liability in Athletics & Transgender Issues in Athletics					\$125.00		\$125.00	\$1,676.98
Lisa Romano	LMS/UMS	6/6 - 6/30/17	Teacher's College Reading Institute					\$825.00	\$168.00	\$993.00	\$3,092.00
Joanne Tonkin	MHS	4/28/2017	Testing Accommodations for Students with Disabilities					\$149.00		\$149.00	\$149.00
Amanda Vaccarella	OHES	6/7/2017	Grarden State Summit Google for Education		\$13.73			\$199.00		\$212.73	\$222.73
Jesus Velazquez	BO	5/10/2017	How to Communicate with Tact, Professionalism and Diplomacy					\$199.00		\$199.00	\$673.75

*Excluding Tolls

**Includes Registrations

BOE 4/25/17

**Estimated

**Travel Reimbursement Requests
2017/2018**

Name	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Regis- tration	Other	Total**	Approved Year-to-Date Total**
Nicole Grabowski	LMS	8/7 - 8/11/17	Teacher's College Reading Institute					\$825.00	\$168.00	\$993.00	\$993.00
Jenna Enos	MHS	8/7 - 8/10/17	AP Calculus AP Summer Institute at Middlesex County College		\$105.90			\$900.00		\$1,005.90	\$1,005.90
Dianna Muzaurieta	MHS	7/31 - 8/3/17	AP English AP Summer Institute		\$44.89			\$895.00		\$939.89	\$939.89
Lisa Sandstrand	LMS	7/31 - 8/4/17	Teacher's College Writing Institute					\$825.00	\$176.00	\$1,001.00	\$1,001.00

*Excluding Tolls

**Includes Registrations

BOE 4/25/17

**Estimated

4.1 PERSONNEL**Resignations/Retirements/Terminations/Rescissions**

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
VES	Kakoli Paul AID.VS.TIA.LD.02	Paraprofessional (.48)	04/22/2017	Resignation	09/08/2015 – 04/21/2017
VES	Julia Brocker TCH.VS.RCTR.MG.06	Teacher/Special Education	07/01/2017	Resignation	09/01/2015 – 06/30/2017
LMS	Suzanne Cordier TCH.LM.RCTR.MG.04	Teacher/Special Education	07/01/2017	Retirement	01/22/2001 – 06/30/2017
UMS	Lisa Vanziño AID.UM.RN.UG.01	Registered Nurse	07/01/2017	Retirement	05/17/2001 – 06/30/2017
UMS	Marie Siller TCH.UM.MATH.MG.07	Teacher/Math	07/01/2017	Retirement	09/01/2005 – 06/30/2017
UMS	Karin Kidd APR.UM.APRN.NA.01	Vice Principal	07/01/2017	Resignation	09/01/2007 – 06/30/2017
UMS	Nancy Bolland SEC.UM.VPRN.UG.01	Secretary to the Vice Principal	07/01/2017	Retirement	09/11/2000 – 06/30/2017
MHS	Mario D'Agostino CUS.HS.HCUS.NA.01	Head Custodian	07/01/2017	Retirement	10/19/2002 – 06/30/2017
MHS	Debra O'Reilly MTEA.LM.RCTR.MG.14	MTEA President	07/01/2017	Resignation	09/01/2014 – 06/30/2017
MHS	Christopher Sheinman CUS.HS.CUST.NA.15	Custodian/Grounds	05/05/2017	Resignation	08/01/2009 – 05/04/2017
MHS	Genna Pinto (Leave Replacement) TCH.HS.CCNT.MG.06	Teacher/Family & Consumer Science	05/05/2017	Resignation	03/06/2017 – 05/04/2017
MHS	Mary Ellen Foley TCH.HS.NRSE.MG.01	School Nurse	07/01/2017	Resignation	12/10/2012 – 06/30/2017
BD	Marianne Tomore BUS.BO.BNFT.NA.01	Benefits Manager	06/01/2017 Revised	Resignation	07/01/2015 – 05/31/2017 Revised
BD	Robert O'Rear LOA.BO.TECH.NA.02	Asst. Network Administrator	07/01/2017	Retirement	01/03/2000 – 06/30/2017

BD	Kevin Slattery BUS.BO.ASBA.NA.01	Asst. Business Administrator/Asst. Board Secretary	07/01/2017	Resignation	01/23/2017 – 06/30/2017
TRANS	David Copeland TRN.TR.DRVR.NA.03	Bus Driver	07/01/2017	Retirement	10/20/2005 – 06/30/2017

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
VES	Kristen Gluck LOA.TCH.VS.TCHR.03.8	Teacher/Grade 3	Temporary Disability FMLA Unpaid Leave Anticipated Return	11/02/2016 – 01/13/2017 (Paid; Waives Benefits) 01/17/2017 – 04/07/2017 (Unpaid; Waives Benefits) 04/18/2017 – 12/15/2017 Revised 12/18/2017 Revised

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Natalia Joffe* TCH.OH.PYSC.MG.01	School Psychologist	Miriam Gordon	MA+30 4-5	\$71,545.00		09/01/2017 – 06/30/2018

Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Jennifer Petrozzini	Paraprofessional / PS Autism	New	1-2	\$24,490.00	Yes	05/01/2017 – 06/30/2017
OHES	Vandana Sethi	Paraprofessional / PS Autism	New	1-2	\$24,490.00	Yes	04/26/2017 – 06/30/2017
OHES	Paige Tedesco*	Paraprofessional / PS Autism	New	1-2	\$24,490.00	Yes	05/08/2017 – 06/30/2017

MHS	Anthony Muldowney (Leave Replacement) AID.FL.TIA.TC.03	Technology Assistant	David Tarantula	1-2	\$30,354.00	Yes	04/26/2017 – 06/30/2017
BD	Stacey O'Neill* BUS.BO.BNFT.NA.01	Human Resources Manager	Marianne Tomore		\$45,000.00	Yes	06/05/2017 – 06/30/2018

Transfers/Voluntary Reassignments

New Position/Location	Name	Previous Position/Location	Step	Salary	Pro-rated	Dates of Employment/Notes
Special Education/UMS	Debra O'Reilly MTEA.I.M.RCTR.MG.14	Special Education/LMS	MA+15 16-17	\$80,620.00		09/01/2017 – 06/30/2018
Resource Center/UMS	Alison Shelofsky TCH.L.M.RCTR.MG.11	Resource Center/LMS	MA 9	\$70,410.00		09/01/2017 – 06/30/2018

2017-2018 Renewals - Certificated Staff

Location	Last Name	First Name	Assignment	Degree	Step	Salary
HS	Aichele	Michelina	English	Teacher MA+15	6-7	\$70,265.00
HS	Almonte	Jaiassa	Math	Teacher BA	6-7	\$62,015.00
HS	Amberson	Jennifer	Resource Program In-Class	Teacher MA	24	\$88,325.00
HS	Apel	Kelly	School Counselor	Teacher MA	9	\$70,410.00
HS	Astral	Susanne	Spanish	Teacher BA	20-21	\$76,350.00
HS	Attanasio	Gina	Resource Center - Spec. Ed.	Teacher MA	14-15	\$76,380.00
HS	Beckford-Smith	Junie	Educational Media Specialist	Teacher MA+60/Doc	25	\$99,320.00
HS	Beyer	Brian	Latin	Teacher MA	16-17	\$78,370.00
HS	Bickel	Sarah	English	Teacher BA	14-15	\$70,380.00
HS	Boczon	Hope	Supplementary Instruction (ICS)	Teacher MA+15	12-13	\$76,640.00
HS	Bogen	Nathalie	French	Teacher BA	10-11	\$66,400.00
HS	Boyer	Tina	Art	Teacher MA	16-17	\$78,370.00
HS	Brennan	Michael	Music	Teacher BA	4-5	\$61,045.00
HS	Bucci	Dana	Math	Teacher MA	10-11	\$72,400.00
HS	Bulusu	Rama Prasad	Science	Teacher MA+60/Doc	22	\$93,340.00

HS	Buszka	Craig	Science	Teacher MA	18-19	\$80,360.00
HS	Caltiere	Michele	Resource Program In-Class	Teacher MA+45	22	\$91,090.00
HS	Carfley	Andrew	Health & Physical Education	Teacher MA+60/Doc	12-13	\$83,390.00
HS	Carty	Sean	Resource Program In-Class	Teacher BA	10-11	\$66,400.00
HS	Casey	Carolyn	Health & Physical Education	Teacher MA+45	14-15	\$83,130.00
HS	Chao	Philip	Science - Chemistry	Teacher MA+60/Doc	8	\$77,985.00
HS	Chedid	Lisa	Science - Chemistry	Teacher MA+60/Doc	20-21	\$91,350.00
HS	Chenot	Brady	LDTC	Teacher MA+60/Doc	12-13	\$83,390.00
HS	Cohen	Karen	Business Law	Teacher MA+15	23	\$88,580.00
HS	Conway	Maureen	Guidance Counselor	Teacher MA	4-5	\$67,045.00
HS	Darcy	Monica	Resource Center - Spec. Ed.	Teacher BA	2-3	\$60,240.00
HS	Delbridge	Stacey	School Psychologist	Teacher MA+60/Doc	18-19	\$89,360.00
HS	Dilgard	Elizabeth	Science - Physical	Teacher BA	16-17	\$72,370.00
HS	Dipietro	Kristina	Math	Teacher MA+15	14-15	\$78,630.00
HS	Dominick	William	German @ 60%/Latin @ 40%	Teacher MA	4-5	\$67,045.00
HS	Doyle	Jessica	English	Teacher MA	8	\$68,985.00
HS	Dragon	Carlee	Health & Physical Education	Teacher MA	2-3	\$66,240.00
HS	England	Jonathan	Social Studies	Teacher BA	14-15	\$70,380.00
HS	English	David	Science - Chemistry	Teacher MA+60/Doc	12-13	\$83,390.00
HS	Enos	Jenna	Math	Teacher BA	4-5	\$61,045.00
HS	Fattorusso	Melissa	English	Teacher MA	10-11	\$72,400.00
HS	Figuroa	Vincent	Health & Physical Education	Teacher MA	10-11	\$72,400.00
HS	Fioretti	Lisa	LLD	Teacher MA	14-15	\$76,380.00
HS	Fishman	Daniel	Math	Teacher MA+60/Doc	25	\$99,320.00
HS	Flug	Matthew	Social Studies	Teacher BA	14-15	\$70,380.00
HS	Gaynor	Lori	LDTC	Teacher MA+15	6-7	\$70,265.00
HS	Girvan	Michael	Health & Physical Education	Teacher BA	25	\$84,320.00
HS	Glock	Keith	School Counselor	Teacher MA	10-11	\$72,400.00
HS	Godett	Fred	Resource Program In-Class	Teacher MA	22	\$84,340.00
HS	Grieco	Brian	Science - Physical	Teacher MA+60/Doc	16-17	\$87,370.00
HS	Griffin	James	Social Studies	Teacher MA	16-17	\$78,370.00

HS	Grossmann	Christine	Student Assistant Counselor	Teacher BA	20-21	\$76,350.00
HS	Grundy	Kristopher	Resource Program In-Class	Teacher MA	16-17	\$78,370.00
HS	Hampton	Carla	School Counselor	Teacher MA+15	18-19	\$82,610.00
HS	Hazynski	Christine	English	Teacher MA+60/Doc	14-15	\$85,380.00
HS	Heebner	James	Science	Teacher MA+30	6-7	\$72,515.00
HS	Holinko	Michael	Special Education	Teacher BA	2-3	\$60,240.00
HS	Ingraffia	Vincent	Health & Physical Education	Teacher MA	10-11	\$72,400.00
HS	Jessu	Teena	Technology Education	Teacher MA+60/Doc	14-15	\$85,380.00
HS	Kahalehoe	Kawika	Music - Instrumental	Teacher MA	16-17	\$78,370.00
HS	Keller	Noelle	Resource Program In-Class	Teacher MA	16-17	\$78,370.00
HS	Kotok	Valeriya	French	Teacher MA	6-7	\$68,015.00
HS	Kruger	Valerie	English	Teacher BA	10-11	\$66,400.00
HS	Krusen	Karen	Social Worker	Teacher MA	6-7	\$68,015.00
HS	Lee	Karin	German	Teacher BA	22	\$78,340.00
HS	Leicht	Timothy	Technology Education	Teacher BA	18-19	\$74,360.00
HS	Lescano-Lopez	Clarisa	Spanish	Teacher BA	8	\$62,985.00
HS	Levenstein	Barbara	Supplementary Instruction (ICS)	Teacher MA+15	14-15	\$78,630.00
HS	Licinski	Elsa	Spanish	Teacher MA+45	12-13	\$81,140.00
HS	Liu	Manhong	Math	Teacher MA+30	25	\$94,820.00
HS	Logothetis	Kathleen	School Nurse	Teacher BA	14-15	\$70,380.00
HS	Lopez	James	English	Teacher MA	4-5	\$67,045.00
HS	Lugo	Christian	Social Studies	Teacher BA	4-5	\$61,045.00
HS	Marshall	Jennifer	English	Teacher MA	18-19	\$80,360.00
HS	Marshall	L. Kimberly	Spanish	Teacher MA+15	25	\$92,570.00
HS	Mastil	Megan	Transition Coordinator	Teacher MA+60/Doc	9	\$79,410.00
HS	McGrail	Deirdre	Art	Teacher MA+30	25	\$94,820.00
HS	Meeker	Jamie	English	Teacher MA+15	6-7	\$70,265.00
HS	Melusky	Robert	Athletic Trainer	Teacher MA+45	25	\$97,070.00
HS	Millich	Zoran	Social Studies	Teacher MA	16-17	\$78,370.00
HS	Miller	Stephen	Social Studies	Teacher MA+45	8	\$75,735.00
HS	Mintz	Amy	LLD	Teacher BA	23	\$80,330.00

HS	Molano	Eliana	Spanish	Teacher MA+45	20-21	\$89,100.00
HS	Muehler	Peter	Cinema/TV Production	Teacher MA	22	\$84,340.00
HS	Murphy	Gaje	Social Studies	Teacher MA+30	12-13	\$78,890.00
HS	Muzaurieta	Dianna	English	Teacher MA	22	\$84,340.00
HS	Mylowe	Nicholas	Industrial Arts	Teacher BA	14-15	\$70,380.00
HS	Olivi	Temmy	English	Teacher MA+15	12-13	\$76,640.00
HS	Olney	Danielle	Speech Language Specialist (48%)	Teacher MA	10-11	\$34,752.00
HS	Oosting	Jason	Social Studies	Teacher BA	6-7	\$62,015.00
HS	Osteen	Shawn	Athletic Trainer	Teacher MA+30	10-11	\$76,900.00
HS	Palecek	Heather	Art	Teacher BA	9	\$64,410.00
HS	Panova-Cicchino	Anna	Math	Teacher MA+30	10-11	\$76,900.00
HS	Patel	Nimisha	English	Teacher MA	4-5	\$67,045.00
HS	Pendleton	James	Science - Biological	Teacher BA	23	\$80,330.00
HS	Pisani	Megan	Math	Teacher BA	6-7	\$62,015.00
HS	Pogue	Matthew	Guidance Counselor	Teacher MA	2-3	\$66,240.00
HS	Porcelli	Engene	Social Studies	Teacher MA+60/Doc	10-11	\$81,400.00
HS	Priebracha	E. Mark	Social Studies	Teacher MA+15	12-13	\$76,640.00
HS	Rafferty	Kelly	Math	Teacher MA	6-7	\$68,015.00
HS	Resch	Christopher	Science - Biological	Teacher MA+15	12-13	\$76,640.00
HS	Reynolds	Erin	Social Studies	Teacher BA	12-13	\$68,390.00
HS	Riccardi	Joseph	English	Teacher BA	2-3	\$60,240.00
HS	Ritson Slutter	Jessica	School Counselor	Teacher MA+60/Doc	14-15	\$85,380.00
HS	Rosenthal	Audrey	Supplementary Instruction (Pull out)	Teacher MA+15	23	\$88,580.00
HS	Rumion	Christopher	LLD	Teacher MA+60/Doc	4-5	\$76,045.00
HS	Saleem	Raheel	School Counselor	Teacher MA+30	8	\$73,485.00
HS	Santaniello	Brian	Health & Physical Education	Teacher BA	2-3	\$60,240.00
HS	Scarpa	Claire	Health & Physical Education	Teacher MA+60/Doc	18-19	\$89,360.00
HS	Serrano	Inez	Math	Teacher BA	4-5	\$61,045.00
HS	Sferra	Meredith	Science - Biological	Teacher MA+60/Doc	14-15	\$85,380.00
HS	Shanahan	Colleen	Social Studies	Teacher MA+60/Doc	10-11	\$81,400.00
HS	Shebchuk	Kristina	Resource Program In-Class	Teacher BA	18-19	\$74,360.00

HS	Simons	Georgina	Spanish	Teacher MA	10-11	\$72,400.00
HS	Sinha	Nitu	Math	Teacher BA	10-11	\$66,400.00
HS	Snedeker	Johanna	Health & Physical Education	Teacher MA+60/Doc	24	\$97,325.00
HS	Spinelli	Paul	Science - Biological	Teacher MA+60/Doc	25	\$99,320.00
HS	Statz	Kellye	English	Teacher BA	4-5	\$61,045.00
HS	Steeb	Richard	Health & Physical Education	Teacher MA+15	12-13	\$76,640.00
HS	Stein	Eileen	School Social Worker	Teacher MA	14-15	\$76,380.00
HS	Stemmler	Paul	Social Studies	Teacher MA	20-21	\$82,350.00
HS	Stern	Michael	Math	Teacher MA+60/Doc	23	\$95,330.00
HS	Stuart	Glen	Science	Teacher BA	6-7	\$62,015.00
HS	Tessein	Katherine	Math	Teacher MA	10-11	\$72,400.00
HS	Teza	Susan	Math	Teacher BA	14-15	\$70,380.00
HS	Thornton	Evangeline	English	Teacher BA	12-13	\$68,390.00
HS	Torralba	Marybeth	Special Education - LLD	Teacher MA+15	4-5	\$69,295.00
HS	Trockenbrod	Tiffany	Health & Physical Education	Teacher MA+15	14-15	\$78,630.00
HS	Upshaw	Bryan	Health & Physical Education	Teacher BA	6-7	\$62,015.00
HS	Van Lier	Corinne	Resource Program In-Class	Teacher MA+15	6-7	\$70,265.00
HS	Wang	Shu Chun	Math	Teacher MA+15	9	\$72,660.00
HS	Washburn	James	Social Studies	Teacher MA+60/Doc	16-17	\$87,370.00
HS	Westhusin	Stacy	Science - Chemistry	Teacher MA	4-5	\$67,045.00
HS	Williams	Ashley	Math	Teacher BA	4-5	\$61,045.00
HS	Woodworth	Jeffrey	Music - Vocal	Teacher BA	14-15	\$70,380.00
UCMS	Accardi	Mark	Resource Program	Teacher MA	4-5	\$67,045.00
UCMS	Anderson	Staci	Spanish/ESL	Teacher MA	16-17	\$78,370.00
UCMS	Barker	Christine	Science	Teacher BA	14-15	\$70,380.00
UCMS	Barra	Anthony	English	Teacher MA+45	10-11	\$79,150.00
UCMS	Blakemore	Lynn	Science	Teacher BA	16-17	\$72,370.00
UCMS	Butler	Jacquelyn	Resource Program	Teacher MA	9	\$70,410.00
UCMS	Cappabianca	Eileen	School Nurse	Teacher BA	12-13	\$68,390.00
UCMS	Carver	Jonathan	Social Studies	Teacher BA	12-13	\$68,390.00
UCMS	Chemris	Mary	Math	Teacher MA+60/Doc	14-15	\$85,380.00

UCMS	Chesbro	Robert	Science	Teacher MA+45	20-21	\$89,100.00
UCMS	Davis	Denita	Math	Teacher BA	6-7	\$62,015.00
UCMS	Digangi	Ina	English	Teacher BA	16-17	\$72,370.00
UCMS	Donahue	Alexandria	English/BSI	Teacher BA	2-3	\$60,240.00
UCMS	Donovan	Kelsey	Resource Program	Teacher BA	4-5	\$61,045.00
UCMS	Doulis	Kristen	Resource Program (ICS)	Teacher BA	14-15	\$70,380.00
UCMS	Ehnert	Whitney	Art	Teacher BA	10-11	\$66,400.00
UCMS	Fedun	Jeanne	Grade 8/School Counselor	Teacher MA+30	16-17	\$82,870.00
UCMS	Feigenwinter	Michelle	Resource Program	Teacher MA+60/Doc	14-15	\$85,380.00
UCMS	Ferrante	Kelly	Science	Teacher BA	14-15	\$70,380.00
UCMS	Fraser	Danielle	Speech Language Specialist	Teacher MA	2-3	\$66,240.00
UCMS	Fritz	Keith	English	Teacher MA	18-19	\$80,360.00
UCMS	Giboyeaux	Jessica	Spanish	Teacher MA+60/Doc	16-17	\$87,370.00
UCMS	Girt	Molly	Math	Teacher BA	2-3	\$60,240.00
UCMS	Giunta	Victoria	Health & Physical Education	Teacher MA+60/Doc	12-13	\$83,390.00
UCMS	Hackel	Adam	Music Instrumental	Teacher MA+60/Doc	24	\$97,325.00
UCMS	Handschin	Tara	Theater Arts	Teacher BA	25	\$84,320.00
UCMS	Horowitz	Lauren	English	Teacher BA	6-7	\$62,015.00
UCMS	Huelbig	James	Health & Physical Education	Teacher MA+60/Doc	20-21	\$91,350.00
UCMS	Kallens	Kelli	Social Studies	Teacher MA+45	12-13	\$81,140.00
UCMS	Kane	Ryan	Health & Physical Education	Teacher BA	10-11	\$66,400.00
UCMS	Kevorkian	Karen	English	Teacher MA+60/Doc	14-15	\$85,380.00
UCMS	Kobylarz	Erin	Health & Physical Education	Teacher MA+30	12-13	\$78,890.00
UCMS	Kohler	Stacy	School Psychologist	Teacher MA+45	20-21	\$89,100.00
UCMS	Kristopovich	Alex	Math	Teacher BA	4-5	\$61,045.00
UCMS	Lachenauer	Stefanie	Active Citizenship	Teacher MA+15	10-11	\$74,650.00
UCMS	Lawler	Tara	Science	Teacher BA	8	\$62,985.00
UCMS	Loneragan	Kevin	Social Studies	Teacher BA	23	\$80,330.00
UCMS	Lucarelli	Jaclyn	Resource Center - Spec. Ed.	Teacher BA	4-5	\$61,045.00
UCMS	Makvana	Neelam	Music - Vocal	Teacher MA	6-7	\$68,015.00
UCMS	Mardekian	Stephanie	Remedial Math	Teacher MA+45	25	\$97,070.00

UCMS	Markmann	Violet	Business & Technology	Teacher MA+60/Doc	20-21	\$91,350.00
UCMS	Mazurkiewicz	Eric	Music	Teacher BA	6-7	\$62,015.00
UCMS	Meier	Jennifer	Math	Teacher BA	4-5	\$61,045.00
UCMS	Milton	Nicholas	Science	Teacher MA	1	\$65,440.00
UCMS	Mislan	Catherine	Resource Program	Teacher MA+60/Doc	20-21	\$91,350.00
UCMS	Molinaro	Meghan	Science	Teacher BA	4-5	\$61,045.00
UCMS	Molino	Michael	French	Teacher MA	2-3	\$66,240.00
UCMS	Moore	Meghan	College Career Readiness	Teacher MA+15	10-11	\$74,650.00
UCMS	Moore	Shelley	Public Speaking	Teacher MA	22	\$84,340.00
UCMS	Mulligan	James	Technology Education	Teacher MA	23	\$86,330.00
UCMS	Patel	Neepa	Resource Program (ICS)	Teacher BA	14-15	\$70,380.00
UCMS	Pazlopez	Maria	Active Citizenship	Teacher MA	18-19	\$80,360.00
UCMS	Prentice	Kristen	Resource Program (ICS)	Teacher MA	6-7	\$68,015.00
UCMS	Procida	Susan	Spanish	Teacher BA	16-17	\$72,370.00
UCMS	Quiroz	Armando	Spanish	Teacher MA	4-5	\$67,045.00
UCMS	Ramsay	Scott	Social Studies	Teacher MA	23	\$86,330.00
UCMS	Randolph	Nancy	Social Studies	Teacher BA	9	\$64,410.00
UCMS	Razzoli	Michael	Resource Center - Spec. Ed.	Teacher MA	2-3	\$66,240.00
UCMS	Reed	James	Math	Teacher MA+60/Doc	25	\$99,320.00
UCMS	Regner	Jaryd	Social Studies	Teacher MA	2-3	\$66,240.00
UCMS	Rousseau	Ellen	LDTC	Teacher MA	25	\$90,320.00
UCMS	Saatchi	Lale	German	Teacher BA	18-19	\$74,360.00
UCMS	Scarpa	Robert	English	Teacher MA+60/Doc	18-19	\$89,360.00
UCMS	Scully	Camille	Math	Teacher BA	25	\$84,320.00
UCMS	Sheerin	Susan	Technology	Teacher BA	4-5	\$61,045.00
UCMS	Smith	Allison Doyle	Guidance Counselor	Teacher MA+30	14-15	\$80,880.00
UCMS	Smith	Debra	Resource Program	Teacher BA	25	\$84,320.00
UCMS	Sterling	Morgan	Social Studies	Teacher MA+15	12-13	\$76,640.00
UCMS	Tiu	Joanne	Resource Program	Teacher MA+30	4-5	\$71,545.00
UCMS	Valenza	Betsy	French	Teacher BA	10-11	\$66,400.00
UCMS	Venetucci	Cristina	Health & Physical Education	Teacher BA	12-13	\$68,390.00

UCMS	Wachtel	Wendy	Language Arts/Literacy	Teacher MA+15	18-19	\$82,610.00
UCMS	Warboys	Marci	Supplemental Instruction	Teacher MA+60/Doc	20-21	\$91,350.00
UCMS	Wasiak	Elizabeth	Librarian	Teacher MA	16-17	\$78,370.00
UCMS	Yavorsky	Jamie	Music	Teacher MA	2-3	\$66,240.00
UCMS	Young	Kathleen	Computer Lit/App/Program	Teacher BA	18-19	\$74,360.00
UCMS	Zimmer	Dara	Art	Teacher MA	6-7	\$68,015.00
LCMS	Adler	Jody	School Social Worker	Teacher MA	25	\$90,320.00
LCMS	Armstrong	Kevin	School Counselor - Grade 5	Teacher MA+60/Doc	14-15	\$85,380.00
LCMS	Bartholomew	Timothy	Grade 5 Math/SS	Teacher BA	14-15	\$70,380.00
LCMS	Beardsley	Jeremy	Grade 6 LA	Teacher BA	18-19	\$74,360.00
LCMS	Benz	Lisarenee	Grade 5 Math/Science	Teacher MA	6-7	\$68,015.00
LCMS	Bernstein	David	Grade 5 Math/Science	Teacher MA+30	22	\$88,840.00
LCMS	Bilik	Deborah	Grade 5 Math/Science	Teacher BA	16-17	\$72,370.00
LCMS	Bond	Kadie	Music - Instrumental	Teacher BA	4-5	\$61,045.00
LCMS	Botero	Damaris	Grade 5 LA/SS	Teacher BA	10-11	\$66,400.00
LCMS	Brenner	Julie	LA	Teacher MA	12-13	\$74,390.00
LCMS	Burd	Yasmine	Resource Center - Spec. Ed.	Teacher MA	2-3	\$66,240.00
LCMS	Camarda	Lindsay	Resource Program	Teacher MA+30	4-5	\$71,545.00
LCMS	Castronova	Dana	Resource Center - Spec. Ed.	Teacher BA	2-3	\$60,240.00
LCMS	Ciestelski	Kristin	Grade 6 Math	Teacher MA	12-13	\$74,390.00
LCMS	Clarke	Jessica	Autism	Teacher MA	14-15	\$76,380.00
LCMS	Colifas	Maya	Grade 6 Math	Teacher MA	16-17	\$78,370.00
LCMS	Dewrell	Kimberly	Grade 5 LA/SS	Teacher MA	12-13	\$74,390.00
LCMS	Disch	Erica	Spanish	Teacher BA	16-17	\$72,370.00
LCMS	Durante	Jennifer	Resource Program	Teacher MA+15	9	\$72,660.00
LCMS	Edenfield	Lewis	Grade 6/Communications	Teacher MA+60/Doc	24	\$97,325.00
LCMS	Erickson	Ariana	Academic Support	Teacher MA+30	14-15	\$80,880.00
LCMS	Falco	Michael	Health & Physical Education	Teacher MA+15	12-13	\$76,640.00
LCMS	Fedo	Erika	Wilson Program Teacher	Teacher MA+30	14-15	\$80,880.00
LCMS	Foster	Katie	Health & Physical Education	Teacher BA	10-11	\$66,400.00
LCMS	Fuller	Marissa	Resource Program (ICS)	Teacher BA	16-17	\$72,370.00

LCMS	Gebhart	Norman	Grade 5 Math/Science	Teacher BA	25	\$84,320.00
LCMS	Gordon	David	Music	Teacher MA+45	16-17	\$85,120.00
LCMS	Grabowski	Nicole	Special Education	Teacher MA	2-3	\$66,240.00
LCMS	Gustich	Melissa	Grade 5 LA/SS	Teacher BA	4-5	\$61,045.00
LCMS	Haas	Lesley	School Counselor - Grade 6	Teacher MA+60/Doc	25	\$99,320.00
LCMS	Harsell	Erin	Grade 6 Science	Teacher MA	20-21	\$82,350.00
LCMS	Hickman	Justine	Health & Physical Education	Teacher BA	8	\$62,985.00
LCMS	Hill	Kaitlin	Resource Program	Teacher BA	4-5	\$61,045.00
LCMS	Hill	Michael	Grade 6 Social Studies	Teacher MA+60/Doc	20-21	\$91,350.00
LCMS	Honold	Jenny	Resource Program (ICS)	Teacher MA	14-15	\$76,380.00
LCMS	James	Carol	ESL	Teacher MA	14-15	\$76,380.00
LCMS	Juniak	Alyssa	Resource Center - Spec. Ed.	Teacher MA	2-3	\$66,240.00
LCMS	Keefe	Jocelyn	Music	Teacher BA	12-13	\$68,390.00
LCMS	Leckner	Edward	Math	Teacher BA	14-15	\$70,380.00
LCMS	Ledeuhr	Rachel	Resource Program (ICS)	Teacher MA	9	\$70,410.00
LCMS	Levin	Lauren	Academic Support	Teacher MA	12-13	\$74,390.00
LCMS	Linck	Meghan	Educ. Media Specialist	Teacher MA	4-5	\$67,045.00
LCMS	Margon	Mathew	Social Studies	Teacher MA	4-5	\$67,045.00
LCMS	Martinez	Nofelis	ESL	Teacher MA	1	\$65,440.00
LCMS	Martinho	Suzette	Art	Teacher BA	6-7	\$62,015.00
LCMS	Masters	Jessica	Grade 5 Math/Science	Teacher BA	16-17	\$72,370.00
LCMS	McMorrow	Brendan	Health & Physical Education	Teacher BA	12-13	\$68,390.00
LCMS	Milgram	Arlene	Grade 6 Art	Teacher BA	25	\$84,320.00
LCMS	Miller	Lindsey	Supplementary Instruction (ICS)	Teacher BA	10-11	\$66,400.00
LCMS	Muller	Suzanne	Family & Consumer Science	Teacher MA	18-19	\$80,360.00
LCMS	Murphy	Meghan	Grade 6 Social Studies	Teacher MA+30	16-17	\$82,870.00
LCMS	O'Reilly	Debra	Resource Program (ICS)	Teacher MA+15	16-17	\$80,620.00
LCMS	Ospina	Martha	Spanish	Teacher BA	14-15	\$70,380.00
LCMS	Pirone	Enrica	Grade 6 LA	Teacher MA	22	\$84,340.00
LCMS	Pitt	Caryl	Grade 6 Science	Teacher BA	14-15	\$70,380.00
LCMS	Powers	Lynn	Grade 6 Science	Teacher MA	12-13	\$74,390.00

LCMS	Prior-Cernadas	Michelle	Grade 5 LA/SS	Teacher MA+15	6-7	\$70,265.00
LCMS	Pungello	Allison	Grade 6 Math	Teacher BA	4-5	\$61,045.00
LCMS	Rabinowitz	David	Music - Instrumental	Teacher MA	12-13	\$74,390.00
LCMS	Racioppi	Kristin	Grade 6 LA/Literacy	Teacher BA	6-7	\$62,015.00
LCMS	Rangnow	Jennifer	Social Studies	Teacher MA+15	18-19	\$82,610.00
LCMS	Reilly	Carolyn	Grade 5 LA/SS	Teacher MA	20-21	\$82,350.00
LCMS	Richards	Rebecca	School Psychologist	Teacher MA+60/Doc	20-21	\$91,350.00
LCMS	Riley	Tiffany	Resource Program (ICS)	Teacher MA	12-13	\$74,390.00
LCMS	Romano	Jennifer	LLD	Teacher MA	12-13	\$74,390.00
LCMS	Ryan	Elise	Science	Teacher BA	9	\$64,410.00
LCMS	Salvatore	Denise	School Nurse	Teacher BA	18-19	\$74,360.00
LCMS	Sandstrand	Lisa	Grade 5 LA/SS	Teacher MA	10-11	\$72,400.00
LCMS	Sheeler	Emily	Speech Language Specialist	Teacher MA	14-15	\$76,380.00
LCMS	Shelofsky	Alison	Grade 6 Resource Center	Teacher MA	9	\$70,410.00
LCMS	Skibinski	Robert	Computer Literacy/App. Program	Teacher BA	14-15	\$70,380.00
LCMS	Smith	Lauren	Grade 5 Math/Science	Teacher MA	10-11	\$72,400.00
LCMS	Snook	Megan	Resource Center - Spec. Ed.	Teacher MA	4-5	\$67,045.00
LCMS	Solonick	Claire	Music - Instrumental	Teacher BA	20-21	\$76,350.00
LCMS	Staab	Tara	Technology Education	Teacher MA	14-15	\$76,380.00
LCMS	Warvolis	Michael	Communications	Teacher BA	12-13	\$68,390.00
LCMS	Wheaton	Bobbi	Grade 5 LA/SS	Teacher BA	10-11	\$66,400.00
LCMS	Whitehouse	Jennifer	Grade 5 LA/SS	Teacher MA+15	10-11	\$74,650.00
LCMS	Wright	Laura	MCI	Teacher MA	6-7	\$68,015.00
LCMS	Yip	Wing	Grade 5 Math/Science	Teacher MA	10-11	\$72,400.00
VES	Antoniewicz	Barbara	Educational Media Specialist	Teacher MA	25	\$90,320.00
VES	Barbarasch	Michelle	BSI/Remedial English	Teacher BA	6-7	\$62,015.00
VES	Bassford	Amanda	Supplementary Instruction (ICS)	Teacher MA	10-11	\$72,400.00
VES	Bassford	Joseph	Health & Physical Education	Teacher MA	10-11	\$72,400.00
VES	Belfore	Michael	Health & Physical Education	Teacher BA	16-17	\$72,370.00
VES	Bell	Laura	Music - Comprehensive	Teacher MA+60/DOC	12-13	\$83,390.00
VES	Benke	Lorin	Grade 4	Teacher BA	20-21	\$76,350.00

VES	Berkowitz	Meredith	Special Education/Autism	Teacher BA	6-7	\$62,015.00
VES	Biava	Marlene	Resource Program (ICS)	Teacher MA+30	12-13	\$78,890.00
VES	Bonnet	Jennifer	Grade 3	Teacher BA	16-17	\$72,370.00
VES	Borelli	Samantha	Resource Program (ICS)	Teacher BA	4-5	\$61,045.00
VES	Caprio	Aubrie	Resource Center - Spec. Ed.	Teacher MA+15	6-7	\$70,265.00
VES	Carro	Lyan	Resource Program (ICS)	Teacher MA	9	\$70,410.00
VES	Chianese	Jillian	Resource Program (ICS)	Teacher MA	6-7	\$68,015.00
VES	Cizin	Patricia	School Nurse	Teacher MA+15	16-17	\$80,620.00
VES	Cramer	Kelie	Grade 3	Teacher MA	16-17	\$78,370.00
VES	Cresap	Dawn	Grade 3	Teacher MA	16-17	\$78,370.00
VES	Cullinane	Colleen	Grade 4	Teacher MA+15	16-17	\$80,620.00
VES	Damato	Karen	Grade 3	Teacher BA	4-5	\$61,045.00
VES	Dolan	James	Computer Literacy/App. Program	Teacher MA+15	25	\$92,570.00
VES	Dunham	Kathryn	Remedial Math	Teacher BA	10-11	\$66,400.00
VES	Egas	Jenny	Spanish	Teacher MA+60/DOC	16-17	\$87,370.00
VES	Evertsen	Jean	ESL	Teacher MA	6-7	\$68,015.00
VES	Fornal	Lauren	School Counselor	Teacher MA+15	12-13	\$76,640.00
VES	Franey	Kurt	Grade 4	Teacher MA+30	20-21	\$86,850.00
VES	Furfaro	Scott	Resource Program (ICS)	Teacher BA	18-19	\$74,360.00
VES	Furman	Jennifer	Grade 3	Teacher BA	20-21	\$76,350.00
VES	Giambertone	Joanne	Grade 4	Teacher MA	10-11	\$72,400.00
VES	Gill	Emily	Resource Center - Spec. Ed.	Teacher MA	2-3	\$66,240.00
VES	Gluck	Kristen	Grade 3	Teacher MA+30	10-11	\$76,900.00
VES	Goldman	Eugenia	Music - Instrumental	Teacher MA+60/DOC	16-17	\$87,370.00
VES	Goris	Odenis	Spanish	Teacher BA	12-13	\$68,390.00
VES	Grande	Sara	BSI/Academic Support	Teacher MA+15	18-19	\$82,610.00
VES	Gupta	Chandni	LLD - Special Ed.	Teacher MA	2-3	\$66,240.00
VES	Hart Dorn	Danielle	Grade 4	Teacher MA+15	20-21	\$84,600.00
VES	Houston	Cheryl	Music - Instrumental	Teacher MA+60/DOC	16-17	\$87,370.00
VES	Hum	Valerie	Grade 4	Teacher MA	14-15	\$76,380.00
VES	Hvizdos	Theresa	BSI/Remedial English	Teacher BA	24	\$82,325.00

VES	Knapp	Meghan	School Psychologist	Teacher MA+45	6-7	\$74,765.00
VES	Laporte	Anita	Speech Language Specialist	Teacher MA	6-7	\$68,015.00
VES	Lococo	Valerie	Grade 4	Teacher MA+60/DOC	22	\$93,340.00
VES	Loiacano	Diana	Resource Program (ICS)	Teacher MA	12-13	\$74,390.00
VES	Maxwell	Casey	Resource Program (ICS)	Teacher MA	4-5	\$67,045.00
VES	Nicholas	Marissa	Speech Language Specialist	Teacher MA	25	\$90,320.00
VES	O'Connor	Jennifer	Art	Teacher BA	20-21	\$76,350.00
VES	Pignataro	Patricia	Grade 4	Teacher BA	22	\$78,340.00
VES	Pliskin	Mary Lisa	Grade 3	Teacher MA	25	\$90,320.00
VES	Potter	Donna	Grade 3	Teacher MA	18-19	\$80,360.00
VES	Rodriguez	Brienne	Grade 3	Teacher MA	12-13	\$74,390.00
VES	Rodriguez	Max	Grade 4	Teacher MA+15	22	\$86,590.00
VES	Rothwell	Debra	LDTC	Teacher MA+45	25	\$97,070.00
VES	Rubin	Allison	Resource Program (.48)	Teacher MA	10-11	\$34,752.00
VES	Ryan	Allison	Grade 3	Teacher MA	12-13	\$74,390.00
VES	Sandler	Melissa	LLD	Teacher BA	10-11	\$66,400.00
VES	Schantz	Jolene	School Counselor	Teacher MA	14-15	\$76,380.00
VES	Sears	Nancy	Grade 3	Teacher MA	22	\$84,340.00
VES	Shockey	Jennifer	Resource Program (ICS)	Teacher MA	9	\$70,410.00
VES	Tanzola	Tammy	Health & Physical Education	Teacher MA	14-15	\$76,380.00
VES	Truscinski	Linda	Grade 4	Teacher MA+15	20-21	\$84,600.00
VES	Uhaze	Kaitlin	Grade 3	Teacher BA	6-7	\$62,015.00
VES	Vanatta	Kimberly	Grade 4	Teacher BA	18-19	\$74,360.00
VES	Varona	Nicole	Resource Program (ICS)	Teacher MA	14-15	\$76,380.00
VES	Vucin	Kelly	Grade 3	Teacher BA	10-11	\$66,400.00
VES	Winer	Laurie	Grade 4	Teacher MA+15	20-21	\$84,600.00
VES	Young	Rachel	Grade 4	Teacher BA	2-3	\$60,240.00
VES	Yulo	Jennifer	Grade 4	Teacher MA+15	10-11	\$74,650.00
OHES	Abiad	Patricia	BSJ/Academic Support	Teacher MA	14-15	\$76,380.00
OHES	Armus	Margaret	Kindergarten	Teacher BA	14-15	\$70,380.00
OHES	Baller	Sharon	Educational Media Specialist	Teacher MA+30	20-21	\$86,850.00

OHEs	Bartolomei	Sharon	Grade 1	Teacher BA	18-19	\$74,360.00
OHEs	Bauer	Meghan	ESL	Teacher MA	10-11	\$72,400.00
OHEs	Belmont	Jennifer	Preschool Handicapped	Teacher MA	14-15	\$76,380.00
OHEs	Bergen	Geena	Grade 2	Teacher BA	2-3	\$60,240.00
OHEs	Bice	Christine	Music @ 40%	Teacher BA	6-7	\$24,806.00
OHEs	Boss	Laura	Kindergarten	Teacher MA	6-7	\$68,015.00
OHEs	Brown	Cherylann	Preschool ICS	Teacher MA	25	\$90,320.00
OHEs	Buber	Christine	School Counselor	Teacher MA	2-3	\$66,240.00
OHEs	Bullard	Lisa	Grade 1	Teacher MA	14-15	\$76,380.00
OHEs	Capelli	Christopher	Grade 2	Teacher MA+15	24	\$90,575.00
OHEs	Castano	Lisa	Grade 2	Teacher MA	18-19	\$80,360.00
OHEs	Cesario	Jessica	Speech Language Specialist	Teacher MA	4-5	\$67,045.00
OHEs	Charette	Kimberly	Grade 2	Teacher BA	20-21	\$76,350.00
OHEs	Clewell	Monica	Resource Program (ICS)	Teacher MA	9	\$70,410.00
OHEs	Coffey	Nicole	Resource Center - Spec. Ed.	Teacher MA+15	18-19	\$82,610.00
OHEs	Comollo	Carolyn	Resource Program (ICS)	Teacher BA	20-21	\$76,350.00
OHEs	Cooper	Cynthia	Resource Program (ICS)	Teacher MA	12-13	\$74,390.00
OHEs	Costa	Amy	LDTC	Teacher MA+30	12-13	\$78,890.00
OHEs	Crittelli	Kimberly	Grade 2	Teacher BA	6-7	\$62,015.00
OHEs	Dabronzo	Diamond	Resource Center - Spec. Ed.	Teacher MA	6-7	\$68,015.00
OHEs	Davison	Jamie	Resource Program (ICS)	Teacher MA	12-13	\$74,390.00
OHEs	Diatlo	Michele	Art	Teacher MA	23	\$86,330.00
OHEs	Dintrone	Tara	Autism	Teacher MA+15	6-7	\$70,265.00
OHEs	Discepola	Brittany	Grade 1	Teacher MA	10-11	\$72,400.00
OHEs	Dolci	Rachel	Preschool/Autism Disabled	Teacher BA	4-5	\$61,045.00
OHEs	Doshi	Priya	Grade 2	Teacher MA	4-5	\$67,045.00
OHEs	Dyba	Jennifer	Occupational Therapist	Teacher MA	16-17	\$78,370.00
OHEs	Edwards	Heather	Behavior Specialist	Teacher MA+30	20-21	\$86,850.00
OHEs	Foltiny	Theresa	Grade 2	Teacher BA	14-15	\$70,380.00
OHEs	Fox	Lindsay	Grade 1	Teacher BA	10-11	\$66,400.00
OHEs	Gappa	Lisa	BSI/Academic Support	Teacher MA+60/Doc	22	\$93,340.00

OHES	Geniton	Heather	Preschool Autism	Teacher BA	12-13	\$68,390.00
OHES	Hoffman	Faith	Grade 1	Teacher MA	4-5	\$67,045.00
OHES	Huneryager	Brenda	BSI/Academic Support	Teacher MA+30	20-21	\$86,850.00
OHES	Jacoutut	Kevin	Health & Physical Education	Teacher BA	10-11	\$66,400.00
OHES	Kester	Colleen	Grade 1	Teacher MA	14-15	\$76,380.00
OHES	Koblin	Alison	Occupational Therapist	Teacher MA	22	\$84,340.00
OHES	Komar	Alexa	Resource Program (ICS)	Teacher MA+30	12-13	\$78,890.00
OHES	Kotch	Jessica	Grade 1	Teacher MA	10-11	\$72,400.00
OHES	Lee	Julia	Grade 2	Teacher MA	6-7	\$68,015.00
OHES	Leimbacher	Genifer	Grade 2	Teacher MA	16-17	\$78,370.00
OHES	Magalio	Cynthia	Technology	Teacher MA	12-13	\$74,390.00
OHES	Malik-Lawson	Jennifer	Speech Teacher (.50)	Teacher MA	20-21	\$41,175.00
OHES	Medina	Myrna	Spanish	Teacher MA	12-13	\$74,390.00
OHES	Miller	Ketry	Behaviorist	Teacher MA+30	16-17	\$82,870.00
OHES	Noda-Olszyk	Monica	Occupational Therapist	Teacher BA	12-13	\$68,390.00
OHES	O'Lone	Christine	Speech Language Specialist	Teacher MA	23	\$86,330.00
OHES	Pankowski	Alison	Reading Interventionist	Teacher MA+45	22	\$91,090.00
OHES	Pender	Michelle	Kindergarten	Teacher MA+30	14-15	\$80,880.00
OHES	Perovich	Renee	LLD	Teacher BA	9	\$64,410.00
OHES	Piccirillo	Lisa	Grade 2	Teacher MA	14-15	\$76,380.00
OHES	Quick	Anna	Speech Language Specialist	Teacher MA	12-13	\$74,390.00
OHES	Reeder	Trevor	Grade 1	Teacher MA+30	9	\$74,910.00
OHES	Roberts	Jessica	Resource Program (ICS)	Teacher MA+30	10-11	\$76,900.00
OHES	Rocha	Lauren	Kindergarten	Teacher MA	6-7	\$68,015.00
OHES	Rogers	Jennifer	School Social Worker	Teacher MA	18-19	\$80,360.00
OHES	Rooney	John	Health & Physical Education	Teacher BA	20-21	\$76,350.00
OHES	Rosenberg	Pete	Grade 2	Teacher MA+60/Doc	24	\$97,325.00
OHES	Santoro	Julia	Grade 1	Teacher MA+15	20-21	\$84,600.00
OHES	Sapnar	Laura	Kindergarten	Teacher MA	18-19	\$80,360.00
OHES	Schrum	Pamela	School Nurse	Teacher BA	23	\$80,330.00
OHES	Scott	Emily	Resource Center - Spec. Ed.	Teacher BA	2-3	\$60,240.00

OHEs	Scott	Jaimie	Grade 2	Teacher BA	14-15	\$70,380.00
OHEs	Senatra	Wendy	School Counselor	Teacher MA+15	12-13	\$76,640.00
OHEs	Shaffer Obe	Stephanie	Grade 1	Teacher MA+30	18-19	\$84,860.00
OHEs	Sherman	Ashley	Grade 1	Teacher MA	4-5	\$67,045.00
OHEs	Sinclair	Kafry	Health & Physical Education	Teacher MA	14-15	\$76,380.00
OHEs	Sletteland	Eric	Grade 1	Teacher MA+30	22	\$88,840.00
OHEs	Sorensen	Holly	Music - Comprehensive	Teacher BA	12-13	\$68,390.00
OHEs	Stefanisko	Krista	Resource Program (ICS)	Teacher MA	18-19	\$80,360.00
OHEs	Steller-Evans	Donna	Art (.50)	Teacher MA	16-17	\$39,185.00
OHEs	Stuart	Gloria	Spanish	Teacher BA	12-13	\$68,390.00
OHEs	Sullivan	Timothy	Health & Physical Education	Teacher BA	24	\$82,325.00
OHEs	Thorp	Kelly	Resource Program (ICS)	Teacher BA	4-5	\$61,045.00
OHEs	Tucker	Diane	Grade 1	Teacher MA+60/Doc	23	\$95,330.00
OHEs	Vaccarella	Amianda	Preschool Handicapped	Teacher BA	6-7	\$62,015.00
OHEs	Vannostrand	Krista	Kindergarten	Teacher MA+30	12-13	\$78,890.00
OHEs	Walker	Mary	BSI (.50)	Teacher BA	10-11	\$33,200.00
OHEs	Winters	Karen	BSI/Academic Support	Teacher MA+15	18-19	\$82,610.00
OHEs	Yap	Christine	Grade 2	Teacher MA	22	\$84,340.00
OHEs	Ziedonis	Nancy	Grade 2	Teacher BA	4-5	\$61,045.00
OHEs	Zimmerman	Cara	Grade 1	Teacher MA	4-5	\$67,045.00

2017 - 2018 Renewals Non Certificated Staff

Location	Last Name	First Name	Assignment	Step	Salary
HS	Bailey	Noreen	Secretary/Clerk 50/50	12/12	\$42,524.00
HS	Dorell	Linda	Secretary/Book 12 Month	4	\$48,110.00
HS	Gaillard	Denita	10 Month Clerk	6-7	\$33,200.00
HS	Gebhart	Paula	Secretary/Book 12 Month	9	\$51,695.00
HS	Lanzotti	Kim	12 Month Clerk	12	\$46,825.00
HS	Matarazzo	Anne	10 Month Clerk	2	\$30,750.00
HS	Matthews	Lori	Secretary/Book 12 Month	12	\$55,235.00
HS	McNeill	Wanda	Secretary/Clerk 12Mo 50/50	4/12	\$47,360.00

HS	Napoliello	Theresa	10 Month Clerk (.48)	5	\$15,480.00
HS	Ruppert	Christina	Secretary/Book 12 Month	3	\$47,610.00
HS	Talarick	Diane	Secretary/Book 12 Month	12	\$55,235.00
UCMS	Esche	Susan	10 Month Clerk	12	\$39,019.00
UCMS	Sciotto	Marilyn	Secretary/Book 12 Month	12	\$55,235.00
UCMS	Venanzi	Jayne	Secretary/Clerk 50/50	12/12	\$42,524.00
LCMS	Davis	Margaret	Secretary/Book 12 Month	5	\$48,610.00
LCMS	Lacanna	Annette	Secretary/Book 12 Month	6-7	\$49,585.00
LCMS	Scott	Jocelyne	10 Month Clerk	12	\$39,019.00
VES	Fischer	Tammie	Secretary/Book 12 Month	2	\$47,110.00
VES	Fragulis	Juliana	Secretary/Clerk 50/50 (.40)	12/6-7	\$15,846.00
VES	Ocleppo	Maureen	Secretary/Book 12 Month	12	\$55,235.00
VES	Wilmot	Mara	10 Month Clerk	6-7	\$33,200.00
OHES	Chidyilo	Patricia	Secretary/Book 12 Month	12	\$55,235.00
OHES	Guaimano	Denise	Secretary/Book 12 Month	12	\$55,235.00
OHES	Ippolito	Teresa	Secretary/Clerk 50/50	10/12	\$41,520.00
OHES	Kobylarz	Nora	10 Month Clerk	12	\$39,019.00
OHES	Presutto	Antoinette	10 Month Clerk	2	\$30,750.00
BD	Busher	Jill	Secretary/Book 12 Month	12	\$55,235.00
BD	Campbell	Ann Marie	Secretary/Book 12 Month	12	\$55,235.00
BD	Contrino	Linda	Secretary/Book 12 Month	12	\$55,235.00
BD	De Stefano	Debra	Secretary/Book 12 Month	12	\$55,235.00
BD	Leicht	Patricia	Secretary/Book 12 Month	5	\$48,610.00
BD	Smith	Lucianne	Secretary/Book 12 Month	12	\$55,235.00
BD	Weimer	Monica	Secretary/Book 12 Month	11	\$54,005.00

2017-2018 Renewals Non-Certificated Staff

Location	Last Name	First Name	Assignment	Step	Salary
HS	Aggabao	Anna	Paraprofessional	11-12	\$26,534.00
HS	Brandmaier	Katelyn	Paraprofessional (.48)	2-3	\$11,952.00
HS	Dale	Kaj	Paraprofessional (.48)	2-3	\$11,952.00
HS	Gallitz	Dojina	Paraprofessional	13-14	\$27,214.00
HS	Gomes	Jacqueline	Paraprofessional (.48)	2-3	\$11,952.00
HS	Gorman	Cynthia	Paraprofessional	4-5	\$25,104.00
HS	Karp	Alison	Paraprofessional (.48)	1	\$11,856.00
HS	Kaushal	Savita	Paraprofessional	15	\$27,994.00
HS	Murray	Stephanie	Paraprofessional	9-10	\$25,954.00
HS	Neves	Antoinette	Paraprofessional	15	\$27,994.00
HS	Oldis	Luann	Paraprofessional (.48)	4-5	\$12,050.00
HS	Orcinolo	Linda	Paraprofessional	15	\$27,994.00
HS	Paparella	Mary	Paraprofessional	11-12	\$26,534.00
HS	Pisarra	Donna	Paraprofessional	11-12	\$26,534.00
HS	Rydzaj	Kristina	Paraprofessional + Longevity Stipend	15	\$28,244.00
HS	Schroeck	Dawn	Paraprofessional	13-14	\$27,214.00
HS	Speesler	Barbara	Paraprofessional	13-14	\$27,214.00
HS	Topalian	Siramoush	Paraprofessional	15	\$27,994.00
HS	Wansor	Judith	Paraprofessional (.48)	2-3	\$11,952.00
HS	Witteman	Jane	Paraprofessional	15	\$27,994.00
UCMS	Ajajian	Sandra	Paraprofessional	13-14	\$27,214.00
UCMS	Giraldi	Tammy	Paraprofessional	15	\$27,994.00
UCMS	Kotler	Holly	Educ. Support Asst. (.48)	2-3	\$10,318.00
UCMS	Marro	Sharon	Paraprofessional	11-12	\$26,534.00
UCMS	McGill	Fayette	Educ. Support Asst. (.48)	4-5	\$10,416.00
UCMS	Nadkarni	Sadhana	Educ. Support Asst. (.48)	6-8	\$10,594.00
UCMS	Talarico	Diane	Paraprofessional	11-12	\$26,534.00
UCMS	Thomas	Theresa	Paraprofessional	2-3	\$24,900.00
UCMS	Thompson	Cathy	Paraprofessional	6-8	\$25,474.00

UCMS	Weingart	Cory	Paraprofessional	2-3	\$24,900.00
UCMS	Woolley	Maryanne	Paraprofessional	13-14	\$27,214.00
LCMS	Ammerman	Gloria	Paraprofessional (.48)	2-3	\$11,952.00
LCMS	Chen	Cary	Paraprofessional	2-3	\$24,900.00
LCMS	Craven	Susan	Paraprofessional	2-3	\$24,900.00
LCMS	Deangelo	Carol	Paraprofessional	11-12	\$26,534.00
LCMS	Girardeau	Jeannine	Paraprofessional	15	\$27,994.00
LCMS	Kunkiewicz	Linda	Paraprofessional	2-3	\$24,900.00
LCMS	Matticoli	Anna	Educ. Support Asst. (.48)	2-3	\$10,318.00
LCMS	Min	Lynn	Educ. Support Asst. (.48)	1	\$10,222.00
LCMS	Nagle	Brandi	Paraprofessional	2-3	\$24,900.00
LCMS	Narce	Nicole	Educ. Support Asst. (.48)	2-3	\$10,318.00
LCMS	Osborne	Stephanie	Paraprofessional	11-12	\$26,534.00
LCMS	Pace	Daniel	Paraprofessional	4-5	\$25,104.00
LCMS	Pierrot	Elizabeth	Paraprofessional (.48)	2-3	\$11,952.00
LCMS	Powers	Camille	Paraprofessional	2-3	\$24,900.00
LCMS	Shytycki-Charos	Susanne	Paraprofessional	15	\$27,994.00
LCMS	Tidona	Dawn	Paraprofessional	6-8	\$25,474.00
LCMS	Zavodnick	Lauren	Paraprofessional	2-3	\$24,900.00
VES	Carroll	Kathleen	Paraprofessional	13-14	\$27,214.00
VES	Fox-Hauben	Leslie	Educ. Support Asst. (.48)	6-8	\$10,594.00
VES	Grover	Megan	Paraprofessional	13-14	\$27,214.00
VES	Hall	Paula	Paraprofessional	2-3	\$24,900.00
VES	Hornberger	Carrie	Paraprofessional	2-3	\$24,900.00
VES	Lynch	Mary	Paraprofessional	15	\$27,994.00
VES	Maroli	Arlene	Paraprofessional	11-12	\$26,534.00
VES	Martinez	Andrew	Paraprofessional	2-3	\$24,900.00
VES	Niedt	Christopher	Paraprofessional	6-8	\$25,474.00
VES	Patel	Suchita	Paraprofessional	11-12	\$26,534.00
VES	Rechter	Donna	Paraprofessional	4-5	\$25,104.00

VES	Sgammato	Maria	Paraprofessional	15	\$27,994.00
VES	Singer-Slack	Nancy	Educ. Support Asst. (.48)	2-3	\$10,318.00
VES	Volpe	Teresa	Educ. Support Asst. (.48)	6-8	\$10,594.00
OHES	Ansari	Shayla	Paraprofessional (.48)	2-3	\$11,952.00
OHES	Beach	Wejdan	Paraprofessional	13-14	\$27,214.00
OHES	Beer	Melissa	Paraprofessional	6-8	\$25,474.00
OHES	Cappola	Kimberly	Paraprofessional	1	\$24,700.00
OHES	Carrier	Lisa	Paraprofessional	15	\$27,994.00
OHES	Casisa	Deborah	Paraprofessional	2-3	\$24,900.00
OHES	Cilluffo	Giulia	Educ. Support Asst. (.48)	2-3	\$10,318.00
OHES	Colaiacovo	Kimberly	Paraprofessional	6-8	\$25,474.00
OHES	Connors	Erin	Paraprofessional	2-3	\$24,900.00
OHES	D'Agostino	Angela	Paraprofessional	6-8	\$25,474.00
OHES	D'Allegria	Rosemarie	Paraprofessional	9-10	\$25,954.00
OHES	Davis	Kelsey	Paraprofessional	4-5	\$25,104.00
OHES	Dsouza	Auria	Paraprofessional	11-12	\$26,534.00
OHES	Fernandes	Regina	Educ. Support Asst. (.48)	2-3	\$10,318.00
OHES	Fleming	Katelyn	Paraprofessional	4-5	\$25,104.00
OHES	Giata	Kelly	Paraprofessional (.48)	2-3	\$11,952.00
OHES	Groves	Kaitlin	Paraprofessional	2-3	\$24,900.00
OHES	Han	Ayoun	Paraprofessional (.48)	2-3	\$11,952.00
OHES	Hillock	Tori	Paraprofessional	4-5	\$25,104.00
OHES	Jaipal	Latha	Paraprofessional	6-8	\$25,474.00
OHES	James	Christine	Paraprofessional	2-3	\$24,900.00
OHES	Kaushik	Sushma	Paraprofessional	2-3	\$24,900.00
OHES	McGlynn	Erica	Paraprofessional	2-3	\$24,900.00
OHES	Mohan	Ranjini	Paraprofessional	11-12	\$26,534.00
OHES	Moran	Heather	Paraprofessional	15	\$27,994.00
OHES	Owen	Deirdre	Paraprofessional	2-3	\$24,900.00
OHES	Popp	Kristina	Paraprofessional	2-3	\$24,900.00
OHES	Reddy	Laxmi	Paraprofessional (.48)	6-8	\$11,209.00

OHES	Resta	Lisa	Paraprofessional	2-3	\$24,900.00
OHES	Romaine	Jennifer	Paraprofessional (.48)	4-5	\$12,050.00
OHES	Santa Maria	Lorena	Paraprofessional	2-3	\$24,900.00
OHES	Santoro	Kia	Paraprofessional	6-8	\$25,474.00
OHES	Smith	Mary	Paraprofessional	2-3	\$24,900.00
OHES	Steller-Evans	Donna	Paraprofessional (.48)	4-5	\$12,050.00
OHES	Szych	Suzan	Paraprofessional	15	\$27,994.00
OHES	Thompson	Heather	Paraprofessional	15	\$27,994.00
OHES	Treene	Laurie	Paraprofessional (.48)	2-3	\$11,952.00
OHES	Westover	Laureen	Paraprofessional	1	\$24,700.00
OHES	Wilmot	Diane	Paraprofessional	2-3	\$24,900.00
OHES	Yam	Kam	Educ. Support Asst. (.48)	15	\$11,803.00
UCMS	Krasovec	Diane	Registered Nurses	5	\$39,207.00
LCMS	Smith	Florence	Registered Nurses	5	\$39,207.00
VES	Woodard	Janis	Nurse Assistant	5	\$39,207.00
OHES	Messineo	Ann	Registered Nurses	5	\$39,207.00
HS	Tarantula	Dave	Technology Assistant	4-5	\$31,064.00
UCMS	Engelmann	Deborah	Technology Assistant	13-14	\$33,984.00
LCMS	Scher	Joseph	Technology Assistant	13-14	\$33,984.00
VES	Deoliveira Almeida	Maritza	Technology Assistant	4-5	\$31,064.00
OHES	Cnossen	Brett	Technology Assistant	15	\$35,040.00
HS	Armstead	Charles	Security Guard	16	\$27,500.00

2017-2018 Renewals – Custodial/Grounds/Maintenance

Location	Last Name	First Name	Assignment	Step	Salary	Stipend(s)	Total
BD	Bogusky	Hugh	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Brendel	Roy	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Chamberlain	Donald	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Fejko	Michael	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Fleming	Bruce	Maintenance/Grounds	11	\$63,325.00		\$63,325.00
BD	Hayes	Gregory	Maintenance/Grounds	10	\$61,940.00		\$61,940.00
BD	Kelly	Jonathan	Grounds	4-7	\$43,980.00		\$43,980.00
BD	Kerwin	Daniel	Grounds	21	\$54,060.00		\$54,060.00
BD	Randazzo	John	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Robinson	Edward	Grounds	15-18	\$49,905.00		\$49,905.00
BD	Selyei	David	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Smith	Keith	Maintenance/Grounds	13	\$66,245.00		\$66,245.00
BD	Stryker	Shane	Grounds	4-7	\$43,980.00		\$43,980.00
HS	Alston	James	Custodian	15-18	\$44,225.00		\$44,225.00
HS	Blazejowicz	Maria	Custodian + 2nd Shift Stipend	13-14	\$42,940.00	\$661.00	\$43,601.00
HS	Campos	Nestor	Custodian + 2nd Shift Stipend/Sat. Stipend	4-7	\$38,300.00	\$661.00/\$1,300.00	\$40,261.00
HS	Cruser	Willard	Custodian + Mid-Day Stipend	13-14	\$42,940.00	\$331.00	\$43,271.00
HS	Dix	Raymond	Custodian + 3rd Shift Stipend	4-7	\$38,300.00	\$850.00	\$39,150.00
HS	Gannon	Drew	Custodian + 3rd Shift Stipend	4-7	\$38,300.00	\$850.00	\$39,150.00
HS	Hagerman	Rosa	Custodian + 2nd Shift Stipend	8	\$39,385.00	\$661.00	\$40,046.00
HS	Janusz	Elzbieta	Custodian	15-18	\$44,225.00		\$44,225.00
HS	Lopez	Erwin	Custodian + 2nd Shift Stipend	21	\$48,380.00	\$661.00	\$49,041.00
HS	Lubowicka	Regina	Custodian + 2nd Shift Stipend	4-7	\$38,300.00	\$661.00	\$38,961.00
HS	Perez	Hipolito	Custodian + 2nd Shift Stipend	13-14	\$42,940.00	\$661.00	\$43,601.00
HS	Rodriguez	Ingrid	Custodian	19	\$45,560.00		\$45,560.00
HS	Rogozinski	Sylvia	Custodian + 2nd Shift Stipend	15-18	\$44,225.00	\$661.00	\$44,886.00
HS	Urias	Antonio	Custodian + 2nd Shift Stipend	22	\$49,865.00	\$661.00	\$50,526.00
UCMS	Flores	Remijio	Custodian + 2nd Shift Stipend	19	\$45,560.00	\$661.00	\$46,221.00
UCMS	Gramajo	Luis	Custodian + 2nd Shift Stipend	20	\$46,945.00	\$661.00	\$47,606.00

UCMS	Loc	Halina	Custodian + 3rd Shift Stipend	13-14	\$42,940.00	\$661.00	\$43,601.00
UCMS	Sanchez	Esteban	Custodian	19	\$45,560.00		\$45,560.00
UCMS	Santizo	Miguel	Custodian	22	\$49,865.00		\$49,865.00
UCMS	Taracena	Gilberto	Custodian + 2nd Shift Stipend	4-7	\$38,300.00	\$661.00	\$38,961.00
VES	Colucci	Michael	Custodian/Grounds + 2nd Shift Stipend	10-12	\$41,705.00	\$661.00	\$42,366.00
VES	Guerrero	Hugo	Custodian/Grounds + 2nd Shift Stipend	22	\$49,865.00	\$661.00	\$50,526.00
VES	Moore	Daniel	Custodian/Grounds	20	\$46,945.00		\$46,945.00
VES	Newbury	Debra	Custodian/Grounds + 2nd Shift Stipend	15-18	\$44,225.00	\$661.00	\$44,886.00
VES	Vaccaro	Kenneth	Custodian/Grounds	22	\$49,865.00		\$49,865.00
OHES	Bruzzano	Stephen	Custodian + 2nd Shift Stipend	13-14	\$42,940.00	\$661.00	\$43,601.00
OHES	Castor	Richard	Custodian	21	\$48,380.00		\$48,380.00
OHES	Cholody	Ewa	Custodian + 3rd Shift Stipend	15-18	\$44,225.00	\$661.00	\$44,886.00
OHES	Harvey	Paul	Custodian	21	\$48,380.00		\$48,380.00
OHES	Owens	Kevin	Custodian + 2nd Shift Stipend	10-12	\$41,705.00	\$661.00	\$42,366.00
OHES	Soto	Johana	Custodian + Mid-Day Stipend	4-7	\$38,300.00	\$331.00	\$38,631.00
OHES	Wilkins	Glen	Custodian + 2nd Shift Stipend	20	\$46,945.00	\$661.00	\$47,606.00

2017 - 2018 Renewals Unaffiliated

Location	Last Name	First Name	Assignment	Salary
BD	Aichele	Samantha	Human Resources Secretary	\$48,300.00
HS	Brooks	Jeffrey	AV/Distance Learning Coordinator	\$103,608.00
BD	Castro	Wilbert	Computer Technician	\$52,649.00
BD	Friedlander	Robyn	Transportation Supervisor	\$100,418.00
BD	Kent Sharma	Christine	Payroll	\$56,375.00
BD	Klein	David	Director of Facilities	\$131,579.00
BD	Kolbert	Nora	Administrative Assistant	\$57,717.00
BD	Mattis	Kelly	Director of Human Resources	\$152,519.00
BD	McLoughlin	Mary	Director of Pupil Services	\$157,153.00
BD	Muentener	John	Mechanic	\$60,554.00
BD	Pepper	Marita	Benefits Manager	\$59,816.00
BD	Pitcher	William	Mechanic	\$67,348.00

BD	Sarmir	Deborah	Assistant Superintendent	\$148,799.00
BD	Strimple	Diane	Business Administrator's Secretary	\$69,447.00
BD	Swerdlow	Grégory	Administrative Assistant/P.R.	\$25,654.00
BD	Velazquez	Jesus	Assistant Transportation Supervisor	\$60,639.00
BD	Velez	Jaime	Software Coordinator	\$93,134.00
BD	Weicksel	Andrew	Computer Technician	\$52,649.00
BD	Wells	Annette	Business Administrator	\$141,668.00

2017 - 2018 Renewals APSMT - Affiliated

Location	Last Name	First Name	Assignment	Salary
UCMS	Beegle	Staci	Supervisor - 5-8 Pupil Services	TBD
BD	Borland	Fiona	Director of Instr. Technology	TBD
OHS	Camuto	Lia	Supervisor - K-4 Pupil Services	TBD
UCMS	Delgado	Cory	Principal	TBD
OHS	Dudley	Karen	Vice Principal	TBD
HS	Gaylord	Corinne	Director of Student & Academic Counseling	TBD
VES	Glover	Jessica	Supervisor - K-4 Math/Science	TBD
HS	Green	Naoma	Vice Principal	TBD
LCMS	Herte	Christopher	Supervisor - 5-8 Math/Science	TBD
LCMS	Kichura	Georgianna	Vice Principal	TBD
VES	Lacy	Susan	Principal	TBD
VES	Maccarone	Jaime	Vice Principal	TBD
HS	Maselli	Anthony	Athletics Director	TBD
OHS	Monaco	Amy	Supervisor - K-4 LA/SS	TBD
HS	Pachuta	Scott	Vice Principal	TBD
BD	Pappa	Damian	Director of Data, Assessment & Accountability	TBD
HS	Pino-Beattie	Heather	Vice Principal	TBD
HS	Popadiuk	Paul	Principal	TBD
HS	Reyes	Alma	Supervisor - World Language	TBD
LCMS	Richards	Michael	Principal	TBD
HS	Riddell	Jennifer	Supervisor - Math	TBD

LCMS	Romano	Lisa	Supervisor – 5-8 LA/SS	TBD
OHES	Scotti	Kathleen	Principal	TBD
HS	Seeman	Karen	Supervisor - English	TBD
HS	Sullivan	Jason	Supervisor - Science	TBD
HS	Tonkin	Joanne	Supervisor – 9-12 Pupil Services	TBD
HS	Warshafsky	Adam	Supervisor - VPA	TBD
BD	Zalika	Ron	Director of Curriculum	TBD

2017 – 2018 Renewals Transportation

Location	Last Name	First Name	Assignment	Step	Hourly Rate
TRANS	Arcaro	Debra	Bus Driver	7	TBD
TRANS	Auerbach	Joanne	Bus Driver	3	TBD
TRANS	Boxer	Shirley	Bus Driver	6	TBD
TRANS	Bryan	Cindy	Bus Attendant	4	TBD
TRANS	Burris	Aaron	Bus Driver	4	TBD
TRANS	Canetti	Linda	Bus Driver	3	TBD
TRANS	Carr	Arlene	Bus Attendant	5	TBD
TRANS	Correa	Jessica	Bus Driver	3	TBD
TRANS	Cruser	Susan	Bus Driver	9	TBD
TRANS	Cumba	Alfred	Bus Driver	6	TBD
TRANS	Cuoco	Sherri	Bus Driver	11	TBD
TRANS	Davidson	Debra	Bus Driver	11	TBD
TRANS	Digiorgio	Jean	Bus Driver	5	TBD
TRANS	Feduniewicz	Chet	Bus Driver	8	TBD
TRANS	Franzoso	Cathy	Bus Driver	8	TBD
TRANS	Gara	Pamela	Bus Driver	3	TBD
TRANS	Gavett	Sheryl	Bus Driver	6	TBD
TRANS	Goldstein	Maria	Bus Driver	8	TBD
TRANS	Harvey	Michael	Bus Driver	5	TBD
TRANS	Higgins	Wilbur	Bus Driver	6	TBD
TRANS	Hoffman	Leslie	Bus Driver	9	TBD

TRANS	Kilcoyne	Kevin	Bus Driver	7	TBD
TRANS	King	Lindsay	Bus Driver	9	TBD
TRANS	Kletz	Charles	Bus Driver	4	TBD
TRANS	LaPilusa	Barbra	Bus Attendant	3	TBD
TRANS	Majewski	Michael	Bus Driver	5	TBD
TRANS	Makuch	Henry	Bus Driver	7	TBD
TRANS	Marchie	Sherry	Bus Driver	2	TBD
TRANS	McLaughlin	Jo-Ann	Bus Driver	5	TBD
TRANS	Mihalcko	Jack	Bus Driver	7	TBD
TRANS	Neall	Getaldine	Bus Driver	8	TBD
TRANS	Newcomer	Sharon	Bus Driver	7	TBD
TRANS	Nolan	Dalia	Bus Attendant	3	TBD
TRANS	Novack-Metz	Victoria	Bus Driver	4	TBD
TRANS	Pantozzi	Eugene	Bus Driver	4	TBD
TRANS	Pinnella	Janet	Bus Driver	3	TBD
TRANS	Quick	Grilbert	Bus Driver	10	TBD
TRANS	Quick	Sarah	Bus Driver	7	TBD
TRANS	Rahman	Gloria	Bus Driver	7	TBD
TRANS	Rainey	Lynn	10 Month Clerk	3	TBD
TRANS	Rainey	Nancy	Bus Driver	10	TBD
TRANS	Reddy	Laxmi	Bus Attendant	5	TBD
TRANS	Rodriguez-Cabral	Lucia	Bus Driver	4	TBD
TRANS	Romano	Sharon	Bus Attendant	5	TBD
TRANS	Sala	Gigi	Bus Driver	4	TBD
TRANS	Sclafani	Patricia	Bus Driver	7	TBD
TRANS	Scott	Cindy	Bus Driver	11	TBD
TRANS	Sikorsky	Linda	Bus Attendant	5	TBD
TRANS	Stankovich	Nancey	Bus Driver	7	TBD
TRANS	Stoev	Svilen	Bus Driver	7	TBD
TRANS	Yager	Maryann	Bus Driver	7	TBD

Substitute Renewal for 2017/2018

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Ahmad Farzana	Substitute Teacher	Renewal	2017-2018 School Year
DISTRICT	Gloria Ammerman	Substitute Teacher	Renewal	2017-2018 School Year
DISTRICT	Jennifer Amponin	Substitute Nurse	Renewal	2017-2018 School Year
DISTRICT	Zoe Atttoh	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Margaret Bauer	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Rose Bauer	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Jane Blitz	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Lisa Bonen	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Jessica Delahoy	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Jennifer Gandolfo	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Soumi Jaina	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Sumanlata Khandelwal	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Kaitlyn Kennedy	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Lori Konkowski	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Carol Link	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Jennifer Madej	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Kerriann Manzano	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Melissa May	Substitute Nurse	Renewal	2017/2018 School Year
DISTRICT	Marianne Mencher	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Emily Mirabella	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Seema Moondra	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Eileen Moran	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Grant Moser	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Linda Moskowitz	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Lopamudra Mukherjee	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Brian Nagy	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Nancy Neary	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Younghee Noh	Substitute Teacher	Renewal	2017/2018 School Year

DISTRICT	Jocelyn Pena	Substitute Secretary	Renewal	2017/2018 School Year
DISTRICT	William Pickering	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Elizabeth Pierrot	Substitute Paraprofessional	Renewal	2017/2018 School Year
DISTRICT	William Pisarra	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	John Poirier	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Madhurani Poola	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Vasundhara Ragunathan	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Carolyn Salerno	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Marisa Scarlata	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Charles Schaub	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Frank Scheer	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Vandana Sethi	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Kristen Shlossberg	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Marianne Skau	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Gerri Starr-Basak	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Gutta Sunitha	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Shruti Tyagi	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Judith Wansor	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Ursula Garris	Substitute Nurse/Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Megan Corlis	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Dylan Kristopovich	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Erica McGlynn	Substitute Teacher	Renewal	2017/2018 School Year
DISTRICT	Gabriella Romagnoli	Substitute Teacher	Renewal	2017/2018 School Year

Appointments/Substitutes

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Megan Corlis	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Dylan Kristopovich	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Erica McGlynn	Substitute Teacher	New	2016-2017 School Year
DISTRICT	Gabriella Romagnoli	Substitute Teacher	New	2016-2017 School Year

Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Genna Pinto	Jennifer Amberson	Alternate	\$1,000.00	Yes	2016-2017 School Year
UMS	Kerriann Manzano	Cristina Venetucci	Traditional	\$550.00	Yes	2016-2017 School Year
LMS	Alyssa Cartaino	Katie Foster	Traditional	\$550.00	Yes	2016-2017 School Year

Home Instruction

Location	Name	Assignment	Salary	Dates of Employment/Notes
UMS	Armando Quiroz	Home Instruction 2016-2017	\$58.79 p/h	03/01/2017 – 06/30/2017

Co-Curricular 2016-2017

Location	Name	Position	Stipend	Pro-rated	Dates of Employment/Notes
MHS	Christian Lugo	Lacrosse, Boys JV Coach	\$5,655.00		2016-2017 Spring Season
MHS	Anthony Terranova	Lacrosse, Boys Volunteer Coach	\$0		2016-2017 Spring Season
MHS	Joseph Riccardi	Lacrosse, Girls Volunteer Coach	\$0		2016-2017 Spring Season

Other

Location	Name	Position	Stipend	Dates of Employment/Notes
UMS	Vickie Giunta	Teaching 1 Additional Block	\$12,508.50	09/01/2017 – 06/30/2018 (Marking Periods 2, 3 & 4)
UMS	Tom Huelbig	Teaching 1 Additional Block	\$9,135.00	09/01/2017 – 06/30/2018 (Marking Periods 1 & 2)
UMS	Erin Kobylarz	Teaching 1 Additional Block	\$7,889.00	09/01/2017 – 06/30/2018 (Marking Periods 3 & 4)
UMS	Ryan Kane	Teaching 1 Additional Block	\$3,320.00	09/01/2017 – 06/30/2018 (Marking Period 1)
UMS	Jeffrey Woodworth	Accompaniment Services – Spring Musical	\$807.38	2016-2017 School Year Reimbursed by UMS
MHS	Christian Lugo	Lacrosse, Boys Freshman Coach Rescind	\$4,342.00	2016-2017 Spring Season
MHS	Joseph Riccardi	Lacrosse, Girls Freshman Coach Rescind	\$4,342.00	2016-2017 Spring Season
MHS	Anthony Terranova	Lacrosse, Boys JV Coach Rescind	\$5,655.00	2016-2017 Spring Season

*Pending Criminal Background Clearance

4.2 PERSONNEL

Leave of Absence

Location	Name	Position	Type of Leave	Dates/Notes
VES	Megan Grover AID.VS.TIA.EO.05	Paraprofessional	FMLA Anticipated Return	03/20/2017 – 05/12/2017 (Unpaid; With Benefits) Revised 05/15/2017 Revised

2017-2018 Renewals - Certificated Staff

Location	Last Name	First Name	Assignment	Degree	Step	Salary
HS	Mason	Scott	Salary paid by MTEA – Full Time Release	Teacher BA	24	\$82,325.00

Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
BD	Mary Faynor* SEC.BO.DRHR.NA.01	Executive Secretary to the HR Director	Renee Sapnar		\$45,000.00		07/01/2017 – 06/30/2018
VES	Denise DeCamp (Leave Replacement) AID.VS.TIA.EO.05	Paraprofessional	Megan Grover	1-2	\$24,490.00	Yes	03/20/2017 – 05/12/2017 Revised

***Pending Criminal History Clearance**

4.3 PERSONNEL

WHEREAS, the Superintendent has recommended that the Montgomery Township Board of Education (hereinafter referred to as the "Board") withhold the employment and adjustment increments of an employee whose name is on file in the Superintendent's office for the 2017-2018 school year based on performance deficiencies, which the employee was informed of during the 2016-2017 school year; and

WHEREAS, the Board has considered the Superintendent's recommendation together with the reasons provided to the employee on or about April 21, 2017; and

WHEREAS, the Board has determined that the Superintendent's recommendation to the Board that the employee's employment and adjustment increments be withheld for the 2017-2018 school year is amply supported by the reasons provided to the employee and set forth in writing on or about April 21, 2017.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby adopts and affirms the Superintendent's recommendation to withhold the employee's employment and adjustment increments for the 2017-2018 school year; and

BE IT FURTHER RESOLVED that the Board hereby requests that the Business Administrator/Board Secretary provide the employee with written notice that his employment and adjustment increments for the 2017-2018 school year are being withheld, together with the reasons therefore, within ten (10) days of the date of this Resolution, all pursuant to N.J.S.A. 18A:29-14.