

MONTGOMERY TOWNSHIP BOARD OF EDUCATION
Minutes of the Tuesday, July 21, 2015 6:00 P.M. Workshop 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, July 21, 2015 at 6:00 p.m.

OPENING OF THE MEETING

- A. The Montgomery Township Board of Education held a business meeting on Tuesday, July 21, 2015 in the Board of Education office large conference room.
- B. Roll Call - The following Board members were present: Sandra Donnay, Dharmesh Doshi, Humberto Goldoni, Nicholas Hladick, Dale Huff, Judy Humza, Adelle Kirk-Csontos, Amy Miller and Christine Witt

Also Present: Nancy Gartenberg, Superintendent
Deborah Sarmir, Assistant Superintendent
Annette M. Wells, Business Administrator/
Board Secretary
Diane Strimple, Executive Secretary to the Business Administrator
Helen Zhang, Student Representative

- C. EXECUTIVE SESSION – A motion was made by Mr. Goldoni and seconded by Ms. Humza that the board adopt a resolution to go into executive session at 6:02 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. A parent appeal to a harassment, intimidation and bullying (HIB) determination, special education litigation, items related to personnel, negotiations with the Association of Principals and Supervisors of Montgomery Township, student and employee disciplinary matters and the superintendent's contract 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.

- D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 7:40 p.m.

- E. President Kirk-Csontos then 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 7, 2015 and July 16, 2015. 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.
- F. President Kirk-Csontos then led everyone in the Salute to the Flag.
- G. President Kirk-Csontos welcomed all to the workshop and business meeting.

SUPERINTENDENT’S REPORT

Ms. Gartenberg stated that there has been a lot of training for teachers this summer. Courses include: Google Classroom for Teachers, student engagement brain-based learning, pre-algebra training and interpreting math data and digital assessment. Wilson training has been provided for our elementary school teachers, and several teachers attended the Columbia Teachers College training for reading and writing.

Last week, there were three days that focused on administrative training. A blended learning approach was discussed, which is using technology to enhance instruction. There were many discussions regarding grading, assessment techniques and learning focus conversations.

A great deal of time is spent working with our teachers during the teacher evaluation process, which helps our main goal -- the growth of our teachers. In order to reach this goal, very structured conversations are held following the teacher observation.

COMMITTEE/REPRESENTATIVE REPORTS

Representative Reports

Student Representative Report

Ms. Helen Zhang, new student representative, said that it is a great pleasure to meet everyone. However, she doesn’t have a report to give tonight.

MTEA Report

Ms. Karen Kevorkian, Montgomery Township Education Association Vice President, stated that she has been a resident in Montgomery since she was three years old. She stated that she was here tonight to speak on behalf of the Association to convey their gratitude to Ms. Gartenberg. Ms. Gartenberg’s belief in considering research which demonstrates ways to improve the educational experience for children has driven her ability to be a visionary leader and supportive partner with the Montgomery Township Education Association.

Ms. Kevorkian stated that Ms. Gartenberg has worked with the MTEA leadership to promote communication and collaboration in the district. Partnerships lead to more frequent and informal communication between union representatives and principals. More communication leads to fewer problems and more-effective decision making. More collaboration among professional educators enhances teaching and learning. This benefits everyone – the students, parents, administrative

teachers, the school board and our community at large. Ms. Gartenberg's vision and leadership has seen the importance of this effort for Montgomery.

Ms. Kevorkian stated that on a personal note, she appreciates Ms. Gartenberg's warmth and interest in her ideas as a teacher and as a community member. She feels a kinship with her that makes her look forward to continuing to forge this collaborative relationship.

Board Member Delegate/Representative Reports (SCSBA, PTSA, Legislative, NJSBA, Ed. Services Commission, etc.)

No Report

Board Committee Reports

Assessment, Curriculum and Instruction Committee Report

Mr. Doshi reported that the ACI met on June 11th and discussed the following items:

- Mr. Jason Sullivan, Supervisor of Science Grades 9-12, and Mr. Paul Popadiuk, Montgomery High School principal, were present to update the committee on the physics curriculum and the revisions that were implemented in the four areas of focus for the 2014-2015 school year and the impact these changes had on the students.
- Mr. Damian Pappa gave a presentation regarding assessment practices. In the future, PARCC will be administered once instead of twice as it was determined that 90% of the curriculum should be completed before you administer PARCC.
- A quick overview was given on Title I program which is part of the No Child Left Behind. The main goal is to make sure that every student receives a high-quality education and meets a minimum level of proficiency.

Ms. Amy Miller added that Mr. Ron Zalika, Director of Curriculum, and Ms. Amy Wish, Supervisor of Math and Sciences for Kindergarten through fourth grades, gave a presentation on the overview of the enrichment program. They also provided an overview of the state requirements.

Mr. Doshi announced that the next meeting will be held this Thursday.

Ms. Donnay questioned whether the inclusion program, when all levels of students are taught in one classroom, is more effective. Ms. Sarmir stated that the research supports this program. We are doing better than other districts when you consider that we do not pull students out of their classroom.

Ms. Donnay questioned whether in terms of differentiation, if this was new for us within the last year. Ms. Sarmir stated that we have been doing that for quite some time. However, we are doing a better job because we have different tools such as performance matters and MAP that help our teachers do a better job of diagnosing students' strengths and weaknesses and then adjusting how to work with them on their individual level rather than teaching to a whole group.

Operations, Facilities and Finance Committee Report

Mr. Goldoni reported that the committee met on July 20th and discussed the following items:

- Monthly financial reports - The district remains strong financially. Activity fees collected were less than we anticipated. However, we received more extraordinary aid from the state. Overall, we are doing a good job. It has been a fantastic year.
- Transportation update was provided by the Transportation Supervisor. Our aging fleet is a concern. Our buses are old and expensive to maintain. We have had some issues with personnel, which are being addressed. Overall, the performance is very good.
- Review of the transportation budget and historical data.
- Referendum - At this point, the drawings are done and ready for signature. The next step is to send the drawings to the Department of Education for their approval. After they are approved, we can start planning.

Ms. Kirk-Csontos stated that we are approving the purchase of two buses tonight.

Ms. Kirk-Csontos stated that the turnaround time with the Department of Education regarding the referendum projects will be at least six weeks. We would like to communicate with parents during back-to-school nights.

Human Resources and Negotiations Committee Report

Ms. Kirk-Csontos reported that the committee met twice last month. The first meeting was held on July 2nd with the Association of Principals and Supervisors of Montgomery Township (APSMT) to discuss the reopening of their contract to allow them to move into the state benefits program.

Ms. Kirk-Csontos reported that the committee also met on July 20th to discuss the following items:

- Routine personnel issues.
- Financial changes in the APSMT contract
- Mentoring program and the financial impact of that program
- Sick Bank
- Success of State Benefits Plan transition
- HIB matters
- Dates for future HRNC meetings

Policy Committee Report

Ms. Donnay reported that the policy committee did not meet in June. She added that the committee is scheduled to meet July 23rd.

External Affairs/Communications Committee Report

Mr. Hladick reported that the committee has not met since the last workshop meeting. However, they are trying to schedule two meetings in August as well as schedule meetings for the rest of the year.

President's Report

Ms. Kirk-Csontos thanked the administrators, teachers and parents who survived June and the end of the school year.

Ms. Kirk-Csontos reported that Mr. Eric Sletteland, OHES teacher, started a kindness project which is being featured on CBS News this Friday night and Sunday morning. Mr. Sletteland heard a news report about a man who was doing a kindness project, and he started a similar project with his first grade students and their parents. The children had to perform chores around the house to earn money to give to charity. They pooled their money and raised over \$1,200. They gave the money to preserve African land because they like lions and tigers. Some of the remaining money was donated to Oklahoma to plant trees and some of the money went toward planting trees in a national forest.

Ms. Kirk-Csontos stated that she hopes that the rest of the first grade students participate in this project next year.

Ms. Kirk-Csontos announced that there are four board seats open next year including the one that Mr. Huff is filling. The deadline to file is Monday, July 27th.

NEW BUSINESS FROM BOARD/PUBLIC

Ms. Minkou Chenette stated that she has two children in the school district and served a two-year term on the elementary school PTA. She stated that her experience with Ms. Gartenberg has been wonderful. She added that Ms. Gartenberg is always supportive and has attended many PTA events, fundraising events, etc. Ms. Chenette stated that Ms. Gartenberg understands the community and understands what parents need and want in this school district.

Ms. Phyllis Bursh stated that she is perplexed at why comments are being made tonight regarding the superintendent's contract since the contract has been approved by the county executive superintendent. She stated that public comments should be made before it is decided to extend the superintendent's contract. Ms. Bursh stated that the people in Montgomery have moved here for the education, and they should have input on decisions made by the board.

Mr. Wilbert Donnay stated that he is disappointed in the manner in which racial issues pertinent to African American children have been handled by this administration. He stated that he is particularly disappointed in the way he feels Ms. Donnay has been and continues to be treated by the administration as she advocates to help the district solve problems such as the disproportionate bullying of African American students and academic equality. He cited an example of the district demanding that Ms. Donnay retract a statement she made in response to a statement from this board table asserting the superiority of certain groups when it came to education. The administration did not refute that statement. Mr. Donnay stated that Ms. Donnay suffered the consequences of an ethic charge when she and other parents protested the request to retract the statement. He feels that this administration only started making public statements about equality and inclusiveness after the law intervened on Ms. Donnay's behalf. Mr. Donnay stated that all lives matter not just the majority.

Ms. Sandy Androsko expressed her support for Ms. Gartenberg for the work that she has been doing for our children and students. She hopes that the board can work with the superintendent for the benefit of our children.

Mr. Alfred Hadinger stated that he has been a Montgomery resident for 32 years, a teacher for 22 years with 13 years in Montgomery and vice principal for 14 years. He recommended that the board extend Ms. Gartenberg's contract. He stated that Ms. Gartenberg wants to make a commitment to our community at a time when many superintendents are leaving New Jersey searching for more money. He added that loyalty like this is very rare, and Ms. Gartenberg has a record of accomplishment. She assembled a new capable leadership team due to recent retirements. Her leaders have successfully led the district through the challenges such as PARCC, Harassment Intimidation and Bullying, Danielson, and have improved the quality of the ESL program and work with Teachers College. As a former head of the administrator's association, Mr. Hadinger states that he got to know Ms. Gartenberg very well. She is fully committed to doing what is best for students and is a collaborative and inclusive leader and isn't afraid of making an unpopular decision that she believes is best for the children. When looking at the bigger picture and taking the longer view, it makes sense to extend Ms. Gartenberg's contract for the sake of continuity, civility and continuation of the growth of our schools' programs.

Dr. Bert Mandelbaum stated that he is the school physician, is a Montgomery resident and has children in the district. He supports Ms. Gartenberg. He has a unique perspective since not only is he a parent but also a pediatrician in the community. Dr. Mandelbaum stated that from his perspective, it is not just about education. He said our children enter this school district as young children and exit as young adults. He added that it is our role to protect them and put them in an environment where they can grow. This takes effective leadership and long-term commitments. He added that you can't have a long-term commitment without the contract to ensure that administrators will stay here.

Ms. Tracy Hollingsworth stated that she has been a parent here since 2000 with two boys. They have had a very thriving relationship with the community. She has been involved with the PTO. She stated that she fully supports the superintendent's contract. She has had interactions with Ms. Gartenberg, and she believes that she is amazingly personable, and she is involved. Ms. Hollingsworth stated that looking at Ms. Gartenberg's accomplishments, she is very pleased that she has two more years to enjoy in the district.

Ms. Carolyn Callan stated that she supports extending Ms. Gartenberg's contract. She stated that she has had various interactions with the superintendent over the past two years. She has attended a book club with the superintendent, saw her dance the tarantella at heritage day and offer words of wisdom at the 8th grade ceremony. She finds Ms. Gartenberg to be intelligent, informed, communicative and open to constructive input, positive, relevant and relatable. Ms. Callan stated that Ms. Gartenberg has helped our schools reach many measureable goals. Ms. Callan added that on a personal note, Ms. Gartenberg started community book clubs allowing direct access to Ms. Gartenberg and generating significant conversation regarding happenings in our school. Ms. Gartenberg respectfully and patiently listened and addressed the issues as much as possible given the forum. The topic of resiliency struck a chord with the members of the book group and it was suggested that the author Dr. Ginsburg come speak to the community. With the full support of Ms. Gartenberg, Dr. Ginsburg came to Montgomery and spoke to a full house at the Montgomery Performing Arts Center. That evening showed Ms. Gartenberg's willingness to go beyond the curriculum and help educate parents not just how to raise students but to raise independent responsible, happy resilient and well-adjusted citizens. This is how a superintendent leads – by example and by recognizing and supporting others. We will benefit from any endeavor that Ms. Gartenberg has begun in the district. We need to stand behind her and support her efforts as she continues to make our school district the best it can be and vote for an extension of her contract.

Mr. Alan Wirsul stated that he didn't understand how the board can vote on the superintendent's contract tonight. He stated that in the May 2014 minutes, there were quantitative criteria in which Ms. Gartenberg was to be judged. One of them was to provide technical assistance for writing IEPs, aligned goals and objectives. Mr. Wirsul stated that the board has contracts with people coming here to supply IEP information. How does that become a quantitative criteria when we are already hiring three or four consultants to work on this situation.

Mr. Wirsul stated that he requested information today and was told to check the June 9 minutes. But these minutes weren't approved yet and are not available on the website. He also asked about class size and was told that the person in charge of the computer system was on vacation. He expressed his feeling that there is no transparency in this government. He also added that the board states that there are confidential matters that cannot be discussed. However, there are articles in the newspaper regarding these issues.

Mr. Wirsul questioned when someone was going to apologize to Ms. Donnay.

He stated that the Superintendent contract should not be approved until the new board starts.

Mr. Wirsul expressed concern with the adjournment time of the May 19th executive session.

Ms. Kathleen Milano stated that she read an article in the newspaper regarding Ms. Gartenberg, and she was shocked. There are so many children going to Princeton University, UPENN, Cornell. How did we get that kind of results if we don't have a great captain. She believes the staff has been fantastic. Her daughter and son have had the best experience in Montgomery. She stated that it upsets her that everyone is saying cruel things. She stated that her family hasn't experienced racism. They have had a wonderful experience, and she hopes Ms. Gartenberg's contract is renewed.

Mr. Tony Milano questioned whether there was a policy or procedure regarding a board member dating a student. He called the Somerset County Ethics Committee. He also called the State and was told to file criminal charges with the Somerset county prosecutor's office. He requested that Ms. Gartenberg to take care of the matter before he files charges.

Ms. Kirk-Csontos stated that the board has not voted on the contract. The board will vote in public after listening to the feedback from the public.

Mr. Stephen Fogarty, Montgomery Township School District attorney, stated that the process regarding the superintendent's contract is governed by the accountability regulations and by statute. The accountability regulations went into effect with Governor Christie's administration, and it dealt with many different topics. One of the topics that it addresses is the superintendents' contracts, assistant superintendents' contracts, business administrators' contracts and the procedure when you are going to rescind an existing contract.

Ms. Gartenberg presently has a contract that would take her through the 2017-2018 school year. Since the board is considering rescinding that contract and approving a new contract for a five-year period, the accountability regulations require that we give public notice and an opportunity for a public hearing. Before the public hearing can take place, the accountability regulations requires that first the board negotiate a contract with the superintendent. This is done in executive session because it involves negotiations of the terms and condition of that employment and it is intimately a

personnel matter. Once the contract is negotiated and is acceptable by its terms to the majority of the board and the superintendent, the accountability regulations require that it be submitted to the Interim Executive County Superintendent, Juan Torres. He then reviews and determines whether the contract terms satisfy the requirements of the accountability regulations and that they don't exceed the salary caps and that the merit increases don't exceed what is permissible under the regulations, that there aren't benefits that exceed the restrictions that are contained in those accountability regulations. Once Mr. Torres determines that the contract meets those requirements, he notifies the district which he has and then the board is free to have a public hearing. This contract has not been approved and will not be approved until it has an affirmative vote from the majority of this board to approve it. This is the opportunity to address the board. The board takes all of those comments and considerations into effect. Ultimately, the board will make a decision based on what they know in terms of their evaluation of Ms. Gartenberg and based on what the public has told them whether or not this contract should be approved.

Mr. Fogarty stated that the board has complied with all of those requirements; published notice to the public, given the public the opportunity to come out tonight and express opinions. The board takes all of that under advisement and then decides how they are going to vote on the contract.

Ms. Kirk-Csontos stated that she provided Mr. Wirsul with the district's class size policy which the board is in complete compliance with. She added that in order to acquire the information that Mr. Wirsul requested it would require additional work, and it is not readily available. This is not something that the administration is focused on. However, if there is a specific concern about a specific class size or specific subject or some basis for the request for that information, the district would be happy to hear and answer that concern. Ms. Kirk-Csontos stated that the district will not ask administrators to get off task to research for data that we do not have available.

Mr. Fogarty stated that he has no information to indicate that the district is in violation of the Open Public Meetings Act. He stated that he knows that an issue arose with regard to the board's practices to go into executive session when no action is going to be taken following the executive session and whether there is a requirement that the board come out into public session to adjourn the meeting and whether we can adjourn the meeting before going into executive session. While the statute doesn't speak to it, Mr. Fogarty has advised the board to go back into public session to adjourn meetings from this point on even though they will not be taking action. This practice will allow the public to be aware of the fact that no action has been taken.

Ms. Donnay said the policy committee will meet on Thursday and discuss policies related to board members dating students. The situation is not happening right now. The situation was brought to legal counsel's attention.

Mr. Fogarty stated that when you ask the question broadly about a board member's interaction with students, there is a code of ethics for school board members. There is a school ethics act that governs the conduct of school board members, and he thinks that the code of conduct would be sufficient to address those issues. Mr. Fogarty stated that this doesn't mean to say that there is no legal impediment if the policy committee decides that they want to consider a policy to specifically address this issue. However, he doesn't want his comments to be interpreted to mean that he's reached an opinion or a conclusion that any board member has done anything that would violate the code of conduct for school board members or any other laws in which he's familiar. When we talk about a board member's conduct as it relates to students, the conduct of board members is all governed by the school ethics act. As you meet as a committee, if you decide that you want to craft

a policy and recommend it for adoption by the board dealing specifically with appropriate conduct between school board members and students in our school district, this is permitted. It is not a mandated policy, but it is a permitted policy. Mr. Fogarty stated that he would be willing to work with the committee to write the policy. This will dovetail with the code of conduct for school board members in New Jersey.

APPROVAL OF MINUTES

A motion was made by Mr. Doshi and seconded by Mr. Hladick to approve the following minutes:

June 9, 2015 Executive Session Meeting
June 9, 2015 Workshop and Special Public Meeting

Upon call of the question, the motion carried unanimously.

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

June 12, 2015 Special Public Meeting

Upon call of the question, the motion carried with six members voting in favor, Ms. Donnay, Mr. Doshi and Ms. Humza abstaining.

A motion was made by Mr. Hladick and seconded by Mr. Goldoni to approve the following minutes:

June 16, 2015 Executive Session Meeting
June 16, 2015 Business Meeting

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

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

June 23, 2015 Special Public Meeting

Upon call of the question, the motion carried with six members voting in favor, Ms. Donnay, Mr. Doshi and Mr. Huff abstaining.

ACCEPTANCE OF CORRESPONDENCE

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

1. Email dated 6/17/15 from A. Wirsul regarding salaries and MTEA contract
2. Email dated 6/15/15 from A. Wirsul regarding NJ School boards Association
3. Email dated 6/17/15 from A. Wirsul regarding Treasurer of School Monies
4. Email dated 6/22/15 from A. Wirsul regarding superintendent's contract

5. Email dated 6/29/15 from M. Post regarding superintendent's contract
6. Email dated 6/30/15 from T. Westervelt regarding DOE documentation
7. Email dated 7/2/15 from C. Walsh regarding superintendent's contract
8. Email dated 7/7/15 from G. Masessa regarding superintendent's contract
9. Thank you note dated 7/8/15 from A. Sprout
10. Email dated 7/13/15 from A. Wirsul regarding class size
11. Email dated 7/13/15 from A. Wirsul regarding busing

Upon call of the question, the motion carried unanimously.

ACTION AGENDA

PUBLIC COMMENTS

Mr. Wirsul wanted to know if the May 19, 2015 executive session minutes have been released and can the public have a copy of it. He also questioned if any action was taken at the May 19th meeting after the board went into executive session at adjournment.

Mr. Wirsul had the following questions regarding the treasurer of school monies:

- Who is the current treasurer of school monies?
- Does this person perform similar duties in other school districts?
- What are the prerequisites of this position?
- What is the salary level this person?
- Is this person enrolled in a public employee retirement system?
- Is this person already enrolled in the teacher pension system, TPAF?
- Is there some other pension fund that this person is being paid?

Mr. Wirsul questioned if there are administrators in our district who do other jobs elsewhere?

Ms. Anne Michaelson stated that she is sorry that she is not currently sitting on the board because she would vote yes to renew Ms. Gartenberg's contract. She stated that she has served with three different superintendents and has never met someone who wants to educate all of the children more than Ms. Gartenberg. She would like any board member that is voting no to explain to the public why they are voting no.

Ms. Wells responded that Mr. Ron Rossi is the school district treasurer. He is a retired business administrator and collects a TPAF pension. Ms. Wells stated that he is also in the PERS pension system. He is the treasurer for other school districts. Mr. Rossi was also the associate business administrator here in Montgomery before he became treasurer. His currently salary is in the \$7,000 range, and it has not been increased in the last three or four years when it was determined by the State that the position was no longer mandated.

Ms. Donnay asked Ms. Wells to explain why it is necessary to have this person in terms of segregation of duties.

Ms. Wells stated that is really important for a school district to have a segregation of duties. The treasurer completes the district's bank reconciliation. The business office provides the treasurer with information on what our receipts and disbursements are for each month, and he prepares the

treasurer’s report. The district needs to ensure that all of our checks and balances are in place. We prepare our books which is the board secretary report. The board secretary’s report of cash needs to balance the cash balance in the treasurer’s report.

Mr. Fogarty explained that the school ethics act requires a financial disclosure, and the school ethics act applies not only to the members of our board of education but also our administrators. The administrators have to file a financial disclosure which identifies all of their sources of income. If there was an ethical conflict, this is where it would be addressed. Unless an activity is viewed as inappropriate by the board of education or violates a specific board policy, employees are free to engage in gain-seeking activities. One policy that could be violated is a policy regarding tutoring. Restrictions are imposed that you cannot tutor someone who is your current student. Administrators are not allowed to recruit students for purposes of gain-seeking.

1.0 ADMINISTRATIVE

A motion was made by Mr. Goldoni and seconded by Ms. Humza to approve agenda item 1.1 as follows:

1.1 Routine Monthly Report – Accept the following reports:

- 1. Student Control
- 2. Harassment, Intimidation and Bullying (HIB) Report except 1.b
- 3. Teacher Absence Report
- 4. Fire/Security Drill Report

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

1.1b Harassment, Intimidation and Bullying (HIB) Appeal

A motion was made by Ms. Witt and seconded by Mr. Huff to reaffirm incident case number MHS061015001.

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

2.0 CURRICULUM & INSTRUCTION

A motion was made by Ms. Humza and seconded by Ms. Miller to approve agenda items 2.1 through 2.8 as follows:

2.1 Out-of-District Placements – Approve the following Out-of-District placements for the 2015/16 school year.

		TUITION			
Pupil ID	School	Dates	ESY	RSY	Total for Year
000182	Bridge Academy	6/29/15-7/30/15	\$3,700.00		\$3,700.00
158510	Bridge Academy	6/29/15-7/30/15	\$1,200.00		\$1,200.00

000182	Bridge Academy	9/2/15-6/17/16		\$40,232.00	\$40,232.00
158510	Bridge Academy	9/2/15-6/17/16		\$20,116.00	\$20,116.00
101624	Rock Brook School	7/6/15-6/21/15	\$9,618.30	\$57,709.80	\$67,325.10
000059	Center School	7/1/15-6/23/16	\$6,158.60	\$55,427.40	\$61,586.00
000383	New Hope Academy	7/1/15-8/13/15	\$4,771.26		\$4,771.26
103326	New Hope Academy	7/1/15-8/13/15	\$4,771.26		\$4,771.26
181961	Montgomery Academy	7/6/15-6/17/16	\$6,219.00	\$55,971.00	\$62,190.00
100723	Montgomery Academy	7/6/15-6/17/16	\$6,219.00	\$55,971.00	\$62,190.00
103382	Academy Learning Center	6/29/15-8/6/15 1:1 Aide	\$4,785.00 \$3,190.00		\$7,975.00
057415	Lakeview School	7/1/15-6/2/16	\$13,683.60	\$82,101.00	\$95,785.20
101610	New Hope Academy	7/7/15-8/13/15	\$4,317.18		\$4,317.18
181393	Eden Autism Services School	7/1/15-6/21/16 Extended Day	\$760.00	\$5,548.00	\$6,308.00
181393	Eden Autism Services School	7/1/15-6/21/16 1:1 Aide	\$15,035.38 \$5,262.27	\$71,321.20 \$24,962.05	\$86,356.48 \$30,224.32

2.2 Consultant Approvals 2015/2016 – Approve the following consultants for the 2015/16 school year.

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Children's Hospital of Philadelphia	Educational Services	\$52.53/hour
Alternatives, Bridges to Employment, Division of Alternatives	Community Based Vocational Assessments Mini Assessment Transportation Additional One on One Instruction Community Experience: Career, Learning Experience, Job Placement & Coaching Transportation	\$1,200.00 each \$780.00 each \$75.00/day \$60.00/hour \$60.00/hour
Children's Specialized Hospital	Central Auditory Processing Evaluations: Tympanometry & Reflex Threshold Comprehensive Audiometry Test Impedance Testing Evoked Otoacoustic Emissions Speech Threshold Audiometry Visual Reinforcement Audiometry Auditory Function 60 minutes Auditory Function, each addtl 15 minutes	\$226.00 each \$491.00 each 109.00 each \$246.00 each \$56.00 each \$409.00 each \$225.00/60 min \$57.00/15 min

Occupational Therapy Consultants	Occupational Therapy Evaluation Physical Therapy Evaluation OT or PT Intervention Services OT Assistant Intervention Services Speech/Language Intervention Services Home Based Services 30-60 minutes	\$400.00/each \$400.00/each \$90.00/hour \$82.00/hour \$92.00/hour \$110.00/visit
Alexander Road Associates	Psychiatric Evaluations, School Reports Psychological Intake Psychological/Psychoeducational Evaluation Additional Time (IEP Mtg, phone, etc.)	\$495.00/hour \$250.00/Session \$3,000/Session \$350.00/hour
Centris Group	IEP Direct Renewal & Support Services	\$14,192.05
Eden Autism Services	Functional Behavior Assessment Comprehensive Psychoeducational Eval Comprehensive Neurodevelop Eval ADOS Eval Behavior Assessment: BCBA BCBA Specialist Home Based Services: BCBA Behavior Therapist	\$1,400.00 \$1,300.00 \$750.00 \$1,600.00 \$140.00/hour \$90.00/hour \$140.00/hour \$75.00/hour
Barbara Golub	Five full days of site-based professional for English teachers during the 2015-2016 school year	\$2,000.00/day
Red-e-Set Grow, LLC	One day of on-site professional development to train teachers to administer Online PAR Dyslexia testing	\$2,200.00

- 2.3 FY 2016 IDEA Grant - Accept and approve the funding allocation and submissions of the FY 2016 IDEA Grant in the following amounts:

Basic \$853,997
Preschool \$23,292

- 2.4 Professional Development School Network (PDSN) Partnership Agreement - Approve the agreement between Montgomery Township School District and The College of New Jersey's Professional Development School Network for the 2015-2016 school year at a cost of \$3,750.
- 2.5 District 2015-2016 Teacher Mentoring Program – Approve the 2015-2016 District Teacher Mentoring Program for provisional teachers as mandated by the NJDOE mentoring regulations and requirements. Two of these regulations have fiscal impact on the District.

- 2.6 FY2016 NCLB, Title I, Title IIA, Title III and Title III-Immigrant Grant Application – Approve submission of the proposed program plan and budget for the ESEA/NCLB FY2016 in the amount of:

Title I	\$122,548
Title IIA	\$ 48,206
Title III	\$ 16,745
Title III-Immigrant	\$ 3,490

- 2.7 Tuition Student – Approve J.L. as an 7th grade tuition student at Montgomery Upper Middle School for the 2015-2016 school year.
- 2.8 Trip Proposal/MHS – Approve the trip proposal for the Montgomery High School Senior Class Trip to Florida, March 1 – 5, 2016. This trip is at no expense to the Board.

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

3.0 FINANCE

A motion was made by Ms. Humza and seconded by Ms. Miller to table agenda items 3.12 and 3.19 to vote on after executive session.

A motion was made by Ms. Miller and seconded by Mr. Hladick to approve agenda items 3.1 through 3.11 and 3.13 through 3.18 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 June 30, 2015:
- 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 June 30, 2015
- 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 June 30, 2015 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 June 30, 2015 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 Bills to close out Year End - approve the end of year bills as follows:
- | | |
|-------------------|----------------|
| General Operating | \$3,018,732.99 |
| Food Service | \$163,901.16 |
- 3.6 Approval of Monthly Bills for July – approve the monthly bills as follows:
- | | |
|-------------------|----------------|
| General Operating | \$2,099,925.08 |
| Food Service | \$122,759.83 |
- 3.7 Travel Reimbursement – 2015/2016 – approve the Board member and/or staff conference and travel expenses as per the attached list (see Page 26).
- 3.8 Persons Designated to Sign Checks for the Ensuing Year - adopt the following resolution authorizing check signatures:

RESOLVED: That the general account and food service account in the name of Montgomery Township Board of Education be opened or kept with TD Bank for the deposit in said Bank to the credit of these accounts from time to time of any and all moneys, checks, drafts, notes, acceptances or other evidences of indebtedness, whether belonging to these accounts or otherwise, which may be or thereafter come into its possession, and that the said Bank be and is hereby authorized to make payments from the funds on deposit with it upon and according to the checks, drafts, notes or acceptances of these accounts, to be signed with the following three signatures:

Adelle Kirk-Csontos	President
Annette M. Wells	Secretary
Ronald Rossi	Treasurer of School Moneys

In the event the President is unable to sign, Judy Humza, Vice President, will sign the checks.

Check signatures for the Summer Enrichment; Salary Account; and Agency Account:
Treasurer of School Moneys

Check signatures for the Flexible Spending Account: Treasurer of School Moneys and
School Business Administrator/Board Secretary

Check signatures for School Activity Accounts: Administrator and Secretary

Check signature for Athletic Account: Athletic Director and School Business Administrator/Board Secretary

- 3.9 Approval of Paperless Board Meeting Service – approve an annual agreement with the New Jersey School Boards Association for the paperless board meeting service at an annual cost of \$2,360.

- 3.10 Approve the Following Resolution Appointing a Qualified Purchasing Agent -

WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) appointed Thomas M. Venanzi (hereinafter referred to as “Venanzi”) as a purchasing agent for the Board pursuant to N.J.S.A. 18A:18A-1 et seq. and 40A:11-9 et seq. (commonly known as the "Qualified Purchasing Agent (QPA) Law"); and

WHEREAS, Venanzi retired from all employment with the Board on June 30, 2015, thereby creating a vacancy in the Office of the Purchasing Agent; and

WHEREAS, the Board appointed Annette M. Wells (hereinafter referred to as “Wells”) to the position of School Business Administrator effective July 1, 2015; and

WHEREAS, Wells does not currently hold a QPA certification, which certification she intends to obtain during the time period prescribed by the QPA Law; and

WHEREAS, the QPA Law permits the Board to appoint a Temporary Purchasing Agent for one (1) year from the date of the vacancy; and

WHEREAS, the Board wishes to appoint Wells as Temporary Purchasing Agent for one (1) year or until she obtains her QPA certification, whichever occurs first.

NOW, THEREFORE, BE IT RESOLVED that Wells shall be appointed as Temporary Purchasing Agent for the Board effective from the date of this Resolution until July 1, 2016, or upon obtaining her QPA certification, whichever occurs first; and

BE IT FURTHER RESOLVED that Wells shall have authority as the Temporary Purchasing Agent to purchase goods and services for the maximum amount allowed by the QPA Law.

- 3.11 Approve the Following Resolution Increasing the Bid Threshold –

WHEREAS, Annette M. Wells, School Business Administrator/Board Secretary is being approved as a Temporary Purchasing Agent;

WHEREAS, the Governor, in consultation with the State Treasurer and pursuant to N.J.S.A. 18A:18A-3 (b), on July 1, 2015 has increased the bid threshold amount for school districts with purchasing agents who possess qualified purchasing agent certificates, from \$36,000 to \$40,000;

NOW, THEREFORE BE IT RESOLVED that the Montgomery Township Board of Education, pursuant to N.J.S.A. 18A:18A-3 (a) and N.J.A.C. 5:34-5.4, establishes and sets

the bid threshold amount of \$40,000 for the board of education, and further authorizes Annette M. Wells, School Business Administrator/Board Secretary to award contracts, in full accordance with N.J.S.A. 18A:18A-3 (a), for those purchases that do not exceed in the aggregate of the newly-established bid threshold amount.

- 3.13 Resolution to Approve Remediation and Drying of Water Damage at Montgomery High School and Village Elementary School – approve the following resolution to award a contract for the remediation and drying of water damage at Montgomery High School and Village Elementary School:

WHEREAS, on February 16, 2015, the District experienced a sprinkler water line break at Montgomery High School and Village Elementary School due to unusually cold temperatures for several days which resulted in water damaging a number of areas and materials in the schools including the wooden gym floor; and

WHEREAS, the Board's Director of Facilities after consultation with the Board's Architect of Record advised the School Business Administrator/Board Secretary that a condition exists which requires responding to this emergent need due to the potential presence of water trapped underneath the gym floor which could affect the health and safety of building occupants and which has also damaged the wood material to the point that it is not safe for use; and

WHEREAS, the School Business Administrator/Board Secretary, after consultation with the Board Attorney, declared that an immediate response is necessary to this emergent need pursuant to N.J.S. A. 18A:18A-7, and notified the Somerset Executive County Superintendent that a proposal has been approved by the board's insurance carrier and approved by the Business Administrator/Board Secretary from Albiton, LLC to remediate and dry the water damage at Montgomery High School and Village Elementary School in the amount of \$38,837.48 which will be reimbursed by the board's insurance carrier; and

WHEREAS, pursuant to N.J.S.A. 18A:18A-7(b), the contractor providing the goods and services in connection with the emergent need is entitled to be paid, and therefore, the Board is obligated to take such action as shall be required to provide for the payment of the proposal; and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby authorizes payment to Albiton, LLC for the cost of the work to perform the services outlined in their proposal with the understanding that these costs will be reimbursed by the board's insurance carrier.

BE IT FURTHER RESOLVED, that the School Business Administrator/Board Secretary is hereby authorized to execute any and all documents necessary to effectuate this Resolution.

- 3.14 Receipt, Rejection and Award of Bid – Fall Athletic Awards, Equipment, Supplies and Uniforms for the Montgomery Township School District (Bid #B16-05) – Bids were received on June 10, 2015 for fall athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	<u>Base Bid</u>
Metuchen Center, Inc. Sayreville, NJ	\$28,445.17
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$23,423.05
Leisure Sporting Goods Iselin, NJ	\$21,878.00
Riddell/All American Elyria, OH	\$7,524.15
Aluminum Athletic Equipment Co. Royersford, PA	\$6,500.00
Pyramid School Products Tampa, FL	\$5,103.50
Triple Crown Sports, Inc. Old Bridge, NJ	\$4,900.52
MFAC, LLC (M-F Athletic) West Warwick, RI	\$3,940.00
Deary's Gymnastics Supply Danielson, CT	\$3,010.42
Longstreth Sporting Goods Spring City, PA	\$1,450.80
Neff Motivation, Inc. Greenville, OH	\$781.80

It is recommended the Board of Education reject the bids received from the following vendors; pursuant to 18A:18A-22e since the purposes or provisions or both of N.J.S.A.18A:18A-1 et seq. is being violated:

Riddell, Elyria, OH – The low bids received for the *boys and girls soccer score books* are being rejected because they do not have all the required spaces to record the statistical team information required by the coaches.

Metuchen Center Inc., Sayreville, NJ – The low bid received for cheerleading *Flexi-Roll carpet* is being rejected because item offered does not meet the specifications; the item

offered is vinyl cover mat material. Also, the low bids received for the middle school *field hockey uniforms* are being rejected because the alternate offered does meet the specifications.

It is recommended that the Board of Education award Bid #B16-05 for fall athletic awards, equipment, supplies and uniforms for the Montgomery Township School District as follows:

<u>Vendor</u>	
BSN Sports, Passon's Sports & US Games Jenkintown, PA	\$7,792.63
Leisure Sporting Goods Iselin, NJ	\$6,699.02
Pyramid School Products Tampa, FL	\$2,820.91
Metuchen Center, Inc. Sayreville, NJ	\$1,916.90
Riddell/All American Elyria, OH	\$1,578.30
Longstreth Sporting Goods Spring City, PA	\$369.12
Triple Crown Sports, Inc. Old Bridge, NJ	\$228.80
Deary's Gymnastics Supply Danielson, CT	\$63.72
Neff Motivation, Inc. Greenville, OH	\$42.00
Total Bids Awarded	\$21,511.40

3.15 Approval for MAP Testing Web-Based Measures of Academic Progress – award the contract for MAP testing web-based measures of academic progress from July 1, 2015 to June 30, 2016 as follows:

<u>Vendor</u>	
Northwest Evaluation Association Portland, OR	\$31,876.00

- 3.16 Approval for Performance Matters Assessment and Data Management System – It is recommended that the Board of Education award the contract for the hosting services of the district’s assessment and data management system from August 9, 2015 to August 8, 2016 as follows:

<u>Vendor</u>	
Performance Matters, LLC, Winter Park, FL	\$34,560.00

- 3.17 Approval for the Purchase of Two (2) 54 Passenger School Buses – approve the purchase of two (2) 54 passenger school buses entered into on behalf of the Middlesex Regional Educational Services Commission Cooperative Pricing System #65MCESCCPS, School Bus Bid # MRESC 14/15-31.

<u>Vendor</u>	<u>Contract Title and MRESC Contract #</u>	<u>Bus Description</u>	<u>Total</u>
Truck King International Newark, NJ	School Bus, Bid #MRESC 14/15-31	54 Passenger	\$186,041.34

- 3.18 Approval for the Cost per Copy Contract with Xerox – Approve the cost per copy contract with Xerox Corporation for 12 machines which includes toner for the district entered into on behalf of the State of New Jersey Division of Purchase and Property pursuant to N.J.S.A. 18A:18A-10 under the New Jersey State Contract Title, GSA/FSS Reprographics Schedule Use (T-2075):

<u>Vendor</u>	<u>State Contract #</u>	<u>Total</u>
Xerox Corporation Woodbridge, NJ	#51145	\$41,172.24

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

4.0 PERSONNEL

A motion was made by Mr. Hladick and seconded by Ms. Miller to separate agenda item 4.1.

A motion was made by Mr. Goldoni and seconded by Ms. Miller to approve agenda items 4.2 and 4.3 as attached (see Pages 27 - 67).

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

A motion was made by Ms. Witt and seconded by Ms. Humza to approve agenda item 4.1 as follows:

- 4.1 Superintendent Contract Rescission and New Contract Approval - WHEREAS, the Montgomery Township Board of Education (hereinafter referred to as the “Board”) and Nancy Gartenberg, entered into an Employment Agreement for the term commencing August 1, 2012 and expiring June 30, 2017 (hereinafter referred to as the “Initial Employment Agreement”);

WHEREAS, the Board and the Superintendent desire to rescind the Initial Employment Agreement prior to its conclusion, and enter into a new Employment Agreement for a term commencing July 21, 2015 and expiring June 30, 2020 (hereinafter referred to as the "Succeeding Employment Agreement");

WHEREAS, in accordance with N.J.S.A. 18A:11-11, 30-day advance notice of said action and 10-day advance notice of a public hearing were provided to the public;

WHEREAS, the public hearing on the employment of the Superintendent was held on July 21, 2015; and

WHEREAS, this Employment Agreement has been submitted to and approved by the Executive County Superintendent, according to standards adopted by the Commissioner of Education, pursuant to N.J.S.A. 18A:7-8(j).

NOW, THEREFORE, BE IT FURTHER RESOLVED that the Board hereby rescinds the Initial Employment Agreement of Nancy Gartenberg effective July 21, 2015;

BE IT FURTHER RESOLVED that the Board hereby appoints Nancy Gartenberg as the Superintendent of Schools for the Montgomery Township School District for the period beginning on July 21, 2015 and expiring on June 30, 2020, in accordance with the terms of the Succeeding Employment Agreement annexed hereto and incorporated herein by reference; and

BE IT FURTHER RESOLVED that the Board approves the attached Succeeding Employment Agreement with Nancy Gartenberg for the position of Superintendent of Schools for the foregoing period of appointment; and

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Board President and Board Secretary/School Business Administrator to execute the Succeeding Employment Agreement on behalf of the Board.

Mr. Hladick stated that his objection to renewing Ms. Gartenberg's contract is not due to her performance. He objects to the way the contract was being renewed. He feels that members of the community, students, teachers, and PTA should have been involved in whether or not to renew the contract. He added that he believes that everyone should have input on these decisions. Mr. Hladick stated that he thinks Ms. Gartenberg has done a great job, and he supports her endeavors here, but he does not support the contract renewal process. He feels that there should have more debate, more discussion, and that is why he is going to be voting no.

Ms. Witt supported the process and stated that the board oversees Ms. Gartenberg. Therefore, it would not be appropriate to ask the opinions of those who reported to her. Ms. Witt added that the board had Mr. Fogarty to answer questions regarding the contract.

Ms. Humza stated that she didn't think the process was rushed. This is the process that other superintendents go through. Ms. Humza stated that she was part of the process of hiring Ms. Gartenberg, and she stated that Ms. Gartenberg was by far the best candidate that they interviewed. She believes Ms. Gartenberg has proven this point. Ms. Humza stated that the board sets goals for

Ms. Gartenberg, and then they evaluate whether or not the goals were reached. This is how you judge the superintendent. Ms. Humza stated that the district is lucky to have Ms. Gartenberg here because she is competent. She is an asset, and above all she is a strong CEO of this school district. Ms. Humza stated that for these reasons, she is voting yes.

Ms. Miller stated that she felt this was presented to the board as a very rushed last minute idea with no discussion. She added that the current contract for a five-year period was signed three years ago in good faith, and she doesn't understand why we are getting involved in renewing a contract when we have so many other issues on our plate. She stated that it was brought up because it showed commitment to the referendum, but the referendum will be done and voted on before the board of next year would have negotiated a new contract. Ms. Miller stated that she feels that they didn't have time to go through the process as was done in the past. She stated that she knows the process was legal, however, when the board is trying to improve relations with the community and be more open, this was rushed through. She states that there will be four new board members next year. She feels this writes off any opportunity for the future board to negotiate future goals and set certain standards and other things that could be in a future contract. Ms. Miller stated that she is not supporting the renewal of the contract because she doesn't feel that this was an open transparent community-involved process.

Mr. Doshi stated that he is voting yes on the renewal of the contract. He stated that the board is going to have the problem of new board members starting every year. He added that the process was initiated four months ago in March. He doesn't think the process was rushed, and it wasn't a last minute discussion.

Mr. Fogarty stated that the superintendent went to the board's committee and indicated a desire to continue her employment in the district. The next step was for the committee to determine whether or not to recommend it to the full board. Then the full board has to determine whether or not to move forward the contract renewal. The indication was that the full board wanted to move forward. Mr. Fogarty then came back and attended an executive session of the board to review the terms of the contract to review the board's options and to make the board aware of the fact that they were extending the superintendent's contract by an additional two years. He answered all of the questions that the board had about the procedure and about the accountability regulations and what provisions could be included in the contract. Mr. Fogarty believes that every board member was present for that executive session discussion.

Mr. Fogarty stated that after that executive session, the majority of the board decided to move forward with the contract. The contract was drafted and reviewed by the superintendent and her attorney. The terms were agreed upon and the contract was circulated to every board member to make sure that they were in agreement with it and to give them an opportunity to weigh in. Once that happened, it went to the executive county superintendent. Mr. Fogarty added that we were required to give the public 30 days' notice that the contract was going to be considered for renewal. He said that we actually nearly doubled that time period. We gave the public about 52 days' notice and an opportunity to come to tonight's meeting and express their views, but they could have come during the June meetings as well. Not only did the board comply with the requirements of the law, they exceeded those requirements. Mr. Fogarty said that this was not a rushed process, and he spent a considerable amount of time with the board exploring their options and reviewing the specific details of the contract that is being recommended tonight.

Mr. Goldoni stated that he strongly supports the process that Mr. Hladick and Ms. Miller suggested if the board was looking to hire a new superintendent. However, the board is renewing the superintendent's contract. He stated that he didn't think we need to ask the teachers and supervisors their opinion of Ms. Gartenberg because it would be a conflict of interest to ask the people that she supervises. He stated that you don't do this in the real world.

Mr. Goldoni stated that this board has a stronger decision because you will be losing 17.5 years of experience. You cannot replace that with three or four new members. This gives this board more value.

Mr. Huff stated that he has been a board member for approximately 42 days and is also a parent in the district. In terms of transparency, Mr. Huff stated that he received a copy of the contract after seven days of being appointed to the board and was able to review it thoroughly. He said that he can't speak of the process before becoming a board member, but it was made available to him very quickly. He spoke to Ms. Kirk-Csontos regarding some questions that he had regarding the contract. Also, everyone in the district has made themselves available to him regarding any questions or concerns that he has had. He stated that he has been very pleasantly surprised after hearing rumors about board behavior. He stated that he found the process to be very transparent.

Ms. Donnay stated that she will not vote to renew the superintendent's contract. She stated that she remains very concerned about the achievement gap that still persists between the whites and Asians and the Latinos and African American students. She stated that parents have been meeting with the administrators over the year and have given suggestions, yet the achievement gap persists. Ms. Donnay feels that if the district wants to close the achievement gap, it can be closed.

The other concern that Ms. Donnay has is that closing the achievement gap is not listed as one of the goals in the district. The other concern that she has is that she made a statement of equality in response to what she perceives as a racist statement about certain groups being superior to others, and she was asked to retract that statement. Ms. Donnay stated that it hurts her, and it hurts parents of children who are affected by those stereotypes. She stated that only after the law intervened did the district come out and make public statements about inclusiveness and a climate for all. She stated that she wished the district had come out and supported that statement of equality before.

Ms. Donnay stated that she didn't like the way that she's been treated by this administration as she advocates for the disproportionate bullying and the underachievement in comparison to other groups like African American children. She does agree that Ms. Gartenberg has done a wonderful, outstanding job in a number of areas. However, all children should benefit from the education system in Montgomery. It is unacceptable that certain children go to school feeling fearful that they will be bullied. Therefore, she cannot support the renewal of the contract.

Upon call of the roll, the motion carried with six members voting in favor and Ms. Donnay, Mr. Hladick and Ms. Miller voting against.

EXECUTIVE SESSION – A motion was made by Ms. Humza and seconded by Mr. Huff that the board adopt a resolution to go into executive session at 9:58 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. Special education settlement agreements 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. Donnay left the meeting at 9:58 p.m.

D. RETURN FROM EXECUTIVE SESSION – The Board returned from Executive Session at 10:26 p.m.

A motion was made by Ms. Miller and seconded by Mr. Hladick to approve agenda items 3.12 and 3.19 as follows:

- 3.12 Settlement Agreement– Approve the following resolution pertaining to a special education settlement agreement:

BE IT RESOLVED by the Montgomery Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release between the Board and the Parents of a student whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release and any other documents necessary to effectuate the settlement.

- 3.19 Settlement Agreement– Approve the following resolution pertaining to a special education settlement agreement:

BE IT RESOLVED by the Montgomery Board of Education (hereinafter referred to as the “Board”) that the terms, stipulations and conditions as established in the Settlement Agreement and Release between the Board and the Parents of a student whose name is on file in the Superintendent’s office, and which Agreement is located in the student’s file, are hereby adopted and approved by the Board. The Board President and Business Administrator/Board Secretary are hereby authorized and directed to execute the Settlement Agreement and Release and any other documents necessary to effectuate the settlement.

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

ANNOUNCEMENTS BY THE PRESIDENT

None

ADJOURNMENT

A motion made by Ms. Humza and seconded by Mr. Goldoni that the meeting be adjourned at 10:27 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

**Montgomery Township Board of Education
Travel Reimbursement Requests
2014/2015**

	School	Date(s)	Conference	Parking & Tolls	*Mileage (.31)	Meals	Lodging	Registration	Other	Total**	Approved Year-to-Date Total**
Dana Bucci	MHS	8/10 - 8/13/15	AP Summer Institute		\$94.49			\$850.00		\$944.49	\$944.49
Philip Chao	MHS	7/20 - 8/7/15	Physics/Mechanics Modeling Workshop	\$456.00	\$461.28			\$599.00		\$1,516.28	\$1,516.28
Maureen Conway	MHS	8/2 - 8/3/15	Spend a Summer Day at Penn State	\$40.00	\$140.12					\$180.12	\$180.12
Thomas Desisto	BO	8/20/15	Managing Multiple Projects, Objectives and Deadlines					\$149.00		\$149.00	
Thomas Desisto	BO	11/4/15	Excelling as a Manager or Supervisor					\$99.00		\$99.00	\$248.00
Eugenia Goldman	VES	10/26 - 10/28/15	NAFME National Conference					\$295.00		\$295.00	\$295.00
Tim Leicht	MHS	8/24 - 8/30/15	CNC Fundamentals for Tormach CNC Milling Machine	\$65.00	\$22.32	\$244.00	\$428.00	\$1,295.00	\$419.69	\$2,474.01	\$2,474.01
Kelly Mattis	BO	7/23 & 11/19/15	Philadelphia Veterans Expo		\$36.65			\$1,195.00		\$1,231.65	\$1,795.85
Mary McLoughlin	BO	7/30,7/31&8/11/15	Affirmative Action Officer Certificate Program	\$10.00	\$63.92			\$450.00		\$523.92	\$523.92
Anna Panova-Cicchino	MHS	8/19/15	Geogebra Dynamic Mathematic Software		\$12.90			\$99.00		\$111.90	
Anna Panova-Cicchino	MHS	9/4/15	Major Themes in Statistics		\$26.97			\$99.00		\$125.97	\$237.87
Nicole Petrone	BO	10/27 - 10/29/15	NJSBA Annual Conference	\$30.00	\$69.75	\$132.00	\$188.00	\$144.45		\$564.20	\$564.20
Caryl Pitt	LMS	8/10 - 8/14/15	NGSS Summer Institute		\$9.33			\$250.00		\$259.33	\$259.33
Lynn Powers	LMS	1/27/16	Cross Cutting Concepts NGSS		\$5.89			\$125.00		\$130.89	
Lynn Powers	LMS	3/15/16	Planning NGSS Aligned Lessons		\$5.89			\$125.00		\$130.89	\$261.78
Jessica Ritson	MHS	8/2 - 8/3/15	Spend a Summer Day at Penn State	\$40.00	\$131.93					\$171.93	\$171.93
Susan Teza	MHS	8/19/15	Geogebra Dynamic Mathematic Software		\$14.01			\$129.00		\$143.01	\$143.01
Marianne Tomore	BO	7/22/15	Systems 3000 Training		\$28.54					\$28.54	\$28.54
Wendy Wachtel	UMS	8/10 - 8/14/15	Teachers Columbia Summer Institute	\$25.00	\$20.00			\$825.00	\$154.00	\$1,024.00	\$2,048.00
Annette Wells	BO	10/15/15	2015 Safe Schools Symposium		\$11.78			\$199.00		\$210.78	\$774.98

BOE 7/21/15

BOE

**Estimated

*Excluding Tolls
**Includes Registrations.

4.2 PERSONNEL**Resignations/Retirements/Terminations/Rescissions**

Location	Name	Position	Effective	Reason	Dates of Employment/Notes
UMS	Ron Heller TCH.UM.MUSC.MG.02	Teacher/Music	06/30/2015	Resignation	09/01/2005 – 06/30/2015
UMS	Heather Hooven TCH.UM.RCTR.MG.07	Teacher/Resource Center	06/30/2015	Resignation	09/01/2005 – 06/30/2015
MHS	Patricia Musial TCH.HS.GUID.MG.04	Teacher/Guidance Counselor	02/01/2016	Retirement	09/01/2004 – 01/31/2016
DISTRICT	Karren Thornton SEC.BO.HR.NA.01	HR Information Systems Secretary	09/01/2015	Retirement	10/13/1997 – 08/31/2015
OHES	Heather Lilly TCH.OH.TCHR.02.11	Teacher/Grade 2	06/30/2015	Resignation	09/01/2001 – 06/30/2015
OHES	William B.J. Meurer APR.OH.APRN.NA.01	Assistant Principal	08/29/2015 (or sooner if replacement is found)	Resignation	11/15/2000 – 08/29/2015
VES	Linda Gallo CLK.VS.LIBR.UG.01	Library Clerk/10 Month	10/01/2015	Retirement	04/20/1990 – 09/30/2015

Leaves of Absence

Location	Name	Position	Type of Leave	Dates of Leave/Notes
VES	Kristen Gluck LOA.VS.TCHR.03.08	Teacher/Grade 3	Temporary Disability FMLA Unpaid Leave Anticipated Return	11/09/2015 – 01/11/2016 (paid w/benefits) 01/12/2016 – 04/01/2016 (unpaid w/benefits) 04/02/2016 – 06/30/2016 (unpaid w/o benefits) 09/01/2016
OHES	Monica Clewell LOA.OH.RCTR.MG.04	Teacher/Grade 2/ICS Resource Center	Unpaid Leave Anticipated Return	11/23/2015 – 06/30/2016 (unpaid w/o benefits) Revised 09/01/2016 (Revised)
VES	Allison Rubin LOA.VS.RCTR.MG.11	Teacher/Resource Center @ 40%	FMLA Unpaid Leave Anticipated Return	09/01/2015 – 11/20/2015 (unpaid w/o benefits) 11/21/2015 – 12/20/2015 (unpaid w/o benefits) 12/21/2015
MHS	Francis Ross LOA.HS.MATH.MG.07	Teacher/Math	Sick Bank Anticipated Return	09/18/2015 – 09/30/2015 10/01/2015

Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
MHS	Bryan Upshaw TCH.HS.HPE.MG.12	Teacher/Health & Phys. Ed.	Cristina Venetucci	BA 4-5	\$59,185.00		09/01/2015 – 06/30/2016
MHS	Kathryn Matulonis* (Leave Replacement) TCH.HS.ENGL.MG.10	Teacher/English	Evangeline Thornton	MA+15 1	\$65,690.00	Yes	09/01/2015 – 12/18/2015
LMS	Michael Holinko (Leave Replacement) TCH.LM.RCTR.MG.08	Teacher/Resource Center	Tiffany Riley	BA 1	\$57,440.00	Yes	09/01/2015 – 01/28/2016

OHES	Gabrielle Marion	Teacher/Pre School Resource Center/ Kindergarten/ICS	NEW	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
OHES	Jennifer Consomer (Leave Replacement) TCH.OH.TCHR.01.14	Teacher/Grade 1	Kimberly Staub	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
OHES	Julia Lee TCH.OH.TCHR.02.11	Teacher/Grade 2	Heather Lilly	MA 4-5	\$65,185.00		09/01/2015 – 06/30/2016
MHS	Don Green* (Leave Replacement) TCH.HS.GUID.MG.07	Teacher/Guidance Counselor	Kelly Apel	MA 2-3	\$64,190.00	Yes	09/01/2015 – 10/09/2015
OHES	Rachel Young (Leave Replacement) TCH.OH.TCHR.02.10	Teacher/Grade 2	Lisa Piccirillo	BA 1	\$57,440.00		09/01/2015 – 06/30/2016
LMS	Denise Himmelheber (Leave Replacement) TCH.LM.MASC.05.01	Teacher/Math/Science Grade 5	Lauren Smith	BA 4-5	\$59,185.00	Yes	09/01/2015 – 03/23/2016
OHES	Kelley Kappus (Leave Replacement) TCH.OH.RCTR.MG.04	Teacher/Grade 2/ICS/ Resource Center	Monica Clewell	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
UMS	Jayrd Regner* TCH.UM.SOST.MG.03	Teacher/Grade 7/ Social Studies	Laura Creteau	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
MHS	Blair Deziel* (Leave Replacement) TCH.HS.ENGL.MG.03	Teacher/English	Valerie Kriger	BA 1	\$57,440.00	Yes	09/01/2015 – 12/18/2015
UMS/MHS	Neelam Makvana* TCH.FL.MUSC.MG.04	Teacher/Music/Vocal	Doug Radziewicz	BA 4-5	\$59,185.00		09/01/2015 – 06/30/2016
OHES	Christine Buber*	Teacher/Guidance	New	MA 1	\$63,440.00		09/01/2015 – 06/30/2016

VES	Jolene Schantz* TCH.FL.GUID.MG.01	Teacher/Guidance	Heather McCarthy	MA 12-13	\$72,015.00		09/01/2015 – 06/30/2016
MHS	Xiwen Li* TCH.HS.WLNG.MG.01	Teacher/Chinese @ 80%	Fang Hsueh Lu	BA 1	\$45,952.00	Yes	09/01/2015 – 06/30/2016
UMS	Kristen Prentice* TCH.U.M.R.CTR.MG.07	Teacher/Resource Center	Heather Hooven	MA 4-5	\$65,185.00		09/01/2015 – 06/30/2016
UMS	Cara Sapiezynski* (Leave Replacement) TCH.U.M.R.CTR.MG.09	Teacher/Resource Center	Krista Pachuta	MA+15 4-5	\$67,435.00		09/01/2015 – 06/30/2016
UMS	Jessica Gregoli* (Leave Replacement) TCH.U.M.MATH.MG.01	Teacher/Math	Kristen Kanickij	BA 1	\$57,440.00	Yes	09/01/2015 – 12/23/2015
OHES	Amanda Ely (Leave Replacement) TCH.OH.TCHR.02.08	Teacher/Grade 2	Renee Varallo	BA 1	\$57,440.00	Yes	09/01/2015 – 12/23/2015
OHES	Ashley Rose Sherman (Leave Replacement) TCH.OH.TCHR.01.03	Teacher/Grade 1	Colleen Kester	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016
MHS	Brian Santaniello (Leave Replacement) TCH.HS.HPE.MG.02	Teacher/Health & Phys.Ed.	Carolyn Casey	BA 1	\$57,440.00	Yes	09/01/2015 – 12/23/2015
MHS	Corrine Van Lier TCH.HS.R.CTR.MG.08	Teacher/Resource Center	Robin Lewis	MA 4-5	\$65,185.00		09/01/2015 – 06/30/2016
MHS	Raheel Saleem TCH.HS.GUID.MG.04	Teacher/ Guidance Counselor	Patricia Mustial	MA+30 6	\$70,695.00		02/01/2016 – 06/30/2016
VES	Marlene Biava	Teacher/Resource Center	New	MA+30 8-9	\$73,425.00		09/01/2015 – 06/30/2016

Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
OHES	Lauren Chin	Paraprofessional 1:1	NEW	1	\$23,723.00		09/01/2015 – 06/30/2016
OHES	Diane Wilmot	Paraprofessional 1:1	NEW	1	\$23,723.00		09/01/2015 – 06/30/2016
OHES	Erica McGlynn	Paraprofessional 1:1	NEW	1	\$23,723.00		09/01/2015 – 06/30/2016
LMS	Luann Oldis AID.LM.TIA.EO.02	Paraprofessional 1:1 @ 48%	Volodymyr Kush	2-3	\$11,483.00	Yes	09/01/2015 – 06/30/2016

Appointments/Substitute Teachers

Location	Name	Position	Status	Dates of Employment/Notes
DISTRICT	Kenneth Ciancio	Substitute Teacher/ Asst. Football Coach	New	2014-2015 School Year
DISTRICT	Kenneth Ciancio	Substitute Teacher/ Asst. Football Coach	Renewal	2015-2016 School Year
DISTRICT	Daniella Delacruz	Substitute Teacher/ Volunteer Dance Coach	New	2015-2016 School Year

2015 – 2016 Renewals APSMT

LOCATION	LAST NAME	FIRST NAME	ASSIGNMENT	REVISED SALARY
LCMS	Beegle	Staci	Supervisor 5-8 Pupil Services LMS/UJMS	\$99,140.00
BD	Borland	Fiona	Director of Instructional Technology	\$131,294.00
OHES	Camuto	Lia	Supervisor K-4 Pupil Services K-4	\$96,005.00
UCMS	Delgado	Cory	Upper Middle School Principal	\$138,695.00

HS	Gaylord	Corinne	Director of Student Academic & Counseling	\$125,281.00
HS	Green	Naoma	Assistant Principal High School	\$98,224.00
HS	Pachuta	Scott	Assistant Principal High School	\$96,065.00
LCMS	Herte	Christopher	Supervisor 5-8 Math/Science	\$103,834.00
HS	Hodgson	Melissa	Supervisor of Social Studies	\$94,402.00
LCMS	Kichura	Georgianna	Assistant Principal Middle School	\$112,024.00
UCMS	Kidd	Karin	Assistant Principal Middle School	\$101,311.00
VES	Lacy	Susan	Elementary School Principal	\$146,960.00
VES	Maccarone	Jamie	Assistant Principal Elementary School	\$95,281.00
HS	Maselli	Anthony	Supervisor Athletics	\$139,597.00
OHES	Meurer	William	Assistant Principal Elementary School	\$99,880.00
OHES	Monaco	Amy	Supervisor K-4 L/A - Social Studies	\$94,315.00
BD	Pappa	Damian	Director of Data, Assessment and Accountability	\$127,681.00
HS	Popadiuk	Paul	High School Principal	\$153,437.00
HS	Reyes	Alma	Supervisor of World Languages	\$99,139.00
LCMS	Richards	Michael	Lower Middle School Principal	\$146,960.00
HS	Riddell	Jennifer	Supervisor Mathematics	\$97,686.00
LCMS/UCMS	Romano	Lisa	Supervisor 5-8 L/A Social Studies	\$94,315.00
BD	Zalika	Ron	Director of Curriculum	\$127,681.00
OHES	Scotti	Kathleen	Elementary School Principal	\$127,100.00
HS	Stalowski	Karen	Supervisor English	\$94,402.00
HS	Sullivan	Jason	Supervisor Science	\$110,213.00
HS	Tonkin	Joanne	Supervisor of Special Services 9-12/ESY K-12	\$123,056.00
HS	Warshafsky	Adam	Supervisor Visual Performing Arts	\$97,714.00
VES	Wish	Amy	Supervisor K-4 Math/Science	\$100,048.00

2015 – 2016 Renewals Certificated Staff

LOCATION	LAST NAME	FIRST NAME	ASSIGNMENT	DEGREE	STEP	SALARY
HS	Aichele	Michelina	English	Teacher MA	4-5	\$65,185.00
HS	Amberson	Jennifer	Resource Program In-class	Teacher MA	22	\$85,965.00
HS	Apel	Kelly	School Counselor	Teacher MA	7	\$67,560.00
HS	Asral	Susanne	Spanish	Teacher BA	18-19	\$72,300.00
HS	Beckford-Smith	June	Educational Media Specialist	Teacher MA	23	\$88,820.00
HS	Beyer	Brian	Latin	Teacher MA	14-15	\$73,940.00
HS	Bickel	Sarah	English	Teacher BA	12-13	\$66,015.00
HS	Boczon	Hope	Supplementary Instruction (in-class)	Teacher MA+15	10-11	\$72,540.00
HS	Bogen	Nathalie	French	Teacher BA	8-9	\$62,925.00
HS	Boyer	Tina	Art	Teacher MA	14-15	\$73,940.00
HS	Brennan	Michael	Music	Teacher BA	2-3	\$58,190.00
HS	Bucci	Dana	Math	Teacher MA	10-11	\$70,290.00
HS	Bulusu	Rama Prasad	Science	Teacher MA+60/Doc	20	\$89,705.00
HS	Buszka	Craig	Science	Teacher MA	16-17	\$76,045.00
HS	Caltiere	Michele	Resource Program In-class	Teacher MA+45	20	\$87,455.00
HS	Caprio	Aubrie	Resource Program In-class	Teacher BA	4-5	\$59,185.00
HS	Carfley	Andrew	Health & Physical Education	Teacher MA+60/Doc	10-11	\$79,290.00
HS	Carty	Sean	Resource Program In-class	Teacher BA	8-9	\$62,925.00
HS	Casey	Carolyn	Health & Physical Education	Teacher MA+45	12-13	\$78,765.00
HS	Chedid	Lisa	Science Chemistry	Teacher MA+60/Doc	18-19	\$87,300.00
HS	Chenot	Brady	LDTC	Teacher MA+60/Doc	10-11	\$79,290.00
HS	Cohen	Karen	Business Law	Teacher MA	21	\$83,260.00
HS	Conway	Maureen	Guidance Counselor	Teacher MA	2-3	\$64,190.00
HS	Creteau	Laura	ESL	Teacher MA+15	12-13	\$74,265.00
HS	Crilly	Elizabeth	Science Physical	Teacher BA	14-15	\$67,940.00
HS	Cummings	Peggy	Supplementary Instruction (pull-out)	Teacher MA+60/Doc	24	\$98,320.00
HS	Delbridge	Stacey	School Psychologist	Teacher MA+60/Doc	16-17	\$85,045.00
HS	Dipietro	Kristin	Math	Teacher MA+15	12-13	\$74,265.00

HS/UJMS	Dominick	William	German @ 60% Latin @ 40%	Teacher MA	2-3	\$64,190.00
HS	Doyle	Jessica	English	Teacher MA	6	\$66,195.00
HS	England	Jonathan	Social Studies	Teacher BA	12-13	\$66,015.00
HS	English	David	Science Chemistry	Teacher MA+60/Doc	10-11	\$79,290.00
HS	Enos	Jenna	Math	Teacher BA	2-3	\$58,190.00
HS	Fallon	Shelley	English	Teacher MA	12-13	\$72,015.00
HS	Fattorusso	Melissa	English	Teacher MA	8-9	\$68,925.00
HS	Figueroa	Vincent	Health & Physical Education	Teacher BA	8-9	\$62,925.00
HS	Fine	Meredith	Science Biological	Teacher MA+60/Doc	12-13	\$81,015.00
HS	Fioretti	Lisa	LLD	Teacher MA	12-13	\$72,015.00
HS	Fishman	Daniel	Math	Teacher MA+60/Doc	24	\$98,320.00
HS	Fleming	Matt	Health & Physical Education	Teacher BA	2-3	\$58,190.00
HS	Flug	Matthew	Social Studies	Teacher BA	12-13	\$66,015.00
HS	Foley	Mary Ellen	School Nurse	Teacher BA	16-17	\$70,045.00
HS	Foster	Katie	Health & Physical Education	Teacher BA	8-9	\$62,925.00
HS	Girvan	Michael	Health & Physical Education	Teacher BA	24	\$83,320.00
HS	Glock	Keith	School Counselor	Teacher MA	8-9	\$68,925.00
HS	Godett	Fred	Resource Program In-class	Teacher MA	20	\$80,705.00
HS	Grieco	Brian	Science Physical	Teacher MA+45	14-15	\$80,690.00
HS	Griffin	James	Social Studies	Teacher MA	14-15	\$73,940.00
HS	Grossman	Christine	Student Assistant Counselor	Teacher BA	18-19	\$72,300.00
HS	Grundy	Kristopher	Resource Program In-class	Teacher MA	14-15	\$73,940.00
HS	Hampton	Carla	School Counselor	Teacher MA+15	16-17	\$78,295.00
HS	Hazynski	Christine	English	Teacher MA+60/Doc	14-15	\$82,940.00
HS	Heebner	Jane	Science	Teacher MA+15	4-5	\$67,435.00
HS	Ingraffia	Vincent	Health & Physical Education	Teacher MA	8-9	\$68,925.00
HS	Jessu	Teena	Technology Education	Teacher MA+45	12-13	\$78,765.00
HS	Jones Kriger	Valerie	English	Teacher BA	10-11	\$64,290.00
HS	Kahalehoe	Kawika	Music Instrumental	Teacher MA	14-15	\$73,940.00
HS	Keller	Noelle	Resource Program In-class	Teacher MA	14-15	\$73,940.00

HS	Kleinfield	Hallie	Science	Teacher MA+30	24	\$93,820.00
HS	Kotok	Valeriya	French	Teacher MA	4-5	\$65,185.00
HS	Krusen	Karen	Social Worker	Teacher MA	4-5	\$65,185.00
HS	Lee	Karin	German	Teacher BA	20	\$74,705.00
HS	Leicht	Timothy	Technology Education	Teacher BA	16-17	\$70,045.00
HS	Lescano-Lopez	Clarisa	Spanish	Teacher BA	6	\$60,195.00
HS	Levenstien	Barbara	Supplementary Instruction (in-class)	Teacher MA+15	12-13	\$74,265.00
HS	Licinski	Elsa	Spanish	Teacher MA+15	10-11	\$72,540.00
HS	Liu	Manhong	Math	Teacher MA+30	24	\$93,820.00
HS	Logothetis	Kathleen	School Nurse	Teacher BA	12-13	\$66,015.00
HS	Lopez	James	English	Teacher MA	2-3	\$64,190.00
HS	Lugo	Christian	Social Studies	Teacher BA	2-3	\$58,190.00
HS	Marshall	Jennifer L	English	Teacher MA	16-17	\$76,045.00
HS	Marshall	L. Kimberly	Spanish	Teacher MA+15	24	\$91,570.00
HS	Mason	Scott	Social Studies	Teacher BA	22	\$79,965.00
HS	Mastil	Megan	Transition Coordinator	Teacher MA+60/Doc	8-9	\$77,925.00
HS	Megrail	Deirdre	Art	Teacher MA+30	23	\$93,320.00
HS	Meeker	Jamie	English	Teacher BA	4-5	\$59,185.00
HS	Melusky	Robert	Athletic Trainer	Teacher MA+15	23	\$91,070.00
HS	Milich	Zoran	Social Studies	Teacher MA	14-15	\$73,940.00
HS	Miller	Stephen	Social Studies	Teacher MA+45	6	\$72,945.00
HS	Milner	Sofia	Family & Consumer Science	Teacher BA	12-13	\$66,015.00
HS	Mintz	Amy	LLD	Teacher BA	21	\$77,260.00
HS	Molano	Eliana	Spanish	Teacher MA+15	18-19	\$80,550.00
HS	Mueller	Peter	Cinema/TV Production	Teacher MA	20	\$80,705.00
HS	Murphy	Gale	Social Studies	Teacher MA+30	10-11	\$74,790.00
HS	Musial	Patricia	School Counselor	Teacher MA+45	24	\$96,070.00
HS	Muzaurieta	Dianna	English	Teacher MA	20	\$80,705.00
HS	Mylowe	Nicholas	Industrial Arts	Teacher BA	12-13	\$66,015.00
HS	Oliivi	Temmy	English	Teacher MA	10-11	\$70,290.00

HS	Olney	Danielle	Speech Language Specialist (48%)	Teacher MA	8-9	\$33,084.00
HS	Oosting	Jason	Social Studies	Teacher BA	4-5	\$59,185.00
HS	O'Reilly	Debra	Salary paid by MTEA Full Time Release	Teacher MA	14-15	\$73,940.00
HS	Osteen	Shawn	Athletic Trainer	Teacher MA+15	8-9	\$71,175.00
HS	Palecek	Heather	Art	Teacher BA	7	\$61,560.00
HS	Panova- Cicchino	Anna	Math	Teacher MA+15	8-9	\$71,175.00
HS	Patel	Nimisha	English	Teacher MA	2-3	\$64,190.00
HS	Pendleton	James	Science Biological	Teacher BA	21	\$77,260.00
HS	Pino-Beattie	Heather	School Counselor	Teacher MA	14-15	\$73,940.00
HS	Pisani	Megan	Math	Teacher BA	4-5	\$59,185.00
HS	Porcelli	Eugene	Social Studies	Teacher BA	8-9	\$62,925.00
HS	Pribracha	E. Mark	Social Studies	Teacher MA	10-11	\$70,290.00
HS	Pugh	Zoya	Resource Program In-class	Teacher MA+15	14-15	\$76,190.00
HS	Rafferty	Kelly	Math	Teacher MA	4-5	\$65,185.00
HS	Resch	Christopher	Science Biological	Teacher MA	10-11	\$70,290.00
HS	Reynolds	Erin	Social Studies	Teacher BA	10-11	\$64,290.00
HS	Ritson Slutter	Jessica	School Counselor	Teacher MA+30	12-13	\$76,515.00
HS	Rosenthal	Audrey	Supplementary Instruction (pull-out)	Teacher MA+15	21	\$85,510.00
HS	Ross	Frances	Math	Teacher MA	22	\$85,965.00
HS	Runion	Christopher	LLD	Teacher MA + 60/Doc	2-3	\$73,190.00
HS	Sawin	Morgan	Math	Teacher MA	4-5	\$65,185.00
HS	Scarpa	Claire	Health 7 Physical Education	Teacher MA+60/Doc	16-17	\$85,045.00
HS	Shanahan	Colleen	Social Studies	Teacher MA+60/Doc	8-9	\$77,925.00
HS	Shebhuk	Kristina	Resource Program In-class	Teacher BA	16-17	\$70,045.00
HS	Simons	Georgina	Spanish	Teacher BA	8-9	\$62,925.00
HS	Sinha	Nitu	Math	Teacher BA	8-9	\$62,925.00
HS	Snedeker	Johanna	Health & Physical Education	Teacher MA+60/Doc	22	\$94,965.00
HS	Spinelli	Paul	Science Biological	Teacher MA+60/Doc	24	\$98,320.00

HS	Steeb	Richard	Health & Physical Education	Teacher MA	10-11	\$70,290.00
HS	Stein	Ellen	School Social Worker	Teacher MA	12-13	\$72,015.00
HS	Stemmler	Paul	Social Studies	Teacher MA	18-19	\$78,300.00
HS	Stern	Michael	Math	Teacher MA+60/Doc	21	\$92,260.00
HS	Statz	Kellye	English	Teacher BA	2-3	\$58,190.00
HS	Stuart	Glen	Science	Teacher BA	4-5	\$59,185.00
HS	Tessein	Katherine	Mathematics	Teacher MA	8-9	\$68,925.00
HS	Teza	Susan	Math	Teacher BA	12-13	\$66,015.00
HS	Thornton	Evangeline	English	Teacher BA	10-11	\$64,290.00
HS	Trockenbrod	Tiffany	Health & Physical Education	Teacher MA+15	12-13	\$74,265.00
HS	Wang	Shu Chun	Math	Teacher MA+15	7	\$69,810.00
HS	Washburn	James	Social Studies	Teacher MA+60/Doc	14-15	\$82,940.00
HS	Westhusin	Stacy	Science/Chemistry	Teacher MA	2-3	\$64,190.00
HS	Williams	Ashley	Math	Teacher BA	2-3	\$58,190.00
HS/UMS	Woodworth	Jeffrey	Music Vocal	Teacher BA	12-13	\$66,015.00
LCMS	Armstrong	Kevin	Grade 5/School Counselor	Teacher MA+60/Doc	12-13	\$81,015.00
LCMS	Attanasio	Gina	Resource Program	Teacher MA	12-13	\$72,015.00
LCMS	Ausen	Luann	Resource Program	Teacher MA	24	\$89,320.00
LCMS	Bartholomew	Timothy	Grade 5 Math/Social Studies	Teacher BA	12-13	\$66,015.00
LCMS	Beardsley	Jeremy	Grade 6/ LA	Teacher BA	16-17	\$70,045.00
LCMS	Bernstein	David	Grade 5/Math/Science	Teacher MA+30	20	\$85,205.00
LCMS	Bilik	Deborah	Grade 5/Science/Math	Teacher BA	14-15	\$67,940.00
LCMS	Botero	Damaris	Grade 5 / LA/SS	Teacher BA	8-9	\$62,925.00
LCMS	Brenner	Julie	LA	Teacher MA	10-11	\$70,290.00
LCMS	Camarda	Lindsay	Resource Program	Teacher MA+30	2-3	\$68,690.00
LCMS	Cassano	Jessica	Grade 5 LA/SS	Teacher MA+15	10-11	\$72,540.00
LCMS	Ciesielski	Kristin	Grade 6/Math	Teacher MA	10-11	\$70,290.00
LCMS	Clarke	Jessica	Teacher/Autism + 1 Extra Class	Teacher MA	12-13	\$79,217.00
LCMS	Colittas	Maya	Grade 6/Math	Teacher MA	14-15	\$73,940.00
LCMS	Cordier	Suzanne	Resource Program	Teacher MA	22	\$85,965.00
LCMS	Demuth	Jennifer	Resource Program	Teacher MA	7	\$67,560.00

LCMS	Dewrell	Kimberly	Grade 5 LA/SS	Teacher MA	10-11	\$70,290.00
LCMS	Disch	Erica	Spanish	Teacher BA	14-15	\$67,940.00
LCMS	Edenfield	Lewis	Grade 6/Communications	Teacher MA+60/Doc	22	\$94,965.00
LCMS	Erickson	Ariana	Academic Support	Teacher MA+15	12-13	\$74,265.00
LCMS	Falco	Michael	Health & Physical Education	Teacher MA	10-11	\$70,290.00
LCMS	Fuller	Marissa	Resource Program In-class + 1 Extra Class	Teacher BA	14-15	\$74,734.00
LCMS	Gebhart	Norman	Grade 5/Math/Science	Teacher BA	24	\$83,320.00
LCMS	Glassman	Jay	LA/SS Grade 5	Teacher BA	24	\$83,320.00
LCMS	Gordon	David	Music	Teacher MA	14-15	\$73,940.00
LCMS	Gustich	Melissa	Grade 5/LA/SS	Teacher BA	2-3	\$58,190.00
LCMS	Harsell	Erin	Grade 6/Science	Teacher MA	18-19	\$78,300.00
LCMS	Haas	Lesley	School Counselor/Grade 6	Teacher MA+60/Doc	24	\$98,320.00
LCMS	Hickman	Justine	Health & Physical Education	Teacher BA	6	\$60,195.00
LCMS	Hill	Kaitlin	Resource Program	Teacher BA	2-3	\$58,190.00
LCMS	Hill	Michael	Grade 6/Social Studies	Teacher MA+60/Doc	18-19	\$87,300.00
LCMS	Honold	Jenny	Resource Program In-class	Teacher MA	12-13	\$72,015.00
LCMS/VES	James	Carol	English As A 2nd Language	Teacher MA	12-13	\$72,015.00
LCMS/UCMS	Jorgenson	Eric	Music Instrumental	Teacher MA+45	20	\$87,455.00
LCMS	Keefe	Jocelyn	Music	Teacher BA	10-11	\$64,290.00
LCMS	Kohler	Stacy	School Psychologist	Teacher MA+45	18-19	\$85,050.00
LCMS	Lamarra	Laurie	Grade 5/Math/Science	Teacher BA	14-15	\$67,940.00
LCMS	Leckner	Edward	Math	Teacher BA	12-13	\$66,015.00
LCMS	Ledebuhr	Rachel	Resource Program In-class	Teacher MA	7	\$67,560.00
LCMS	Levin	Lauren	Academic Support Grade 5 & 6	Teacher MA	10-11	\$70,290.00
LCMS	Margon	Matthew	Social Studies	Teacher MA	2-3	\$64,190.00
LCMS	Martinho	Suzette	Art	Teacher BA	4-5	\$59,185.00
LCMS	Masters	Jessica	Grade 5/Math/Science	Teacher BA	14-15	\$67,940.00
LCMS	McMorrow	Brendan	Health & Physical Education	Teacher BA	10-11	\$64,290.00
LCMS	Milgram	Arlene	Art /Grade 6	Teacher BA	24	\$83,320.00
LCMS	Miller	Lindsey	Supplementary Instruction (in-class)	Teacher BA	10-11	\$64,290.00

LCMS	Muller	Suzanne	Family & Consumer Science	Teacher MA	16-17	\$76,045.00
LCMS	Ospina	Martha	Spanish	Teacher BA	12-13	\$66,015.00
LCMS	Penney	Meghan	Grade 6/SS	Teacher MA+30	14-15	\$78,440.00
LCMS	Perry	Donna	Resource Program	Teacher MA+30	4-5	\$69,685.00
LCMS	Pirone	Enrica	Grade 6/LA	Teacher MA	20	\$80,705.00
LCMS	Pitt	Caryl	Grade 6/Science	Teacher BA	12-13	\$66,015.00
LCMS	Powers	Lynn	Grade 6/Science	Teacher MA	10-11	\$70,290.00
LCMS	Pungello	Allison	Grade 6/Math	Teacher BA	2-3	\$58,190.00
LCMS	Rabinowitz	David	Music Instrumental	Teacher MA	10-11	\$70,290.00
LCMS	Rangnow	Jennifer	Social Studies	Teacher MA+15	16-17	\$78,295.00
LCMS	Reilly	Carolyn	Grade 5/LA/SS	Teacher MA	18-19	\$78,300.00
LCMS	Riley	Tiffany	Resource Program (in -class)	Teacher MA	10-11	\$70,290.00
LCMS	Romano	Jennifer	LLD + 1 Extra Class	Teacher MA	10-11	\$77,319.00
LCMS	Ryan	Elise	Science	Teacher BA	7	\$61,560.00
LCMS	Salvatore	Denise	School Nurse	Teacher BA	16-17	\$70,045.00
LCMS	Skibinski	Robert	Computer Literacy/Applications Program	Teacher BA	12-13	\$66,015.00
LCMS	Smith	Lauren	Grade 5 Math/Science	Teacher MA	8-9	\$68,925.00
LCMS	Solonick	Claire	Music Instrumental	Teacher BA	18-19	\$72,300.00
LCMS	Staab	Tara	Technology Education	Teacher MA	12-13	\$72,015.00
LCMS	Strawn	Catherine	Educational Media Specialist	Teacher MA	24	\$89,320.00
LCMS	Warvolis	Michael	Communications	Teacher BA	10-11	\$64,290.00
LCMS	Wheaton Kuhn	Bobbi	LA/SS Grade 5	Teacher BA	10-11	\$64,290.00
LCMS	Whitehouse	Jennifer	LA/SS Grade 5	Teacher MA+15	8-9	\$71,175.00
LCMS	Wright	Laura	Special Ed.	Teacher MA	4-5	\$65,185.00
LCMS	Yip	Wing	Grade 5/Math/Science	Teacher MA	8-9	\$68,925.00
OHES	Abiad	Patricia	BSI/Academic Support	Teacher MA	12-13	\$72,015.00
OHES	Armus	Margaret	Kindergarten	Teacher BA	12-13	\$66,015.00
OHES	Baller	Sharon	Educational Media Specialist	Teacher MA+30	18-19	\$82,800.00
OHES	Bartolomei	Sharon	Grade 1	Teacher BA	16-17	\$70,045.00
OHES	Bauer	Meghan	English As A 2nd Language	Teacher MA	8-9	\$68,925.00

OHES	Belmont	Jennifer	Preschool Handicapped	Teacher MA	12-13	\$72,015.00
OHES	Bice	Christine	Music @ 40%	Teacher BA	4-5	\$23,674.00
OHES	Boss	Laura	Kindergarten	Teacher MA	6	\$66,195.00
OHES	Bullard	Lisa	Grade 1	Teacher MA	12-13	\$72,015.00
OHES	Capelli	Christopher	Grade 2	Teacher MA+15	22	\$88,215.00
OHES	Castano	Lisa	Grade 2	Teacher MA	16-17	\$76,045.00
OHES	Cesario	Jessica	Speech Language Specialist	Teacher MA	2-3	\$64,190.00
OHES	Charette	Kimberly	Grade 2	Teacher BA	18-19	\$72,300.00
OHES	Coffey	Nicole	Resource Center In-Class	Teacher MA+15	16-17	\$78,295.00
OHES	Comollo	Carolyn	Resource Program In-class	Teacher BA	18-19	\$72,300.00
OHES	Cooper	Cynthia	Resource Program In-Class	Teacher MA	10-11	\$70,290.00
OHES	Crittelli	Kimberly	Grade 2	Teacher BA	4-5	\$59,185.00
OHES	Davison	Jamie	Resource Program In-class	Teacher MA	10-11	\$70,290.00
OHES	Diatlo	Michele	Art	Teacher MA	21	\$83,260.00
OHES	Dintrone	Tara	PSD/Autism	Teacher BA	4-5	\$59,185.00
OHES	Dolci	Rachel	Pre-School/Autism Disabled	Teacher BA	2-3	\$58,190.00
OHES	Dyba	Jennifer	Occupational Therapist	Teacher MA	14-15	\$73,940.00
OHES	Edwards	Heather	Behavior Specialist	Teacher MA+30	18-19	\$82,800.00
OHES	Foltiny	Theresa	Grade 2	Teacher BA	12-13	\$66,015.00
OHES	Fox	Lindsay	Grade 1	Teacher BA	8-9	\$62,925.00
OHES	Gappa	Lisa	BSI/Academic Support	Teacher MA+45	20	\$87,455.00
OHES	Gordon	Miriam	School Psychologist	Teacher MA+30	24	\$93,820.00
OHES	Grover	Kathy	BSI/Academic Support	Teacher MA	24	\$89,320.00
OHES	Huneryager	Brenda	BSI/Academic Support	Teacher MA+30	18-19	\$82,800.00
OHES	Jacoutot	Kevin	Health & Physical Education	Teacher BA	8-9	\$62,925.00
OHES	Koblin	Alison	Occupation Therapist	Teacher MA	20	\$80,705.00
OHES	Komar	Alexa	Resource Program (in-class)	Teacher MA+30	10-11	\$74,790.00
OHES	Kotch	Jessica	Grade 1	Teacher MA	12-13	\$72,015.00
OHES	Laporte	Anita	Speech Language Specialist	Teacher MA	4-5	\$65,185.00
OHES	Lawrence	Ellen	Resource Program In-class	Teacher BA	21	\$77,260.00
OHES	Leimbacher	Genifer	Grade 2	Teacher MA	14-15	\$73,940.00

OHES	Lilly	Heather	Grade 2	Teacher MA	12-13	\$72,015.00
OHES	Magalio	Cynthia	Technology Teacher	Teacher MA	10-11	\$70,290.00
OHES	Maple	Brittany	Grade 1	Teacher MA	8-9	\$68,925.00
OHES	Maqboul	Michelle	Media Specialist @ 50%	Teacher MA	2-3	\$32,095.00
OHES/MHS	Medina	Myrna	Spanish	Teacher MA	10-11	\$70,290.00
OHES	Miller	Kerry	Behaviorist	Teacher MA+30	14-15	\$78,440.00
OHES	Noda-Olszyk	Monica	Occup. Therapist	Teacher BA	10-11	\$64,290.00
OHES	O'Lone	Christine	Speech Language Specialist	Teacher MA	21	\$83,260.00
OHES	Pankowski	Alison	Reading Interventionist	Teacher MA+15	20	\$82,955.00
OHES	Pender	Michelle	Kindergarten	Teacher MA+30	12-13	\$76,515.00
OHES	Perovich	Renee	Learning Language Disability	Teacher BA	7	\$61,560.00
OHES	Quick	Anna	Speech Language Specialist	Teacher MA	10-11	\$70,290.00
OHES	Reeder	Trevor	Grade 1	Teacher MA+30	7	\$72,060.00
OHES	Roberts	Jessica	Resource Program In-class	Teacher MA+15	8-9	\$71,175.00
OHES	Rocha	Lauren	Kindergarten	Teacher BA	4-5	\$59,185.00
OHES	Rogers	Jennifer	School Social Worker	Teacher MA	16-17	\$76,045.00
OHES	Rooney	John	Health & Physical Education	Teacher BA	18-19	\$72,300.00
OHES	Rosenberg	Pete	Grade 2	Teacher MA+60/Doc	22	\$94,965.00
OHES	Rothwell	Debra	Learning Disabilities Teacher Consultant	Teacher MA+45	24	\$96,070.00
OHES	Santoro	Julia	Grade 1	Teacher MA	18-19	\$78,300.00
OHES	Sapnar	Laura	Kindergarten	Teacher MA	16-17	\$76,045.00
OHES	Schrump	Pamela	School Nurse	Teacher BA	21	\$77,260.00
OHES	Scott	Jaimie	Grade 2	Teacher BA	12-13	\$66,015.00
OHES	Senatra	Wendy	School Counselor	Teacher MA+15	10-11	\$72,540.00
OHES	Shaffer Obe	Stephanie	Grade 1	Teacher MA+30	16-17	\$80,545.00
OHES	Sinclair	Kathy	Health & Physical Education	Teacher MA	12-13	\$72,015.00
OHES	Stetteland	Eric	Grade 1	Teacher MA+30	20	\$85,205.00
OHES	Sorensen	Holly	Music Comprehensive	Teacher BA	10-11	\$64,290.00
OHES	Stefanisko	Krista	Resource Program In-class	Teacher MA	16-17	\$76,045.00
OHES	Steller-Evans	Donna	Art (50%)	Teacher MA	14-15	\$36,970.00

OHES	Stuart	Gloria	Spanish	Teacher BA	10-11	\$64,290.00
OHES	Sullivan	Timothy	Health & Physical Education	Teacher BA	22	\$79,965.00
OHES	Tucker	Diane	Grade 1	Teacher MA+30	21	\$87,760.00
OHES	Vaccarella	Amanda	Pre-School Handicapped	Teacher BA	4-5	\$59,185.00
OHES	Vannostrand	Krista	Kindergarten	Teacher MA+30	10-11	\$74,790.00
OHES	Varallo	Renee	Grade 2	Teacher MA	18-19	\$78,300.00
OHES	Winters	Karen	BSI/Academic Support	Teacher MA+15	16-17	\$78,295.00
OHES	Yap	Christine	Grade 2	Teacher MA	20	\$80,705.00
OHES	Zucchetti	Diamond	Res. Center Special Ed	Teacher MA	4-5	\$65,185.00
UCMS	Accardi	Mark	Resource Program	Teacher MA	2-3	\$64,190.00
UCMS	Altieri	Sophia	English	Teacher BA	22	\$79,965.00
UCMS	Anderson	Staci	Spanish @ 60% ESL @ 40%	Teacher MA	14-15	\$73,940.00
UCMS	Barker	Christine	Science	Teacher BA	12-13	\$66,015.00
UCMS	Barra	Anthony	English	Teacher MA+30	8-9	\$73,425.00
UCMS	Blakemore	Lynn	Science	Teacher BA	14-15	\$67,940.00
UCMS	Budoff	Jody	School Social Worker	Teacher MA	24	\$89,320.00
UCMS	Butler	Jacquelyn	Resource Program	Teacher MA	7	\$67,560.00
UCMS	Cappabianca	Eileen	School Nurse	Teacher BA	10-11	\$64,290.00
UCMS	Carver	Jonathan	Social Studies	Teacher BA	10-11	\$64,290.00
UCMS	Chemris	Mary	Math	Teacher MA+60/Doc	12-13	\$81,015.00
UCMS	Chesbro	Robert	Science	Teacher MA+30	18-19	\$82,800.00
UCMS	Cousin	Ingrid	French	Teacher BA	12-13	\$66,015.00
UCMS	Davis	Denita	Math	Teacher BA	4-5	\$59,185.00
UCMS	DiGangi	Ina	English	Teacher BA	14-15	\$67,940.00
UCMS	Donovan	Kelsey	Resource Program	Teacher BA	2-3	\$58,190.00
UCMS	Doulis	Kristen	Resource Program In-class	Teacher BA	12-13	\$66,015.00
UCMS	Doyle-Smith	Allison	School Counselor 7th Grade	Teacher MA+30	12-13	\$76,515.00
UCMS	Edmonds	Kathleen	Science	Teacher MA	16-17	\$76,045.00
UCMS	Fedun	Jeanne	Grade 8/School Counselor	Teacher MA	14-15	\$73,940.00
UCMS	Feigenwinter	Michelle	Resource Program	Teacher MA+60/Doc	12-13	\$81,015.00
UCMS	Ferrante	Kelly	Science	Teacher BA	12-13	\$66,015.00

UCMS	Friedman	Robin	French	Teacher BA	14-15	\$67,940.00
UCMS	Fritz	Keith	English	Teacher MA	16-17	\$76,045.00
UCMS	Giboyeaux	Jessica	Spanish	Teacher MA+60/Doc	14-15	\$82,940.00
UCMS	Giunta	Victoria	Health & Physical Education	Teacher MA+45	10-11	\$77,040.00
UCMS	Hackel	Adam	Music Instrumental	Teacher MA+60/Doc	22	\$94,965.00
UCMS/HS	Handschin	Tara	Theater Arts	Teacher BA	24	\$83,320.00
UCMS	Horowitz	Lauren	English	Teacher BA	4-5	\$59,185.00
UCMS	Huelbig	Thomas	Health & Physical Education	Teacher MA+45	18-19	\$85,050.00
UCMS	Johnson	Lillian	Spanish	Teacher BA	24	\$83,320.00
UCMS	Kallens	Kelli	Social Studies	Teacher MA+45	10-11	\$77,040.00
UCMS	Kane	Ryan	Health & Physical Education	Teacher BA	8-9	\$62,925.00
UCMS	Kanickij	Kristen	Math	Teacher BA	8-9	\$62,925.00
UCMS	Kevorkian	Karen	English	Teacher MA+60/Doc	12-13	\$81,015.00
UCMS	Kobylarz	Erin	Health & Physical Education	Teacher MA+15	10-11	\$72,540.00
UCMS	Lachenauer	Stefanie	Active Citizenship	Teacher MA	8-9	\$68,925.00
UCMS	Lonergan	Kevin	Social Studies	Teacher BA	21	\$77,260.00
UCMS	Mardekian	Stephanie	Remedial Math	Teacher MA+30	24	\$93,820.00
UCMS	Markmann	Violet	Business & Technology	Teacher MA+30	18-19	\$82,800.00
UCMS	Mislan	Catherine	Resource Program	Teacher MA+60/Doc	18-19	\$87,300.00
UCMS	Moore	Meghan	College Career Readiness	Teacher MA	8-9	\$68,925.00
UCMS	Moore	Shelley	Public Speaking	Teacher MA	20	\$80,705.00
UCMS	Mulligan	James	Technology Education	Teacher MA	21	\$83,260.00
UCMS	Pachuta	Krista	Resource Program In-Class	Teacher MA	2-3	\$64,190.00
UCMS	Patel	Neepa	Resource Program In-class	Teacher BA	12-13	\$66,015.00
UCMS	Pazlopez	Maria	Active Citizenship	Teacher MA	16-17	\$76,045.00
UCMS	Procida	Susan	Spanish	Teacher BA	14-15	\$67,940.00
UCMS	Ramsay	Scott	Social Studies	Teacher MA	21	\$83,260.00
UCMS	Randolph	Nancy	Social Studies	Teacher BA	7	\$61,560.00
UCMS	Reed	James	Mathematics	Teacher MA+60/Doc	24	\$98,320.00
UCMS	Rousseau	Ellen	LDTC	Teacher MA	23	\$88,820.00
UCMS	Saatchi	Lale	German	Teacher BA	16-17	\$70,045.00

UCMS	Scarpa	Robert	English	Teacher MA+60/Doc	16-17	\$85,045.00
UCMS	Scully	Camille	Mathematics	Teacher BA	24	\$83,320.00
UCMS	Sheerin	Susan	Technology	Teacher BA	2-3	\$58,190.00
UCMS	Siller	Marie	Mathematics	Teacher BA	10-11	\$64,290.00
UCMS	Smith	Debra	Resource Program	Teacher BA	24	\$83,320.00
UCMS	Sowa	Patricia	Science	Teacher MA+30	12-13	\$76,515.00
UCMS	Stanek	Whitney	Art	Teacher BA	8-9	\$62,925.00
UCMS	Stedina	Cassandra	Art	Teacher BA	2-3	\$58,190.00
UCMS	Sterling	Morgan	Social Studies	Teacher MA+15	10-11	\$72,540.00
UCMS	Tiu	Joanne	Resource Program	Teacher MA+30	2-3	\$68,690.00
UCMS	Venutucci	Cristina	Health & Physical Education	Teacher BA	10-11	\$64,290.00
UCMS	Wachtel	Wendy	Language Arts/Literacy	Teacher MA	16-17	\$76,045.00
UCMS	Warboys	Marci	Supplemental Instruction	Teacher MA+60/Doc	18-19	\$87,300.00
UCMS	Wasiak	Elizabeth	Librarian	Teacher MA	14-15	\$73,940.00
UCMS	Witsen	Jamie	Science	Teacher BA	24	\$83,320.00
UCMS	Young	Kathleen	Computer Lit/App/Program	Teacher BA	16-17	\$70,045.00
UCMS/MHS	Zimmer	Dara	Art	Teacher MA	4-5	\$65,185.00
VES	Antoniewicz	Barbara	Educational Media Specialist	Teacher MA	24	\$89,320.00
VES	Barone	Colleen	Grade 4	Teacher MA+15	14-15	\$76,190.00
VES	Bassford	Amanda	Supplementary Instruction (in-class)	Teacher MA	10-11	\$70,290.00
VES	Bassford	Joseph	Health & Physical Education	Teacher BA	8-9	\$62,925.00
VES	Belfiore	Michael	Health & Physical Education	Teacher BA	14-15	\$67,940.00
VES	Bell	Laura	Music Comprehensive	Teacher MA+60/Doc	10-11	\$79,290.00
VES	Benke	Lorin	Grade 4	Teacher BA	18-19	\$72,300.00
VES	Berkowitz	Meredith	Special Education/Autism	Teacher BA	4-5	\$59,185.00
VES	Bonnet	Jennifer	Grade 3	Teacher BA	14-15	\$67,940.00
VES	Borelli	Samantha	Resource Program In-Class	Teacher BA	2-3	\$58,190.00
VES	Brown	Cherylann	Resource Program In-Class	Teacher BA	24	\$83,320.00
VES	Carro	Lynn	Resource Program In-Class	Teacher MA	7	\$67,560.00
VES	Chianese	Jillian	Resource Program In-Class	Teacher MA	4-5	\$65,185.00
VES	Cizin	Patricia	School Nurse	Teacher MA+15	14-15	\$76,190.00

VES	Cramer	Kellie	Grade 3	Teacher MA	14-15	\$73,940.00
VES	Cresap	Dawn	Grade 3	Teacher MA	16-17	\$76,045.00
VES	Dolan	James	Computer Literacy/Applications Program	Teacher MA+15	23	\$91,070.00
VES	Dunham	Kathryn	Remedial Math	Teacher BA	8-9	\$62,925.00
VES	Egas	Jenny	Spanish	Teacher MA+45	14-15	\$80,690.00
VES	Fedo	Erika	Resource Program In-class	Teacher MA+15	12-13	\$74,265.00
VES	Fornal	Lauren	School Counselor	Teacher MA	10-11	\$70,290.00
VES	Foster	Meghan	School Psychologist	Teacher MA+45	4-5	\$71,935.00
VES	Franey	Kurt	Grade 4	Teacher MA+30	18-19	\$82,800.00
VES	Furfaro	Scott	Resource Program In-class	Teacher BA	16-17	\$70,045.00
VES	Furman	Jennifer	Grade 3	Teacher BA	18-19	\$72,300.00
VES	Gluck	Kristen	Grade 3	Teacher MA+30	10-11	\$74,790.00
VES/LMS/UMS	Goldman	Eugenia	Music Instrumental	Teacher MA+60/Doc	14-15	\$82,940.00
VES	Goris	Odenis	Spanish	Teacher BA	10-11	\$64,290.00
VES	Grande	Sara	BSI/Academic Support	Teacher MA+15	16-17	\$78,295.00
VES	Hart Dorn	Danielle	Grade 4	Teacher MA+15	18-19	\$80,550.00
VES	Housten	Cheryl	Music Instrumental	Teacher MA+30	14-15	\$78,440.00
VES	Hum	Valerie	Grade 4	Teacher MA	12-13	\$72,015.00
VES	Hvizdos	Theresa	Basic Skills/remedial English	Teacher BA	22	\$79,965.00
VES	Lococo	Valerie	Grade 4	Teacher MA+60/Doc	20	\$89,705.00
VES	Loiacono	Diana	Resource Program In-class	Teacher MA	10-11	\$70,290.00
VES	Lucas	Virginia	Grade 4	Teacher MA+15	24	\$91,570.00
VES	Nicholas	Marissa	Speech Language Specialist	Teacher MA	24	\$89,320.00
VES	O'Connor	Jennifer	Art	Teacher BA	18-19	\$72,300.00
VES	Pignataro	Patricia	Grade 4	Teacher BA	20	\$74,705.00
VES	Pliskin	Mary Lisa	Grade 3	Teacher MA	23	\$88,820.00
VES	Potter	Donna	Grade 3	Teacher MA	16-17	\$76,045.00
VES	Rodriguez	Brienne	Grade 3	Teacher MA	12-13	\$72,015.00
VES	Rodriguez	Max	Grade 4	Teacher MA+15	20	\$82,955.00

VES	Rubin	Allison	Resource Program @ 40%	Teacher MA	8-9	\$25,570.00
VES	Ryan	Alison	Grade 3	Teacher MA	12-13	\$72,015.00
VES	Sandler	Melissa	LLD Teacher	Teacher BA	8-9	\$62,925.00
VES	Sears	Nancy	Grade 3	Teacher MA	20	\$80,705.00
VES	Shockey	Jennifer	Resource Program In-Class	Teacher MA	8-9	\$68,925.00
VES	Siani	Donna	Learning Disabilities Teacher Consultant	Teacher MA+60/Doc	24	\$98,320.00
VES	Tanzola	Tammy	Health & Physical Education	Teacher MA	12-13	\$72,015.00
VES	Truscinski	Linda	Grade 4	Teacher MA+15	18-19	\$80,550.00
VES	Vanatta	Kimberly	Grade 4	Teacher BA	16-17	\$70,045.00
VES	Varona	Nicole	Resource Program In-class	Teacher MA	12-13	\$72,015.00
VES	Vucin	Kelly	Grade 3	Teacher BA	8-9	\$62,925.00
VES	Winer	Laurie	Grade 4	Teacher MA+15	18-19	\$80,550.00
VES	Yulo	Jennifer	Grade 4	Teacher MA+15	10-11	\$72,540.00

2015 - 2016 Renewals Non Certificated Staff

LOCATION	LAST NAME	FIRST NAME	ASSIGNMENT	STEP	SALARY
BD	Busher	Jill	Sec./Book 12 Month	12	\$52,315.00
BD	Campbell	Ann Marie	Sec./Book 12 Month	13	\$53,545.00
BD	Contrino	Linda	Sec./Book 12 Month	13	\$53,545.00
BD	De Stefano	Debra	Sec./Book 12 Month	13	\$53,545.00
BD	Leicht	Patricia	Sec./Book 12 Month	3	\$45,920.00
BD	Rainey	Lynn	10 Month Clerk @ 48%	2	\$14,219.00
BD	Smith	Lucianne	Sec./Book 12 Month	13	\$53,545.00
BD	Weimer	Monica	Sec./Book 12 Month	9	\$50,005.00
HS	Bailey	Noreen	Sec./Clerk 50/50 - 10 Month	10-11/13	\$40,252.00
HS	Dorell	Linda	Sec./Book 12 Month	2	\$45,420.00
HS	Gaillard	Denita	10 Month Clerk	4-5	\$30,622.00
HS	Gebhart	Paula	Sec./Book 12 Month	7	\$47,895.00

HS	Kelly	Eva	Secr./Book 12 Month	13	\$53,545.00
HS	Lanzotti	Kim	12 Month Clerk	13	\$45,470.00
HS	Matthews	Lori	Secr./Book 12 Month	13	\$53,545.00
HS	McNeill	Wanda	Secr./Clerk 50/50 12 Month	2/10-11	\$43,699.00
HS	Napoliello	Theresa	10 Month Clerk @ 48%	3	\$14,459.00
HS	Perovich	Dorothy	12 Month Clerk	13	\$45,470.00
HS	Talarick	Diane	Secr./Book 12 Month	12	\$52,315.00
LCMS	Colombero	Elisabeth	Secr./Book 12 Month	10-11	\$51,135.00
LCMS	Kent-Sharma	Christine	Secr./Book 12 Month	7	\$47,895.00
LCMS	Scott	Jocelyne	10 Month Clerk	13	\$37,892.00
LMS/UMS	Venanzi	Jayne	Secr./Clerk 50/50 - 10 Month	10-11/13	\$40,252.00
OHES	Belko	May	12 Month Clerk	13	\$45,470.00
OHES	Chidylo	Patricia	Secr./Book 12 Month	13	\$53,545.00
OHES	Guaimano	Denise	Secr./Book 12 Month	13	\$53,545.00
OHES	Ippolito	Teresa	Secr./Clerk 50/50 - 10 Month	10-11/8	\$37,860.00
OHES	Kobylarz	Nora	10 Month Clerk @ 50%	10-11	\$17,696.00
UCMS	Boland	Nancy	Secr./Book 12 Month	13	\$53,545.00
UCMS	Esche	Susan	10 Month Clerk	13	\$37,892.00
UCMS	Sciotto	Marilyn	Secr./Book 12 Month	13	\$53,545.00
VES	Bidetti	Lynda	Secr./Book 12 Month	13	\$53,545.00
VES	Fragulis	Julianna	Secr./Clerk 50/50 - 10 Month @ 40%	10-11/4-5	\$14,647.00
VES	Gallo	Linda	10 Month Clerk	13	\$37,892.00
VES	Ocleppo	Maureen	Secr./Book 12 Month	13	\$53,545.00

2015 - 2016 Renewals Custodial/Grounds/Maintenance

LOCATION	LAST NAME	FIRST NAME	ASSIGNMENT	STEP	STIPEND DESCRIPTION	SALARY	STIPEND	TOTAL SALARY
BD	Bailey	Lewis	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Brendel	Roy	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Bogusky	Hugh	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Chamberlain	Donald	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Fejko	Michael	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Hayes	Gregory	Maintenance/Grounds	8		\$58,860.00	0.00	\$58,860.00
BD	Smith	Keith	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Kelly	Jonathan	Grounds	2-5		\$42,480.00	0.00	\$42,480.00
BD	Kerwin	Daniel	Grounds	19		\$50,980.00	0.00	\$50,980.00
BD	Randazzo	John	Maintenance/Grounds	13		\$63,980.00	0.00	\$63,980.00
BD	Robinson	Edward	Grounds	13-16		\$47,365.00	0.00	\$47,365.00
BD	Stryker	Shane	Grounds	2-5		\$42,480.00	0.00	\$42,480.00
HS	Alston	James	Custodian	13-16		\$41,880.00	0.00	\$41,880.00
HS	Blazejowicz	Maria	Custodian	11-12	2 ND SHIFT	\$40,775.00	\$661.00	\$41,436.00
HS	Campos	Nestor	Custodian	2-5	2 ND SHIFT /SAT. STIPEND	\$36,995.00	\$661.00/ \$1,300.00	\$38,956.00
HS	Cruser	Willard	Custodian	11-12	MID-DAY	\$40,775.00	\$331.00	\$41,106.00
HS	D'agostino	Mario	Head Custodian	20	HEAD CUSTODIAN	\$46,800.00	\$10,000.00	\$56,800.00
HS	Dix	Raymond	Custodian	2-5	3 RD SHIFT	\$36,995.00	\$850.00	\$37,845.00
HS	Hagerman	Rosa	Custodian	6	2 ND SHIFT	\$37,815.00	\$661.00	\$38,476.00
HS	Hoffmann	Rolf	Custodian	2-5	3 RD SHIFT/ SAT. STIPEND	\$36,995.00	\$850.00/ \$1,300.00	\$39,145.00
HS	Janusz	Elzbieta	Custodian	13-16		\$41,880.00	0.00	\$41,880.00
HS	Lopez	Erwin	Custodian	19	2 ND SHIFT	\$45,495.00	\$661.00	\$46,156.00
HS	Lubowicka	Regina	Custodian	2-5	2 ND SHIFT	\$36,995.00	\$661.00	\$37,656.00
HS	Perez	Hipolito	Custodian	11-12	2 ND SHIFT /NIGHT SUPER.	\$40,775.00	\$661.00/ \$2,000.00	\$43,436.00

HS	Rodriguez	Ingrid	Custodian	17		\$43,035.00	0.00	\$43,035.00
HS	Rogozinski	Sylvia	Custodian	13-16	2 ND SHIFT	\$41,880.00	\$661.00	\$42,541.00
HS	Sheinman	Christopher	Custodian	7	2 ND SHIFT	\$38,735.00	\$661.00	\$39,396.00
HS	Smith	Keith	Custodian	11-12	MID-DAY	\$40,775.00	\$331.00	\$41,106.00
HS	Urias	Antonio	Custodian	21	2 ND SHIFT	\$48,155.00	\$661.00	\$48,816.00
OHES	Bruzzano	Stephen	Custodian	11-12	2 ND SHIFT	\$40,775.00	\$661.00	\$41,436.00
OHES	Castor	Richard	Custodian	19		\$45,495.00	0.00	\$45,495.00
OHES	Cholody	Ewa	Custodian	13-16	2 ND SHIFT	\$41,880.00	\$661.00	\$42,541.00
OHES	Harvey	Paul	Head Custodian	19	HEAD CUSTODIAN	\$45,495.00	\$5,140.00	\$50,635.00
OHES	Owens	Kevin	Custodian	8-10	2 ND SHIFT	\$39,725.00	\$661.00	\$40,386.00
OHES	Soto	Johana	Assistant Custodian	2	MID-DAY	\$24,825.00	\$331.00	\$25,156.00
OHES	Wilkins	Glen	Custodian	18	2 ND SHIFT /NIGHT SUPER	\$44,240.00	\$661.00/ \$965.00	\$45,866.00
UCMS	Flores	Remijio	Custodian	17	2 ND SHIFT	\$43,035.00	\$661.00	\$43,696.00
UCMS	Gramajo	Luis	Custodian	18	2 ND SHIFT /NIGHT SUPER	\$44,240.00	\$661.00/ \$965.00	\$45,866.00
UCMS	Loc	Halina	Custodian	11-12	2 ND SHIFT	\$40,775.00	\$661.00	\$41,436.00
UCMS	Sanchez	Esteban	Head Custodian	17	HEAD CUSTODIAN	\$43,035.00	\$5,140.00	\$48,175.00
UCMS	Santizo	Miguel	Custodian	21		\$48,155.00	0.00	\$48,155.00
UCMS	Taracena	Gilberto	Custodian	2-5	2 ND SHIFT	\$36,995.00	\$661.00	\$37,656.00
UCMS	Valdez	Luis	Custodian	18		\$44,240.00	0.00	\$44,240.00
VES	Colucci	Michael	Custodian	8-10	2 ND SHIFT	\$39,725.00	\$661.00	\$40,386.00
VES	Guerrero	Hugo	Custodian	20	2 ND SHIFT	\$46,800.00	\$661.00	\$47,461.00
VES	Moore	Daniel	Custodian	18		\$44,240.00	0.00	\$44,240.00
VES	Newbury	Debra	Custodian	13-16	2 ND SHIFT /NIGHT SUPER	\$41,880.00	\$661.00/ \$965.00	\$43,506.00
VES	Vaccaro	Kenneth	Head Custodian	21	HEAD CUSTODIAN	\$48,155.00	\$4,140.00	\$52,295.00

2015 – 2016 Renewals Non Certificated Staff

LOCATION	LAST NAME	FIRST NAME	ASSIGNMENT	STEP	SALARY
HS	Topalian	Siranoush	Paraprofessional	15	\$27,373.00
HS	Gallitz	Donna	Paraprofessional	11-12	\$25,728.00
HS	Gorman	Cynthia	Paraprofessional (48%)	2-3	\$11,483.00
HS	Kaushal	Savita	Paraprofessional	13-14	\$26,498.00
HS	Murray	Stephanie	Paraprofessional	7-8	\$24,488.00
HS	Neves	Antoinette	Paraprofessional	13-14	\$26,498.00
HS	Orcinolo	Linda	Paraprofessional	15	\$27,373.00
HS	Paparella	Mary	Paraprofessional	9-10	\$25,058.00
HS	Pisarra	Donna	Paraprofessional	9-10	\$25,058.00
HS	Rydzaj	Kristina	Paraprofessional	15	\$27,623.00
HS	Schettini	Maryellen	Paraprofessional (48%)	15	\$13,139.00
HS	Schroeck	Dawn	Paraprofessional	11-12	\$25,728.00
HS	Sciotto	Danielle	Paraprofessional (48%)	2-3	\$11,483.00
HS	Speesler	Barbara	Paraprofessional	11-12	\$25,728.00
HS	Thillainathan	Yasotha	Paraprofessional (48%)	4-6	\$11,579.00
HS	Walsh	Kathleen	Paraprofessional (48%)	2-3	\$11,483.00
HS	Wittmann	Jane	Paraprofessional	15	\$27,373.00
LCMS	Aggabao	Anna	Paraprofessional	9-10	\$25,058.00
LCMS	Booth	Pam	Paraprofessional (48%)	2-3	\$11,483.00
LCMS	Deangelo	Carol	Paraprofessional	9-10	\$25,058.00
LCMS	Girardeau	Jeanine	Paraprofessional	13-14	\$26,498.00
LCMS	Osborne	Stephanie	Paraprofessional	9-10	\$25,058.00
LCMS	Lacanna	Annette	Educ. Support Asst. (48%)	2-3	\$9,886.00
LCMS	Pace	Daniel	Paraprofessional	2-3	\$23,923.00
LCMS	Powers	Camille	Educ. Support Asst. (48%)	4-6	\$9,982.00
LCMS	Risley	Irene	Paraprofessional	13-14	\$26,498.00
LCMS	Scher	Joseph	Technology Assistants	11-12	\$32,065.00
LCMS	Shlytycki-Charos	Susanne	Paraprofessional	15	\$27,373.00

LCMS	Smith	Florence	Registered Nurse	5	\$38,338.00
LCMS	Teepie	Danielle	Paraprofessional	15	\$27,373.00
LCMS	Tidona	Dawn	Educ. Support Asst. (48%)	4-6	\$9,982.00
LCMS	Thompson	Cathy	Paraprofessional	4-6	\$24,123.00
OHES	Austerlitz	Adam	Paraprofessional	2-3	\$23,923.00
OHES	Batchelder	Adele	Paraprofessional (48%)	2-3	\$11,483.00
OHES	Beach	Wejdan	Paraprofessional	11-12	\$25,728.00
OHES	Beer	Melissa	Paraprofessional (48%)	4-6	\$11,579.00
OHES	Carrier	Lisa	Paraprofessional	13-14	\$26,498.00
OHES	Cnossen	Brett	Technology Assistants	15	\$34,053.00
OHES	Colaiccovo	Kim	Paraprofessional	4-6	\$24,123.00
OHES	D'allegro	Rosemarie	Paraprofessional	7-8	\$24,488.00
OHES	Davis	Kelsey	Paraprofessional	2-3	\$23,923.00
OHES	Dsouza	Auria	Paraprofessional	9-10	\$25,058.00
OHES	Fleming	Katelyn	Paraprofessional	2-3	\$23,923.00
OHES	Hall	Paula	Paraprofessional	1	\$23,723.00
OHES	Hillock	Tori	Paraprofessional	2-3	\$23,923.00
OHES	Jaipal	Latha	Paraprofessional	4-6	\$24,123.00
OHES	James	Christine	Paraprofessional	1	\$23,723.00
OHES	Messineo	Ann	Registered Nurse	5	\$38,338.00
OHES	Mohan	Ranjini	Paraprofessional	9-10	\$25,058.00
OHES	Moran	Heather	Paraprofessional	13-14	\$26,498.00
OHES	Niedt	Christopher	Paraprofessional (48%)	4-6	\$11,579.00
OHES	Presutto	Antoinette	Educ. Support Asst. (48%)	9-10	\$10,430.00
OHES	Rechter	Donna	Paraprofessional	2-3	\$23,923.00
OHES	Reddy	Laxmi	Paraprofessional (44%)	4-6	\$10,614.00
OHES	Romaine	Jennifer	Paraprofessional (48%)	2-3	\$11,483.00
OHES	Santoro	Kia	Paraprofessional	4-6	\$24,123.00
OHES	Steller-Evans	Donna	Paraprofessional (48%)	2-3	\$11,483.00

OHES	Stio	Gina	Paraprofessional	1	\$23,723.00
OHES	Szych	Suzan	Paraprofessional	15	\$27,373.00
OHES	Thompson	Heather	Paraprofessional	15	\$27,373.00
OHES	Yam	Kam	Educ. Support Asst. (48%)	15	\$11,542.00
UCMS	Ajamian	Sandra	Paraprofessional	11-12	\$25,728.00
UCMS	Bigger	Deanna	Educ. Support Asst. (48%)	2-3	\$9,886.00
UCMS	Engelmann	Deborah	Technology Assistants	11-12	\$32,065.00
UCMS	Giraldi	Tammy	Paraprofessional	13-14	\$26,498.00
UCMS	Lapilusa	Barbra	Paraprofessional	13-14	\$26,498.00
UCMS	Marro	Sharon	Paraprofessional	9-10	\$25,058.00
UCMS	McGill	Fayetta	Educ. Support Asst. (48%)	2-3	\$9,886.00
UCMS	Nadkarni	Sadhana	Educ. Support Asst. (48%)	4-6	\$9,982.00
UCMS	Talarico	Diane	Paraprofessional	9-10	\$25,058.00
UCMS	Vanzino	Lisa	Registered Nurse	5	\$38,338.00
UCMS	Woolley	Maryanne	Paraprofessional	11-12	\$25,728.00
VES	Burg	Elisa	Paraprofessional (48%)	2-3	\$11,483.00
VES	Carroll	Kathleen	Paraprofessional	11-12	\$25,728.00
VES	Craven	Susan	Paraprofessional	2-3	\$23,923.00
VES	D'Agostino	Angela	Paraprofessional	4-6	\$24,123.00
VES	Darcy	Monica	Paraprofessional (48%)	2-3	\$11,483.00
VES	Fox-Hauben	Leslie	Educ. Support Asst. (48%)	4-6	\$9,982.00
VES	Grover	Megan	Paraprofessional	11-12	\$25,728.00
VES	Lynch	Mary	Paraprofessional	13-14	\$26,498.00
VES	Maroli	Arlene	Paraprofessional	9-10	\$25,058.00
VES	Pace	Daniel	Paraprofessional	2-3	\$23,923.00
VES	Patel	Suchita	Paraprofessional	9-10	\$25,058.00
VES	Sgammato	Maria	Paraprofessional	13-14	\$26,498.00
VES	Smith	Michele	Educ. Support Asst. (48%)	15	\$11,542.00
VES	Tarantula	David	Technology Assistants	2-3	\$29,827.00

VES	Volpe	Teresa	Educ. Support Asst. (48%)	4-6	\$9,982.00
VES	Wilnot	Mara	Paraprofessional	11-12	\$25,728.00
VES	Woodard	Janis	Registered Nurse	5	\$38,338.00

Co-Curricular 2014 – 2015

Location	Name	Position	Stipend	Dates of Employment/Notes
UMS	Anthony Barra	CLAW Newspaper	\$2,469.00	2014 – 2015 School Year
MHS	Kellye Statz	P/T Girl's Lacrosse Coach	\$1,800.00	Reimbursed by the Booster Club

Co-Curricular Fall 2015

Location	Name	Position	Salary/Stipend	Pro-rated	Dates of Employment/Notes
MHS	Melissa Durso	Cheerleading, Head Coach	\$5,955.00		2015-16 Fall Season
MHS	Marquis Johnson*	Cheerleading, JV Coach	\$4,802.00		2015-16 Fall Season
MHS	Tim Bartholomew	Cross Country, Boys Head Coach	\$7,200.00		2015-16 Fall Season
MHS	Tom Huelbig	Cross Country, Girls Head Coach	\$7,200.00		2015-16 Fall Season
MHS	Christine Rizzo	Dance Team, Head Coach	\$5,700.00		2015-16 Fall Season
MHS	Tiffany Trockenbrod	Field Hockey, Head Coach	\$8,140.00		2015-16 Fall Season
MHS	Megan Pisani	Field Hockey, JV Coach	\$5,437.00		2015-16 Fall Season

MHS	Zoran Milich	Football, Head Coach	\$10,780.00		2015-16 Fall Season
MHS	Mark Priebracha	Football, Assistant Coach	\$ 6,690.00		2015-16 Fall Season
MHS	Jon England	Football, Assistant Coach	\$6,690.00		2015-16 Fall Season
MHS	Ken Ciancio*	Football, Assistant Coach	\$6,690.00		2015-16 Fall Season
MHS	Norm Gebhart	Football, Assistant Coach	\$6,690.00		2015-16 Fall Season
MHS	Michael Girvan	Football, Assistant Coach	\$6,690.00		2015-16 Fall Season
MHS	Andrew Carfley	Football, Assistant Coach	\$6,690.00		2015-16 Fall Season
MHS	Ashley Williams	Gymnastics, Head Coach	\$6,700.00		2015-16 Fall Season
MHS	Katherine Tessein	Gymnastics, JV Coach	\$3,620.00		2015-16 Fall Season
MHS	Ricky Steeb	Soccer, Boys Head Coach	\$8,500.00		2015-16 Fall Season
MHS	Pete Mueller	Soccer, Boys JV Coach	\$5,5437.00		2015-16 Fall Season
MHS	Matt Fleming	Soccer, Boys Freshman Coach	\$4,437.00		2015-16 Fall Season
MHS	Sean O'Hagan	Soccer, Girls Head Coach	\$8,500.00		2015-16 Fall Season
MHS	Bryan Upshaw	Soccer, Girls JV Coach	\$2718.50	50%	2015-16 Fall Season
MHS	Jennifer Meier	Soccer, Girls JV Coach	\$2718.50	50%	2015-16 Fall Season

MHS	Erik Tavel	Tennis, Girls Head Coach	Rescind	2015-16 Fall Season
MHS	Cristina Venetucci	Tennis, Girls JV Coach	\$4,692.00	2015-16 Fall Season
MHS	Melinda Herrera	Volleyball, Girls Head Coach	\$6,400.00	2015-16 Fall Season
MHS	James Griffin	Strength & Conditioning Coach	\$4,500.00	2015-16 Fall Season
MHS	Rob Melusky	Equipment Manager	\$ 525.00	2015-16 Fall Season
MHS	Shawn O'Steen	Equipment Manager	\$ 525.00	2015-16 Fall Season
MHS	Raheel Saleem*	Tennis, Girls Head Coach	\$7,000.00	2015-16 Fall Season
MHS	Ingrid Cousin	Volleyball, Girls JV Coach	\$4,600.00	2015-16 Fall Season
UMS	Claire Scarpa	UMS Head Cross Country Coach	\$4,392.00	2015-16 Fall Season
UMS	Rob Scarpa	UMS Assistant Cross Country Coach	\$3,742.00	2015-16 Fall Season
UMS	Victoria Giuntia	UMS Field Hockey Coach	\$4,270.00	2015-16 Fall Season
UMS	Carlee Dragon*	UMS Volunteer Field Hockey Coach		
UMS	Jim Reed	UMS Boys Soccer Coach	\$4,392.00	2015-16 Fall Season
UMS	Justine Hickman	UMS Girls Soccer Coach	\$4,392.00	2015-16 Fall Season
UMS	Kevin Armstrong	UMS Athletic Coordinator	\$2,666.00	2015-16 Fall Season

Co-Curricular 2015 – 2016

Location	Name	Position	Stipend	Dates of Employment/Notes
DISTRICT	Pam Schrum	Nurse Team Leader	\$2,809.00	2015 – 2016 School Year
DISTRICT	Diane Strimple	District Registrar	\$4,192.00	2015 – 2016 School Year
VES	Cheryl Housten	Band Director	\$5,875.00	2015 – 2016 School Year
VES	Christian Smith	Band Rehearsal Assistant Director	\$3,792.00	2015 – 2016 School Year
VES	Eugenia Goldman	Orchestra Director	\$3,215.00	2015 – 2016 School Year
VES	Laura Bell	Assistant Orchestra Director 4	\$2,472.00	2015 – 2016 School Year
VES	Laura Bell	Choral Director, 4th Grade	\$2,725.00	2015 – 2016 School Year
VES	Barbara Antoniewicz	VES Choral Rehearsal Assistant	\$2,097.00	2015 – 2016 School Year
VES	Ginny Lucas	Coordinator of Student Service Learning	\$1,042.50	2015 – 2016 School Year
VES	Trish Pignataro	Coordinator of Student Service Learning	\$1,042.50	2015 – 2016 School Year
VES	Jim Dolan	Kids TV News Advisor	\$1,488.00	2015 – 2016 School Year
VES	Diana Loiacono	Team Leader Grade 3	\$2,809.00	2015 – 2016 School Year
VES	Max Rodriguez	Team Leader Grade 4	\$2,809.00	2015 – 2016 School Year

VES	Jim Dolan	Team Leader Related Arts	\$2,809.00		2015-2016 School Year
MHS	Michael Brennan	Band: Stage Band	\$3,155.00		2015-2016 School Year
MHS	Michael Brennan	Basketball Pep Band	\$2,060.00		2015-2016 School Year
MHS	Jeff Woodworth	Choraliers	\$2,686.50		2015-2016 School Year
MHS	Karen Cohen	FBLA	\$3,738.00		2015-2016 School Year
MHS	Jessica Ritson	Testing Coordinator	\$2,685.00	50%	2015-2016 School Year
MHS	Heather Pino-Beattie	Testing Coordinator	\$2,685.00	50%	2015-2016 School Year
MHS	Rama Bulusu	Academic League	\$2,388.00		2015-2016 School Year
MHS	Hope Boczon	Advisor: Junior Class (2016)	\$2,375.00	50%	2015-2016 School Year
MHS	Jon England	Advisor: Junior Class (2016)	\$2,375.00	50%	2015-2016 School Year
MHS	Colleen Shanahan	Advisor: Senior Class (2015)	\$2,319.00	50%	2015-2016 School Year
MHS	Katherine Selby	Advisor: Senior Class (2015)	\$2,319.00	50%	2015-2016 School Year
MHS	Brian Upshaw	Advisor: Freshman Class (2018)	\$1,700.00	50%	2015-2016 School Year
MHS	Vincent Figueroa	Advisor: Freshman Class (2018)	\$1,700.00	50%	2015-2016 School Year
MHS	Katie Foster	Advisor: Sophomore Class (2017)	\$1,700.00	50%	2015-2016 School Year
MHS	Jennifer Jones	Advisor: Sophomore Class (2017)	\$1,700.00	50%	2015-2016 School Year
MHS	Michael Girvan	Advisor: Senior Class Trip	\$4,578.00		2015-2016 School Year
MHS	Kawika Kahalehoe	Band: Jazz Band Director	\$5,292.00		2015-2016 School Year
MHS	James Washburn	Debate Club	\$4,760.00		2015-2016 School Year
MHS	Gene Porcelli	Historical Club (Docents)	\$3,513.00		2015-2016 School Year
MHS	Susanne Asral	International Club	\$3,063.00		2015-2016 School Year
MHS	June Beckford-Smith	Library Monitors	\$4,355.00		2015-2016 School Year
MHS	Temmy Kim	Literary Magazine	\$ 969.00	50%	2015-2016 School Year
MHS	Jennifer Marshall	Literary Magazine	\$ 969.00	50%	2015-2016 School Year
MHS	Kawika Kahalehoe	Marching Band: Director	\$6,250.00		2015-2016 School Year
MHS	David Rabinowitz	Marching Band: Associate Director	\$4,750.00		2015-2016 School Year
MHS	Michael Brennan	Marching Band: Assistant Director	\$4,550.00		2015-2016 School Year
MHS	JL Marshall	Marching Band: Color Guard Director	\$4,550.00		2015-2016 School Year
MHS	Nitu Sinha	Math League Team Advisor	\$2,500.00		2015-2016 School Year

MHS	Jason Oosting	Mock Trial	\$2,388.00		2015-2016 School Year
MHS	Deirdre McGrail	National Art Honor Society	\$3,400.00		2015-2016 School Year
MHS	Sara Matthews	National Honor Society	\$3,400.00		2015-2016 School Year
MHS	Kawika Kahalehoe	Orchestra Ensemble Director	\$3,215.00		2015-2016 School Year
MHS	Shelley Fallon	PAW Print	\$5,763.00		2015-2016 School Year
MHS	Heather Palecek	Photography Club	\$2,892.00		2015-2016 School Year
MHS	Tim Leicht	Robotics Team Advisor	\$8,402.00		2015-2016 School Year
MHS	Dana Newbury	SAT Instructor: Math	\$3,033.00	50%	2015-2016 School Year
MHS	Anna Panova	SAT Instructor: Math	\$3,033.00	50%	2015-2016 School Year
MHS	Kimberly Marshall	SAT Instructor: Verbal	\$6,066.00		2015-2016 School Year
MHS	James Pendelton	Science League: Biology	\$1,375.00		2015-2016 School Year
MHS	Rama Bulusu	Science League: Chemistry	\$1,825.00		2015-2016 School Year
MHS	Chris Resch	Science Olympiad: Assistant Coach	\$4,157.00		2015-2016 School Year
MHS	Jason Sullivan	Science Olympiad: Head Coach	\$7,000.00		2015-2016 School Year
MHS	Melissa Fattorusso	Student Council	\$2,596.00	50%	2015-2016 School Year
MHS	Kelly Apel	Student Council	\$2,596.00	50%	2015-2016 School Year
MHS	Tara Handschin	Theater Arts: Fall Play Director	\$3,060.00		2015-2016 School Year
MHS	Kawika Kahalehoe	Theater Arts: Pit Band	\$3,155.00		2015-2016 School Year
MHS	Nick Mylowe	Theater Arts: Set Design	\$2,613.00		2015-2016 School Year
MHS	Tara Handschin	Theater Arts: Spring Musical Director	\$5,200.00		2015-2016 School Year
MHS	Jeff Brooks	Theater Arts: Technical Director	\$2,763.00		2015-2016 School Year
MHS	Jeff Woodworth	Theater Arts: Vocal Director	\$2,686.50		2015-2016 School Year
MHS	J.L. Marshall	Yearbook: Business	\$1,650.00		2015-2016 School Year
MHS	Jessica Ritson	Yearbook: Graphics	\$2,163.00		2015-2016 School Year
MHS	Dara Zimmer	Yearbook: Lead Advisor	\$3,963.00		2015-2016 School Year
MHS	Pete Mueller	Videographer	\$1,402.00		2015-2016 School Year

Appointments – 2015-2016

Location	Name	Position	Hr. Rate	Dates/Notes
OHES	Lisa Gappa	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
OHES	Kathy Grover	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
OHES	Patti Abiad	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
VES	Lynn Carro	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
UMS	Denita Davis	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
UMS	Jim Reed	Proctor – Student Placement Assessments	\$58.47	7/22/15 – 8/31/15 – Not to Exceed 18 hours
MHS	Kelly Rafferty	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours
MHS	Morgan Sawin	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours
MHS	Katie Tessein	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours
MHS	Ashley Williams	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours
MHS	Anna Panova	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours
MHS	Nitu Sinha	Proctor – Student Placement Assessments	\$58.47	8/10/15 – 8/14/15 – Not to Exceed 15 hours

Appointments – Curriculum Writing 2015-2016

Location	Name	Position	Hr. Rate	Dates/Notes
LMS	Rachel Ledebuhr	Curriculum Development – Grade 6 Reading & Writing	\$30.00	7/22/15 – 8/14/15 – Not to Exceed 30 hours
UMS	Lillian Johnson	Curriculum Development – Spanish 1b	\$30.00	7/22/15 – 7/31/15 – Not to Exceed 25 hours
UMS	Susan Procida	Curriculum Development – Spanish 1a	\$30.00	7/22/15 – 7/31/15 – Not to Exceed 25 hours
MHS	Clarisa Lescano	Curriculum Development – Spanish 1	\$30.00	7/22/15 – 7/31/15 – Not to Exceed 15 hours

MHS	Kimberly Marshall	Curriculum Development – Spanish 1	\$30.00	7/22/15 – 7/31/15 – Not to Exceed 25 hours
MHS	Deerin Cardia	Curriculum Development – Web	\$30.00	7/22/15 – 8/15/15 – Not to Exceed 16 hours

Tuition Reimbursement

Location	Name	School	Semester	Credits	Reimbursed Amount	Course
OHES	Lisa Gappa	University of LaVerne	Summer 2015	3	\$345.00	ADD/ADHD Strategies & Interventions
OHES	Lisa Gappa	University of LaVerne	Summer 2015	3	\$345.00	Building Classroom Discipline
OHES	Lisa Gappa	University of LaVerne	Summer 2015	3	\$345.00	Classroom Management
LMS	Michael Falco	University of LaVerne	Summer 2015	3	\$345.00	Golf Basics
LMS	Michael Falco	University of LaVerne	Summer 2015	3	\$345.00	Psychology of Sport & Exercise
LMS	Michael Falco	University of LaVerne	Summer 2015	3	\$345.00	Baseball Basics
OHES	Laura Sapnar	University of LaVerne	Summer 2015	3	\$345.00	ADD/ADHD Strategies & Interventions

Summer 2015-2016

Location	Name	Position	Hr. Rate – Per Diem	Dates/Notes
MHS	Kathy Logothetis	Nurse/CSN Extra Summer Work	\$330.08 Per Diem	Not to exceed 6 days
OHES	Rachelle Jones	S.O.A.R. EXPLORERS Program	\$58.47 \$30/hr Prep Time	(7/6 – 8/7) Total Hours: 80 Total Prep Hours not to exceed: 15
OHES	Rachelle Hannah	Substitute S.O.A.R. Nurse	\$25/hr	(7/6-7/31) As Needed -Not to Exceed: 120 hours
LMS	Annette LaCanna	ESA – Office Support	\$102.97 Per Diem	07/01/2015 – 08/31/2016
LMS	Camille Powers	ESA – Office Support	\$103.97 Per Diem	07/01/2015 – 08/31/2016
LMS	Dawn Tidona	ESA – Office Support	\$102.97 Per Diem	07/01/2015 – 08/31/2016

ESY Program 2015-2016

Location	Name	Position	Hourly Rate	Dates
MHS	Peggy Cummings	Teacher – Social Skills Prep	\$58.47 p/h \$30.00 p/h	07/06/15-08/13/15 ESY (67.5 hours) Revised (7.5 hours) Revised
MHS	Cathie Mislan	Teacher – Supplemental Prep	\$58.47 p/h \$30.00 p/h	07/27/15-08/13/15 ESY (27 hours) (6 hours)
MHS	Latha Jaipal	Teacher Instructional Assistant – PS	\$15.00 p/h	07/16/15-08/13/15 ESY (21 hours)
MHS	Kia Santoro	Teacher Instructional Assistant – PS	\$15.00 p/h	07/20/15-08/13/15 ESY (18 hours)
MHS	Megan Grover	Teacher Instructional Assistant – LLD	\$15.00 p/h	07/20/15-08/13/15 ESY (36 hours)
MHS	Michael Holinko	Teacher Instructional Assistant – LLD	\$15.00 p/h	07/09/15-08/13/15 ESY (60 hours)
MHS	Dan Pace	Teacher Instructional Assistant--MCI	\$15.00 p/h	07/06/15-08/13/15 ESY (120 hours)
MHS	Sandy Ajamian	Teacher Instructional Assistant – LLD	\$15.00 p/h	07/06/15-08/13/15 ESY (120 hours) Revised
MHS	Diane Talarico	Teacher Instructional Assistant – LLD	\$15.00 p/h	07/06/15-08/13/15 ESY (120 hours) Revised
MHS	Mark Accardi	Substitute Teacher	\$58.47 p/h	07/06/15-08/13/15 ESY
MHS	Gabrielle Marion	Substitute Teacher	\$58.47 p/h	07/06/15-08/13/15 ESY
MHS	Audrey Rosenthal	Substitute Teacher	\$58.47 p/h	07/06/15-08/13/15 ESY
MHS	Morgan Sterling	Substitute Teacher	\$58.47 p/h	07/06/15-08/13/15 ESY
MHS	Claudia Hopkins	Substitute Teacher Instructional Assistant	\$15.00 p/h	07/06/15-08/13/15 ESY
MHS	Latha Jaipal	Substitute Teacher Instructional Assistant	\$15.00 p/h	07/06/15-08/13/15 ESY
MHS	Kia Santoro	Substitute Teacher Instructional Assistant	\$15.00 p/h	07/06/15-08/13/15 ESY
MHS	Morgan Sterling	Substitute Teacher Instructional Assistant	\$15.00 p/h	07/06/15-08/13/15 ESY

MHS	Rachelle Hanna	Substitute Nurse	\$25.00 p/h	07/06/15-08/13/15 ESY
MHS	Karen Rarich	Nurse	\$58.47p/h	07/27/15 & 7/28/15 ESY (10 hours)
MHS	Barbara Salvatore	Nurse on Bus	\$24.00p/h	(2 hours)
MHS	Barbara Salvatore	Nurse	\$58.47p/h	07/29/15 & 7/30/15 ESY (10 hours)
MHS	Barbara Salvatore	Nurse on Bus	\$24.00p/h	(2 hours)
District	Ellen Rousseau	LDTC	\$444.10 Per Diem	CST Evaluations/Meetings/Scheduling Approval of 3 additional days

Other

LOCATION	NAME	ASSIGNMENT	AMOUNT	DATES/NOTES
LCMS	Staci Beegle	Supervisor 5-8 Pupil Services LMS/UIMS	\$168.80	One Time Payout
BD	Fiona Borland	Director of Instructional Technology	\$168.80	One Time Payout
OHES	Lia Camuto	Supervisor K-4 Pupil Services K-4	\$168.80	One Time Payout
UCMS	Cory Delgado	Upper Middle School Principal	\$168.80	One Time Payout
HS	Corinne Gaylord	Director of Student Academic & Counseling	\$168.80	One Time Payout
HS	Naoma Green	Assistant Principal High School	\$168.80	One Time Payout
HS	Scott Pachuta	Assistant Principal High School	\$168.80	One Time Payout
LCMS	Christopher Herte	Supervisor 5-8 Math/Science	\$168.80	One Time Payout
HS	Melissa Hodgson	Supervisor of Social Studies	\$168.80	One Time Payout
LCMS	Georgianna Kichura	Assistant Principal Middle School	\$168.80	One Time Payout
UCMS	Karin Kidd	Assistant Principal Middle School	\$168.80	One Time Payout
VES	Susan Lacy	Elementary School Principal	\$168.80	One Time Payout
VES	Jamie Maccarone	Assistant Principal Elementary School	\$168.80	One Time Payout
HS	Anthony Maselli	Supervisor Athletics	\$168.80	One Time Payout
OHES	William Meurer	Assistant Principal Elementary School	\$168.80	One Time Payout
OHES	Amy Monaco	Supervisor K-4 L/A - Social Studies	\$168.80	One Time Payout
BD	Damian Pappa	Director of Data, Assessment and Accountability	\$168.80	One Time Payout

HS	Paul Popadiuk	High School Principal	\$168.80	One Time Payout
HS	Alma Reyes	Supervisor of World Languages	\$168.80	One Time Payout
LCMS	Michael Richards	Lower Middle School Principal	\$168.80	One Time Payout
HS	Jennifer Riddell	Supervisor Mathematics	\$168.80	One Time Payout
LCMS/UCMS	Lisa Romano	Supervisor 5-8 L/A Social Studies	\$168.80	One Time Payout
BD	Ron Zalika	Director of Curriculum	\$168.80	One Time Payout
OHES	Kathleen Scotti	Elementary School Principal	\$168.80	One Time Payout
HS	Karen Stalowski	Supervisor English	\$168.80	One Time Payout
HS	Jason Sullivan	Supervisor Science	\$168.80	One Time Payout
HS	Joanne Tonkin	Supervisor of Special Services 9-12/ESY K-12	\$168.80	One Time Payout
HS	Adam Warshafsky	Supervisor Visual Performing Arts	\$168.80	One Time Payout
VES	Amy Wish	Supervisor K-4 Math/Science	\$168.80	One Time Payout
OHES	Richard Castor	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
OHES	Ewa Cholody	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
VES	Michael Colucci	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
MHS	Mario D'Agostino	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
UMS	Remijio Flores	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
BD	Jonathan Kelly	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
UMS	Halina Loc	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
BD	Edward Robinson	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
UMS	Esteban Sanchez	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
UMS	Miguel Santizo	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
VES	Kenneth Vaccaro	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
OHES	Glen Wilkins	Custodian	\$500.00	Custodial Bonus for Excellent Attendance
MHS	Rolf Hoffman	Custodian	\$200.00	Custodial Bonus for Excellent Attendance
MHS	Rosa Hagerman	Custodian	\$200.00	Custodial Bonus for Excellent Attendance
OHES	Kevin Owens	Custodian	\$200.00	Custodial Bonus for Excellent Attendance

MHS	Hipolito Perez	Custodian	\$200.00	Custodial Bonus for Excellent Attendance
UMS	Gilberto Taracena	Custodian	\$100.00	Custodial Bonus for Excellent Attendance
MHS	Raymond Dix	Custodian	\$100.00	Custodial Bonus for Excellent Attendance

Other

Location	Name	Position	Salary/Stipend	Dates/Notes
DISTRICT			\$300.00	Payment for CJ Pride Recruitment Consortium Agreement for 2015-2016

RESOLUTION: Approval of the **Addendum** to the Collective Negotiations Agreement for the APSMT **WHEREAS**, the Montgomery Township Board of Education (hereinafter referred to as the "Board") and The Association of Principals and Supervisors of Montgomery Township (hereinafter referred to as the "APSMT") have negotiated an addendum to the Collective Negotiations Agreement for the 2014-2015 through 2016-2017 school years, the terms of which are contained in the Addendum to the Collective Negotiations Agreement with the APSMT, a copy of which is attached to this Resolution and made a part hereof; and **WHEREAS**, the APSMT has, by a majority vote of its membership, ratified the Addendum. **NOW, THEREFORE, BE IT RESOLVED** that the Board hereby ratifies and approves the terms of the Addendum for the APSMT for the 2014-2015 through 2016-2017 school years; and **BE IT FURTHER RESOLVED** that the Board hereby agrees that the Addendum shall be implemented upon both parties' execution of the APSMT CNA Addendum; and **BE IT FURTHER RESOLVED** that the Board President and the Board Secretary/School Business Administrator are hereby authorized and directed to execute such documents as are necessary to effectuate the Addendum.

***Pending Criminal History Clearance**

4.3 PERSONNELPreviously Approved Appointments/Reinstatements (Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
UMS	Jamie Yavorsky	Teacher/Music	New	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
MHS	Inez Serrano TCH.HS.MATH.MG.03	Teacher/Math	Cathy McCusker	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
LMS	Rebecca Richards	School Psychologist	Courtney Scherer	MA+60/DOC 18-19	\$87,300.00		09/01/2015 – 06/30/2016
LMS	Kristin Racioppi TCH.LM.ENGL.06.06	Teacher/Grade 6/ LA	Carolyn Reilly	BA 4-5	\$59,185.00		09/01/2015 – 06/30/2016
LMS	Alyssa Juniak (Leave Replacement)	Teacher/ICS/Grade 5	Debra O'Reilly	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
LMS	Jennalee Hallock (Leave Replacement) TCH.LM.RCTR.MG.02	Teacher/Resource Center	Lindsey Camarda	BA 1	\$57,440.00	Yes	09/01/2015 – 01/22/2016
LMS	Nicole Grabowski	Teacher/ICS	New	MA 1	\$63,440.00		09/01/2015 – 06/30/2016
LMS	Megan Tellefsen	Teacher/ICS Resource Center	New	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016
LMS	Carlee Dragon TCH.LM.HPE.MG.01	Teacher/Health & Phys. Ed.	Debbie Camamis	BA 1	\$57,440.00		09/01/2015 – 06/30/2016
LMS	Emily Sheeler TCH.FL.SPCH.MG.02	Teacher/Speech	Rochelle Kyrk	MA 12-13	\$72,015.00		09/01/2015 – 06/30/2016
MHS	Joseph Riccardi (Leave Replacement) TCH.HS.ENGL.MG.12	Teacher/English	Kelly O'Toole	BA 1	\$57,440.00		09/01/2015 – 06/30/2016

MHS	Derrin Cardia TCH.HS.CCNT.MG.04	Teacher/Tech. Ed.	Dayle Franzyszhen	MA 4-5	\$65,185.00		09/01/2015 – 06/30/2016
MHS	Lori Gaynor TCH.HS.LDTC.MG.01	Teacher/LDTC	Jacqueline Raftery	MA+15 4-5	\$67,435.00		09/01/2015 – 06/30/2016
VES	Casey Maxwell TCH.VS.RCTR.MG.05	Teacher/ICS	Jessica Hoelper	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016
OHES	Faith Hoffman	Teacher/Grade 1	New	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016
UMS	Jennifer Meier TCH.UM.MATH.MG.03	Teacher/Math/ Grade 8	Rachel Wescoe	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
VES	Julia Brocker TCH.VS.RCTR.MG.06	Teacher/ICS	Marcy Hynes	MA 2-3	\$64,190.00		09/01/2015 – 06/30/2016
UMS	Susan Sheerin	Teacher/Technology	New	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
OHES	Nancy Ziedonis TCH.OH.TCHR.02.04	Teacher/Grade 2	Suzanne Trautwein	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
VES	Kaitlin Uhaze TCH.VS.TCHR.03.09	Teacher/Grade 3	Barbara Kenney	BA 4-5	\$59,185.00		09/01/2015 – 06/30/2016
OHES	Cara Zahorsky	Teacher/Grade 1	New	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016
VES	Joanne Giamberton- Orsini TCH.VS.TCHR.04.09	Teacher/Grade 4	Jaime Maccarone	MA 8-9	\$68,925.00		09/01/2015 – 06/30/2016
VES	Karen Damato (Leave Replacement) TCH.VS.TCHR.03.05	Teacher/Grade 3	Jill Williams	BA 2-3	\$58,190.00		09/01/2015 – 06/30/2016

VES/LMS	Jean Evertsen (Leave Replacement) TCH.FL.ESL.MG.01	Teacher/ESL	Francis Seid	MA 4-5	\$65,185.00	09/01/2015 – 06/30/2016
UMS	Alex Kristopovich (Leave Replacement) TCH.UM.MATH.MG.04	Teacher/Math/ Grade 8	Amy Nowak	BA 2-3	\$58,190.00	09/01/2015 – 06/30/2016
MHS	Philip Chao TCH.HS.SCNC.MG.14	Teacher/Physics	Komila Patel	MA+60/DOC 6	\$75,195.00	09/01/2015 – 06/30/2016
VES	Michelle Barbarasch TCH.VS.BSI.MG.02	Teacher/BSI	Cathy McMullen	BA 4-5	\$59,185.00	09/01/2015 – 06/30/2016

Previously Approved Appointments/Reinstatements (Non-Certificated Staff)

Location	Name	Position	Replacing	Step	Salary	Pro-rated	Dates of Employments/Notes
DISTRICT	Keith Smith	Maintenance/ Bldg. & Grounds	Anthony Brunell	13	\$63,980.00		07/01/2015 – 06/30/2016
DISTRICT	Hugh Bogusky MNT.BO.MANT.NA.06	Maintenance/ Bldg. & Grounds	Stephen Magyari	13	\$63,980.00		07/20/2015 – 06/30/2016 (Revised)

*Pending Criminal History Clearance