

**JEFFERSON TOWNSHIP BOARD OF EDUCATION**  
**Regular Meeting Minutes**  
**Monday, April 28, 2025 6:00 PM (Closed Session) – 7:30 PM (Regular Session)**  
**Jefferson Township High School Media Center**

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**District Vision Statement**

*The district will be a leader in academic excellence while developing healthy, well-rounded, resourceful students who are positive, contributing members of local and global communities.*

- A.**     Mrs. Poulas, called the meeting to order at 7:36 PM, and read the Open Meeting Statement, below:

In accordance with the Open Meeting Law, the Jefferson Township Board of Education has caused notice of this meeting to be published by having the date, time and place thereof, posted in the Jefferson Township Municipal Building, with copies of such notice delivered or mailed or electronically mailed to the following:

*DAILY RECORD, NJ HERALD* and posted on the  
Jefferson Township Board of Education website ([www.Jefftwp.org](http://www.Jefftwp.org));

and a copy of said notice delivered to the Municipal Clerk of the Township of Jefferson and the Jefferson Township Library.

- B.**     Pledge of Allegiance.

- C.**     **ROLL CALL:**

Aye Mr. Brown

Aye Mr. Natale

Aye Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small\*

Aye Mrs. Poulas, *President*

*\*Arrived at 6:08 PM*

Aye Ashley Hecht, Student Representative

Aye Victor Koziol, Student Representative

- D.**     **CLOSED SESSION**

Motion by Mr. Stewart, seconded by Mr. Natale, that the Board of Education adopt the following resolution:

Aye Mr. Brown

Aye Mr. Natale

Aye Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small\*

Aye Mrs. Poulas, *President*

*\*Arrived at 6:08 PM*

BE IT RESOLVED, by the Jefferson Township Board of Education on this 28th day of April, 2025 at 6:07 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.
2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
3. This resolution shall take effect immediately.

Motion to close Executive Session by Mr. Stewart, seconded by Mrs. Grater, that the meeting is called to public session at 7:31 PM.

Aye Mr. Brown

Aye Mr. Natale

Aye Mr. Stewart

Aye Mrs. Grater

Aye Mrs. Perez

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Mallimo-Orna

Aye Mrs. Small

Aye Mrs. Poulas, *President*

**E. SUPERINTENDENT'S REPORT**

- Mrs. Howe reported on the Good News and Progress in the district.

**F. PRESENTATIONS**

- Mrs. Jeanne Howe, Superintendent and Mrs. Rita Oroho Giacchi, Business Administrator presented the 2025-2026 budget.

**G. PUBLIC HEARING ON 2025-2026 BUDGET**

- An audience member inquired about the potential increase of class sizes, as well as the potential cuts to aide positions. They noted that teachers currently have a lot of responsibilities and would rather see the cuts be applied to administrative fields instead.
- An audience member stated they were expecting greater budget cuts than what is currently being proposed. They also inquired about the per pupil cost and leveled classes in grades one through three.
- An audience member inquired about where the funds from sale of the Drummond building and the rent from the Milton building are applied in the budget.
- An audience member inquired about state aid and staff reductions. Specifically, how many reductions there are in teaching staff vs other staff categories, commenting that it would be helpful for the public to know the total cuts. They also inquired if the administration had considered putting money in savings.
- An audience member asked how does administration anticipate enrollment in the academies and if there is any anticipation for 2026-2027 aid. They also thanked the Board for their efforts in trying to address the issues.
- An audience member commented on the rental income from Milton and asked about the future plans for Cozy Lake.
- An audience member noted her responsibilities of creating efficiencies in her corporate career and offered her services to the Board.

The Public Comment on the 2025-2026 budget closed at 8:51pm.

Due to the time, Mrs. Poulas suggested the Student Representatives give their reports prior to the Comments from the Audience so the students could be home at a reasonable time.

**H. STUDENT REPRESENTATIVES**

- Student Representative Ashley Hecht reported on the spring sports, live-action Shakespeare performance, and the success of JTHS' *The Little Mermaid* production. Miss Hecht highlighted the upcoming field trips, AP practice exams, and the Youth Coalition Summit.
- Student Representative Victor Koziol reported DECA is currently in Florida competing. He also reported on upcoming events such as the re-opening of Jefferson Java, biology classes continuing the schoolwide recycling program, Supplies for Soldiers campaign, Eco Fest, Buddy Walk, AP exams, the underclassman awards, spring concert, and end of year events.

**I. COMMENTS FROM THE AUDIENCE** *(on agenda action items only, if applicable)*

- An audience member inquired about a reappointment on the agenda.
- An audience member requested information on the current vs anticipated incoming class sizes, capital reserve balance, and would like to know if there was any discussion on the 6% cap.
- An audience member requested information on the items included in the instructional expense line, and indicated they believed the budget could be met without an extra 5.67%.

**J. COMMITTEE REPORTS**

- **Education Committee** - Mrs. Small reported the Committee met on April 8, 2025 and discussed budget impacts, Environmental Science course name change, revised 2025-2026 school year calendar, proposed 2026-2027 school year calendar, FUNdations Implementation results, grades 4 & 5 performance after reconfiguration, and approval of day field trips.
- **Policy and Personnel Committee** - Mr. Natale reported the Committee met on April 8, 2025 and discussed open positions in district, budget impacts, personnel updates, athletic personnel rates, and policy and regulations for approval.
- **Negotiations Committee** - Mr. Brown reported the Committee met on April 7, 2025 and negotiations are ongoing. He advised the Committee will meet again on April 30, 2025.
- **Building Needs and Finance Committee** - Mrs. Wildermuth reported the Committee met on April 9, 2025 and discussed the comprehensive equity plan, food service RPF update, and received 2025-2026 budget updates. The Committee also reviewed information regarding the district's eligibility to apply for additional expenditures through the Tax Levy Incentive Aide, a provision in the proposed State budget, budget presentation feedback, and reviewed budget cuts. The Committee was informed of a Local Recreation Improvement Grant that will be used to add swings at the middle school and partially fund the additional preschool playground equipment at White Rock School.
  - ❖ Mrs. Mallimo-Orna provided a Minority Report in which she explained her disagreement on the Committee's opinion regarding the use of the Tax Levy Incentive Aide. The Board discussed the pros and cons of the application for additional Tax Levy Incentive Aide. Mrs. Wildermuth provided additional commentary, noting that the Board needed to choose from two bad choices and need to consider how the decisions now will impact future budgets.
- **Morris County School Board Association** - Mrs. Grater reported that Mr. Stewart will be honored for his 15 years of service at a meeting in May. Mr. Natale noted the Unsung Hero meeting was very meaningful.
- **Education Services Commission of New Jersey** - Mrs. Perez attended the ESC Meeting and noted discussion included employee health benefits, use of buildings, and superintendent evaluations.

**K. MINUTES OF MEETINGS**

Motion by Mr. Grater, seconded by Mr. Brown, that the Executive Session and Regular Meeting minutes of the March 17, 2025 meeting be approved as submitted:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

**L. FINANCE AND BUILDING NEEDS**

Motion by Mrs. Small, seconded by Mr. Natale, to accept the recommendation of the Superintendent to approve and adopt motions L.1 through L.20, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye/Nay</u> *Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

\*Mrs. Mallimo-Orna voted Nay to Agenda Item L.7

- L.1** Motion to approve the purchase order list dated March 2025 in the amount of \$450,332.50.
- L.2** Motion to approve the vendors' bills list for release, on or after April 29, 2025, in the amount of \$504,660.04.
- L.3** Motion to approve the check register as of March 2025 in the amount of \$7,328,074.24.
- | Fund                      | Amount         |
|---------------------------|----------------|
| General Fund (10)         | \$6,529,961.84 |
| Special Revenue Fund (20) | \$452,635.42   |
| Referendum Fund (30)      | \$168,150.50   |
| Debt Service Fund (40)    | \$177,326.48   |
| Total                     | \$7,328,074.24 |
- L.4** Motion to approve the funds transfers in the 2024-2025 Fiscal Year, dated March 31, 2025, in the amount of \$365,779.07.
- L.5** Motion to approve the certification by the Board Secretary that the Account Balance Report, pursuant to N.J.S.A. 18A:17-9, as of March 31, 2025, no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23-2.11(a).
- L.6** Motion to certify, in accordance with N.J.A.C. 6A:23-2.11(c), as of February 28, 2025, after review of the Board Secretary's and Treasurer's Monthly Financial Reports, and upon consultation with the appropriate district officials, to the best of our knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.11(b), and sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year.
- L.7** Motion to approve submission of the Tax Levy Incentive Aid application for SY26 in the amount of \$1,013,250.
- L.8** Motion to approve submission of the 2025-2026 Preschool Budget in the amount of \$4,685,400 which is inclusive of the district's contribution to the special education preschool program.
- L.9** Motion to approve and accept the agreement between the Ice Hockey Tri-Operative Sports Program (Tri-Op) with Sparta Township School District and Kinnelon School District to share services for coaching and transportation for a joint ice hockey team for the 2025-2026 school year.
- L.10** Motion to approve and accept the agreement between the Swimming Cooperative Sports Program (Co-Op) with Sparta Township School District to share services for coaching and transportation for a joint swim team for the 2025-2026 school year.

**L.11** Motion to approve Joint Transportation Agreement between the Jefferson Township Board of Education and Educational Services Commission of Morris County for transportation services for the 2025-2026 school year.

**L.12** Motion to approve purchasing from the Bergen County Cooperative for the 2024-2025 school year.

**L.13** Motion to approve purchasing for the 2025-2026 school year from the following vendor sources.

- Bergen County Cooperative
- Camden County Educational Services Commission
- Educational Data Services
- Educational Services Commission of NJ
- Hunterdon County Educational Services Commission
- Morris County Cooperative Pricing Council
- Somerset County Cooperative Pricing System
- State/NASPO Contract/NJSTART/NATCOOP

**L.14** Motion to designate the source of funding for the following individuals as funded from the FY2025 NJ High Impact Tutoring grant and Title I grant, as indicated:

Name	Nature of Action	Position	Location	Grant Share	Grant Share Salary	Total Salary
Escolano, Jennifer* 20-450-100-101-000-00 (0.5) 20-231-100-101-000-00 (0.5)	Appoint	Rtl Tutoring	JTMS	100%	\$739.50	\$739.50
Mannerberg, Aleya* 20-450-100-101-000-00 (0.5) 20-231-100-101-000-00 (0.5)	Appoint	Rtl Tutoring	JTMS	100%	\$739.50	\$739.50
Fogel, Theresa* 20-450-100-101-000-00 (.44) 20-231-100-101-000-00 (.56)	Appoint	Rtl Tutoring	JTMS	100%	\$1,479.00	\$1,479.00
Meade, Colleen 20-231-100-101-000-00	Appoint	Homework Club Monitor (0.25 stipend, prorated)	JTMS	100%	\$1,035.00	\$1,035.00
Sarmiento, Ashley 20-231-100-101-000-00	Appoint	Homework Club Monitor (0.25 stipend, prorated)	JTMS	100%	\$1,035.00	\$1,035.00
Ward, Elizabeth 20-231-100-101-000-00	Appoint	Homework Club Monitor (0.5 stipend, prorated)	JTMS	100%	\$2,070.00	\$2,070.00
Caruso, Karen 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Gesek, Jennifer 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Novembrino, Kristin 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Panka, Meredith 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Tarabocchia, April 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Vazquez, Kristy 20-450-100-101-000-00	Appoint	Rtl Tutoring	Stanlick	100%	\$739.50	\$739.50
Boardman, Aimee 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50
McGurrin, Meaghan 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50
Modula, Christine 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50
Pilot, Leighann 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50
Rowe, Kristie 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50
Rowens, Heather 20-450-100-101-000-00	Appoint	Rtl Tutoring	White Rock	100%	\$739.50	\$739.50

\*Split account - salary covered by multiple grants.

**L.15** Motion to approve the disposal of obsolete equipment, in accordance with Policy 7300, Disposition of Property, as shown below:

School/Department	Equipment Description Model and/or Serial Number	Tag Number
JTHS Industrial Arts & Technology Education	VEX Robotics parts	N/A
Ellen T. Briggs School	Water damaged bookcases and file cabinets	N/A

**L.16** Motion to approve the Resolution to participate in the Joint Transportation Agreement for public, special education, and non-public routes, and field and athletic trips for the 2025-2026 school year with the Sussex County Regional Transportation Cooperative. *(copy available for review)*

**L.17** Motion to approve the Resolution to participate in the Joint Transportation Agreement for public, non-public, and special education school transportation for the 2025-2026 school year with the Educational Services Commission of Morris County. *(copy available for review)*

**L.18** Motion to approve the request for disposal of eligible school records, per State of New Jersey School District Records Retention Schedule, as described below:

Location/ Department	Record Series #	Record Title & Description	Agency & Schedule No.	Retention Period	Dispose After
Board of Education/ Business Office	0019-0000	Invoices	M700105/001	7 years	6/30/24
Board of Education/ Business Office	0026-0001	Purchasing File - Purchase Order (Original)	M700105/001	7 years	6/30/24
Board of Education/ Business Office	0042-0001	Voucher File - Paid	M700105/001	7 years	6/30/24

**L.19** Motion to approve resolution, as described below:

Pursuant to N.J.S.A. 18A:18A-2(b), the School Business Administrator is designated to have the power to prepare advertisements, to advertise for and to receive bids. The School Business Administrator in accordance with N.J.S.A. 18A:18A-21(b), is authorized to publicly receive bids, unseal them and announce the contents. In the absence or unavailability of the Purchasing Agent, the Board of Education authorizes the Superintendent or Assistant Superintendent to publicly receive bids, unseal them and announce the contents.

**L.20** Motion to accept and approve the following resolution in accordance with Travel and Work Related Expenses N.J.A.C. 6A:23B:

*WHEREAS*, the employees listed in Appendix A, are attending the named professional development seminar at such identified venues;

*WHEREAS*, the attendance at stated function was previously approved by the Superintendent, or designee, as work related and within the scope of the work responsibilities of the attendee;

*WHEREAS*, the attendance at the function was approved as promoting delivery of instruction or furthering efficient operation of the school district and fiscally prudent; and

*WHEREAS*, the travel and related expenses particular to attendance at this function are in accordance with the state travel guidelines established by the Department of Treasury in NJOMB circular letter,

*NOW THEREFORE BE IT RESOLVED*, the Board finds the travel and related expense and the expenses particular to attendance at this previously approved function is necessary/unavoidable, and

*BE IT FURTHER RESOLVED*, the expense is justified and therefore reimbursable *(Appendix A)*.

**M. PERSONNEL**

Motion by Mr. Brown, seconded by Mrs. Grater, to accept the recommendation of the Superintendent to approve and adopt motions M.1 through M.6, as described below:

Aye Mr. Brown                      Aye Mr. Natale                      Aye Mr. Stewart  
Aye Mrs. Grater                      Aye Mrs. Perez                      Aye Mrs. Wildermuth, *Vice President*  
Aye Mrs. Mallimo-Orna              Aye Mrs. Small                      Aye Mrs. Poulas, *President*

Mrs. Poulas recognized the retirements on this evening's agenda.

- M.1** Motion to take action on personnel matters, as listed below, and appoint and submit to the Executive County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:  
 (All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts.)

<b>PERSONNEL</b>								
<b>A. ADMINISTRATIVE</b>								
<b>Name</b>	<b>Nature of Action</b>	<b>Position/Control Number</b>		<b>Stipend</b>	<b>Loc.</b>	<b>Date Effective</b>	<b>Date Termin.</b>	<b>Discussion</b>
Dunbar, Maria	Stipend	Supervisor		\$4,000	District	4/17/25	6/30/25	Earned doctorate
<b>B. PERSONNEL</b>								
<b>Name</b>	<b>Nature of Action</b>	<b>Position/Control Number</b>	<b>Deg/ Step</b>	<b>Salary</b>	<b>Loc.</b>	<b>Date Effective</b>	<b>Date Termin.</b>	<b>Discussion</b>
Abdinoor, Michael	Resignation	Hall Monitor			JTHS	4/23/25		Last day of work 4/22/25
Anzano, Mary 11-120-100-101-290	Appoint	Teacher - Grade 1 (LTS)		\$290.45	White Rock	4/7/25	5/29/25	Covering #331
Asplund, Wendy	Extra Hours	Special Education Aide		\$26.51/hr.	Stanlick	4/22/25	4/22/25	Not to exceed 7 hrs. for CPI Training
DeGraaf, Andrea	Retirement	Teacher - Mathematics			JTMS	7/1/25		Retiring after 23 years in district
DeLade, Toni	Resignation	Special Education Aide			JTHS	4/10/25		Last day of work 4/9/25
DeLade, Toni	Resignation	After School Activity Aide			JTHS	4/3/25		Video Game Club, last day of work 4/2/25
DeLade, Toni	Resignation	Unified Track Aide			JTHS	4/2/25		Last day of work 4/1/25
Edwards, Kristen 11-213-100-106-005	Appoint	Special Ed. Aide AID-CL-PRSC-PK-14	1	\$25.39/hr.	Cozy Lake	4/29/25	6/30/25	7 hrs./day, Mondays off
Evans, Jaime 20-218-100-101-290	Appoint	Teacher - Preschool (LTS)		\$290.45/ diem	Briggs	3/24/25	5/2/25	Covering #3393
Fiedeldey, Steven 11-000-240-103-290 (.33) 20-218-200-103-290 (.67)	Appoint	Interim Principal LTS-CL-PRIN-ES-01		\$650/ diem	Cozy Lake	4/1/25	6/30/25	Covering #84
Filowitz, Nancy	Schedule Change	Preschool Aide			Briggs	5/5/25	6/30/25	7 hrs./day., Thursdays off
Geise, Carmen 11-130-100-101-290 (.5) 11-140-100-101-290 (.5)	Appoint	Teacher - Spanish (LTS) LTS-MH-WDLG-08-01		\$290.45/ diem	JTHS/JTMS	4/23/25	6/9/25	Covering #3752
Hernandez, Ashley	Resignation	Special Education Aide			Cozy Lake	4/22/25		Last day of work 4/11/25
Jacobs, Shannon	Schedule Change	Job Coach			JTHS	4/1/25	6/30/25	4 hrs./day, 3 days/wk., Monday and Friday off
Kahuy, Svitlana 11-110-100-101-290	Appoint	Teacher - Kindergarten (LTS) LTS-CL-ELEM-KG-01		\$290.45/ diem	Cozy Lake	5/19/25	6/20/25	Covering #1412
Lund, Lexy	Extra Hours	Special Education Aide		\$25.39/hr.	White Rock	4/22/25	4/22/25	Not to exceed 7 hrs. For CPI Training

<b>B. PERSONNEL</b>								
<b>Name</b>	<b>Nature of Action</b>	<b>Position/Control Number</b>	<b>Deg/ Step</b>	<b>Salary</b>	<b>Loc.</b>	<b>Date Effective</b>	<b>Date Termin.</b>	<b>Discussion</b>
Osorio, Brittney	Resignation	Special Education Aide			Cozy Lake	4/22/25		Last day of work 4/11/25
Platz, Barbara	Retirement	Teacher - Gifted & Talented			Stanlick/ White Rock	7/1/25		Retiring after 25 years in district
Sinisgalli, Heather	Appoint	Unified Track Aide	5	\$26.51/hr.	JTHS	4/2/25	6/30/25	Replacing T. DeLade
Skrek, Nicole	Location/ Schedule Change	Special Education Aide			JTHS	4/22/25	6/30/25	Not to exceed 7.25 hrs./day, Friday off
Smith, Kimberly	Rescind	LDT-C			Stanlick/ White Rock	3/28/25		
Tarabocchia, April	Adjusted End Date	Teacher - Grade 5			Stanlick		6/20/25	Covering #2114
Tejada, Juana 11-213-100-106-290	Appoint	Special Education Aide (LTS)	1	\$25.39/hr.	JTHS	4/28/25	6/20/25	Covering #930

\* Mentor required

<b>C. LEAVES OF ABSENCE</b>		
<b>Employee ID#</b>	<b>Nature of Action</b>	<b>Effective</b>
3393	Medical Leave	Leave of absence beginning 3/10/25 through 5/2/25, utilizing 18.5 personal illness days and balance unpaid (FMLA), returning 5/5/25
2071	Family Leave	Unpaid leave of absence beginning 9/1/25 through 11/21/25, (FMLA/NJFLA), returning 11/24/25
2114	Family Leave Extension	Unpaid leave of absence extended through 6/30/25 per contract, returning 9/1/25
3193*	Medical Leave	Leave of absence beginning 4/29/25 through 6/20/25, utilizing 9.36 personal illness and balance unpaid per contract, returning 9/1/25
3498*	Medical Leave	Unpaid leave of absence beginning 3/20/25 through 4/7/25, utilizing 4 personal illness and balance unpaid per contract, returning 4/8/25
3552*	Family Leave	Unpaid leave of absence beginning 2/7/25 through 5/20/25, (NJFLA) extended through 6/20/25 per contract, returning 9/1/25
3701*	Medical Leave	Unpaid, intermittent leave of absence beginning 2/5/25 through 6/20/25, as needed, per contract
3739*	Medical Leave	Leave of absence beginning 3/17/25 through 3/25/25, utilizing 2.5 personal illness days and balance unpaid, returning 3/27/25.

\* Non-tenured staff; leave granted at sole discretion of the Board.

<b>D. SUBSTITUTES</b>					
<b>Name</b>	<b>Nature of Action</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>Date Termin.</b>
Burt, Tyler	Appoint	Teacher	District	3/28/25	6/30/25
Carroll, JoAnne	Appoint	Administrator	District	4/29/25	6/30/25
Diaz, Zachary	Appoint	Teacher	District	5/5/25	6/30/25
Gibson, Curtis	Appoint	Teacher	District	4/22/25	6/30/25
Hughen, Luke	Appoint	Teacher	District	5/12/25	6/30/25
Lewandowski, Lorianne	Appoint	Administrator	District	4/29/25	6/30/25
Madalena, Joanne	Appoint	Aide	District	4/9/25	6/30/25
Magee, Victoria	Appoint	Aide	District	3/19/25	6/30/25
Mott, Patricia	Appoint	Aide	District	4/15/25	6/30/25
Reid, Finley	Appoint	Aide, Hall Monitor	District	4/29/25	6/30/25
Scerbak, Lauren	Appoint	Teacher	District	4/29/25	6/30/25

<b>D. BEDSIDE INSTRUCTION</b>					
<b>Name</b>	<b>Nature of Action</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>Date Termin.</b>
Distasi, Sherilyn	Appoint	Bedside Instruction	District	4/22/25	6/30/25
Rowens, Heather	Appoint	Bedside Instruction	District	4/13/25	6/30/25
Staples, Karen	Appoint	Bedside Instruction	District	3/26/25	6/30/25

<b>E. EXTRA DUTY PAY</b>							
<b>Name</b>	<b>Nature of Action</b>	<b>Position</b>	<b>Level</b>	<b>Salary</b>	<b>Location</b>	<b>Date Effective</b>	<b>Date Termin.</b>
<b>JTHS - 11-401-100-101-008*</b>							
Foley, Jenna	Appoint	Volunteer - Marching Band	-	-	JTHS	4/28/25	6/30/25
<b>JTMS - 11-401-100-101-007*</b>							
Byers, Scott	Appoint	Debate Club	1	\$592	JTMS	3/10/25	6/30/25



<b>E. EXTRA DUTY PAY</b>							
<b>Name</b>	<b>Nature of Action</b>	<b>Position</b>	<b>Level</b>	<b>Salary</b>	<b>Location</b>	<b>Date Effective</b>	<b>Date Termin.</b>
Escolano, Jennifer 20-450-100-101-000 (0.5) 20-231-100-101-000 (0.5)	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	JTMS	11/4/24	6/30/25
Mannerberg, Aleyna 20-450-100-101-000 (0.5) 20-231-100-101-000 (0.5)	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	JTMS	11/4/24	6/30/25
Fogel, Theresa 20-450-100-101-000 (0.44) 20-231-100-101-000 (0.56)	Account Code Change	RtI Tutoring	2	\$1,479	JTMS	11/19/24	6/30/25
Guagenti, Alyssa	Rescind	Debate Club	1	\$592	JTMS	3/10/25	
Meade, Colleen 20-231-100-101-000	Account Code Change	Homework Club (0.25 stipend)	4	\$1,035	JTMS	9/1/24	1/23/25
Sarmiento, Ashley 20-231-100-101-000	Account Code Change	Homework Club (0.25 stipend)	4	\$1,035	JTMS	1/24/25	6/30/25
Ward, Elizabeth 20-231-100-101-000	Account Code Change	Homework Club (0.5 stipend)	4	\$2,070	JTMS	9/1/24	6/30/25
<b>Stanlick - 11-401-100-101-001*</b>							
Caruso, Karen 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	1/21/25	6/30/25
Gesek, Jennifer 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	12/1/25	6/30/25
Novembrino, Kristin 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	12/1/25	6/30/25
Panka, Meredith 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	12/1/25	6/30/25
Tarabocchia, April 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	12/1/25	6/30/25
Vazquez, Kristy 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	Stanlick	12/1/25	6/30/25
<b>White Rock - 11-401-100-101-006*</b>							
Boardman, Aimee 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25
McGurrin, Meaghan 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25
Modula, Christine 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25
Pilot, Leighann 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25
Rowe, Kristie 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25
Rowens, Heather 20-450-100-101-000	Account Code Change	RtI Tutoring (0.5 stipend)	2	\$739.50	White Rock	1/21/25	6/30/25

\* Unless otherwise noted

<b>F. SUMMER STAFF APPOINTMENTS</b>							
<b>Name</b>	<b>Nature of Action</b>	<b>Position/Control Number</b>	<b>Salary</b>	<b>Loc.</b>	<b>Date Effective</b>	<b>Date Termin.</b>	<b>Discussion</b>
Carille, Jillian	Appoint	Summer Counselor	\$41.92/hr.	JTHS	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Clark, Sofie	Appoint	Summer Counselor	\$43.37/hr.	JTMS	6/23/25	8/29/25	Not to exceed 21.75 hrs.
Gonzalez, Christine	Appoint	Summer Counselor	\$45.67/hr.	JTHS	6/23/25	8/29/25	Not to exceed 36.25 hrs.
Halczli, Heather	Appoint	Summer Counselor	\$42.27/hr.	JTHS	6/23/25	8/29/25	Not to exceed 36.25 hrs.
Leondi Desena, Andrea	Appoint	Summer Counselor	\$42.27/hr.	JTHS	6/23/25	8/29/25	Not to exceed 65.25 hrs.
Marinoni, Theresa	Appoint	Summer HIB Coordinator	\$42.96/hr.	White Rock	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Roccisano, Karen	Appoint	Summer HIB Coordinator	\$46.90/hr.	JTMS	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Santini, Gina	Appoint	Summer HIB Coordinator	\$43.37/hr.	Stanlick	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Verbist, Joelle	Appoint	Summer Counselor	\$41.58/hr.	JTMS	6/23/25	8/29/25	Not to exceed 21.75 hrs.
Vesia, Lyndsey	Appoint	Summer HIB Coordinator	\$55.74/hr.	JTHS	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Vicente-Mora, Jennifer	Appoint	Summer Counselor	\$63.24/hr.	JTMS	6/23/25	8/29/25	Not to exceed 21.75 hrs.
West, Elizabeth	Appoint	Summer HIB Coordinator	\$70.29/hr.	Briggs	6/23/25	8/29/25	Not to exceed 7.25 hrs.
Williams, Dana	Appoint	Summer HIB Coordinator	\$64.56/hr.	Cozy Lake	6/23/25	8/29/25	Not to exceed 7.25 hrs.

**M.2** Motion to approve the following corrections to the March 17, 2027 Minutes, Personnel Section:

<b>A. PERSONNEL</b>								
<b>Name</b>	<b>Nature of Action</b>	<b>Position/Control Number</b>	<b>Deg/Step</b>	<b>Salary</b>	<b>Loc.</b>	<b>Date Effective</b>	<b>Date Termin.</b>	<b>Discussion</b>
Robinson, Scott	Location Correction				Stanlick			

**M.3** Motion to reappoint staff for the **2025-2026 School Year** at present salaries and step on guide indicated until such time as negotiations have been completed: *(Appendix B)*

- Tenured Certificated Staff
- Non-Tenured Certificated Staff
- Tenured Clerical Staff
- Non-Tenured Clerical Staff
- Technical Support Assistants
- Hall Security Staff – *Assignment and hours will be approved once the needs of the district are confirmed.*
- Mail Courier
- Transportation/Bus Drivers/Mechanics
- Custodial/Maintenance Staff
- Job Coaches
- District Aides (Special Education, Classroom, Media, Transportation, Preschool, and Kindergarten) – *Location, assignment, account number, and hours will be approved once the needs of the district are confirmed.*

**M.4** Motion to reappoint staff for the **2025-2026 School Year**: *(Appendix C)*

- Tenured Administrators and Supervisors
- Non-Tenured Administrators and Supervisors
- Tenured At-Will Staff
- Non-Tenured At-Will Staff

**M.5** *BE IT RESOLVED* that the Jefferson Township Board of Education hereby accepts and approves the negotiated Settlement Agreement and Mutual Release (“Agreement”) between the Jefferson Township Board of Education and former Employee No. 3604, subject to the terms and conditions set forth therein; and

*BE IT FURTHER RESOLVED* that the Jefferson Township Board of Education authorizes the Board President and Business Administrator to execute the Agreement on behalf of the Board; and to take such further steps as may be necessary to effectuate the terms of settlement and carry out this action of the Board.

**M.6** Motion to approve the payment for services during home athletic events for the 2025-2026 school year:

<b>Position</b>	<b>Rate</b>
Site Manager	\$75.00
Timer Varsity/Announcer	\$55.00
Timer JV	\$45.00
Timer Freshman	\$35.00
Crowd Control	\$60.00
Tickets	\$52.00
Event Coordinator	\$65.00
Announcer (Football)	\$55.00

Position	Rate
Spotter (Football)	\$30.00
Wrestling Quad Head Ticket	\$185.00
Wrestling Quad Assistant Ticket	\$117.00
Wrestling Quad Announcer	\$75.00
Wrestling Quad Timer	\$90.00
Wrestling Quad Site	\$150.00
Wrestling Quad Crowd Control	\$125.00
Event Assistant (i.e. track official/worker)	\$55.00
Parking Assistant/Event Manager	Hourly rate to be determined

## N. **EDUCATION**

Motion by Mrs. Small, seconded by Mrs. Grater, to accept the recommendation of the Superintendent to approve and adopt motions N.1 through N.7, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

**N.1** Motion to affirm Superintendent's report on incidents of Harassment, Intimidation and Bullying findings reported for February 18, 2025 through March 17, 2025.

**N.2** Motion to approve student placement for the 2024-2025 school year, as indicated below plus related services as needed:

Local ID	School	Tuition	Effective
8404540083	Unity Charter	\$22,960.00	9/1/24-6/30/25

**N.3** Motion to accept adjusted tuition rates for student placement at the Sussex County Charter School for the 2024-2025 school year (September 1, 2024 – June 30, 2025), as indicated below:

	# of Students	Tuition
Grade 6	8	\$143,654.00
Grade 7	4	\$71,827.00
Grade 8	7	\$125,697.25
		<b>Sussex County Charter School Tuition Total \$341,178.25</b>

**N.4** Motion to approve the following day field trips:

School, Group/Activity	Location
JTMS Tri-M Music Students	Oak Ridge, NJ
JTMS Tri-M Music Students	Oak Ridge, NJ
E. T. Briggs Pre-K and Kindergarten Orientation	Lake Hopatcong, NJ
JTHS Art Students	Randolph, NJ
JTHS Art Students, Grades 10-12	Newark, NJ
White Rock Elementary School, Grade 1	Morris Township, NJ
JTHS, Grade 12	Allentown, PA
JTHS GSA and Falcon Ambassadors	New York, NY
JTHS Sports & Entertainment Journalism and English 10 Honors Students	New York, NY
Stanlick Elementary School, Grade 1	Morris Township, NJ

**N.5** Motion to approve the district's affirmative action team to conduct the 3-year Comprehensive Equity Plan Needs Assessment and develop a corrective action plan (if needed) as required by the NJDOE.

**N.6** Motion to rename the high school level course, as described below:

*From:* Earth Science  
*To:* Environmental Science

- N.7** Motion to approve tuition student #2364972163 at Jefferson Township High School for the time period of December 1, 2024 through January 31, 2025, for a prorated tuition amount.

**O. POLICY**

Motion by Mr. Natale, seconded by Mrs. Small, to accept the recommendation of the Superintendent to approve motion O.1, as described below:

<u>Aye</u> Mr. Brown	<u>Aye</u> Mr. Natale	<u>Aye</u> Mr. Stewart
<u>Aye</u> Mrs. Grater	<u>Aye</u> Mrs. Perez	<u>Aye</u> Mrs. Wildermuth, <i>Vice President</i>
<u>Aye</u> Mrs. Mallimo-Orna	<u>Aye</u> Mrs. Small	<u>Aye</u> Mrs. Poulas, <i>President</i>

- O.1** Motion to approve the Second Reading of the following Bylaws, Policies and Regulations *(available on district website for review)*:

File Code	Title	Nature of Change
R 7510	Use of School Facilities	RV

KEY: P - Policy R - Regulation N - New RV - Revised M - Mandate A - Abolish

**P. RECOGNITION OF REPORTS**

Upon the recommendation of the Superintendent, the Board recognizes the reports listed below:

- Harassment, Intimidation and Bullying Incidents (HIB) for the period of March 17, 2025 through April 28, 2025:

School	Incidents Reported	Confirmed Incidents	Unconfirmed Incidents
Ellen T. Briggs	0	0	0
Arthur Stanlick	1	1	0
Cozy Lake	0	0	0
White Rock	2	0	2
Jefferson Twp. Middle School	6	3	3
Jefferson Twp. High School	9	4	5

- Enrollment as of March 31, 2025:

	March 2024	March 2025
Grades PreK	252	297
Grades K-5	1,054	1,032
Grades 6-8	569	551
Grades 9-12	830	787
TOTAL	2,705	2,667
Tuition students received	1	2
Out-of-district placement	19	17

**Q. COMMUNICATIONS**

- None

**R. PUBLIC COMMENTS** *(Public participation shall be governed by Bylaw 0167, as outlined in Agenda Section G).*

- An audience member noted their disappointment with the additional tax increase, and requested the administration take the township's reassessment into consideration. They also stated the board needs to be as transparent as possible and needs to provide the public with updates on the reconfiguration.
- An audience member thanked Mrs. Mallimo-Orna for speaking up for the taxpayers and proposed a referendum in lieu of a tax increase.

**S. OLD BUSINESS**

- None

**T. NEW BUSINESS**

- None

The Board took a short recess beginning at 10:02 PM and reconvened to Closed Session at 10:10 PM.

Mrs. Perez departed the meeting at 10:02 PM.

**U. CLOSED SESSION**

Motion by Mrs. Small, seconded by Mr. Brown, that the Board of Education adopt the following resolution:

BE IT RESOLVED, by the Jefferson Township Board of Education on this 28th day of April, 2025, at 10:10 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (1), (2), (6), (7) and (8). The general nature of the discussion will involve matters confidential by law, any investigations or tactics or techniques to protect persons or litigation, anticipated litigation and attorney-client matters.
2. These matters will be disclosed to the public as soon as the need for confidentiality no longer applies.
3. This resolution shall take effect immediately.

Motion by Mrs. Grater, seconded by Mrs. Small, that the meeting be called to public session at 11:23 PM.

**V. ADJOURN**

Motion by Mr. Brown, seconded by Mr. Natale, to adjourn the meeting at 11:23 PM.

Aye Mr. Brown

Aye Mrs. Grater

Aye Mrs. Mallimo-Orna

Aye Mr. Natale

Absent Mrs. Perez

Aye Mrs. Small

Aye Mr. Stewart

Aye Mrs. Wildermuth, *Vice President*

Aye Mrs. Poulas, *President*

Respectfully submitted,

Rita Oroho Giacchi  
Board Secretary

## Appendix A

Name	Event Date	Location	Seminar/Function	Registration Fee \$	Lodging cost per night	Meal cost per day	# of Travel Days	Mileage @ \$0.47/mi.	Miscellaneous Fees (including parking/tolls/misc fees)	Total Expense
Oroho Giacchi, Rita	June 3-6, 2025	Atlantic City, NJ	NJASBO 2025 Annual Conference	\$500.00*	\$124.00‡	\$68.00	3.5	\$140.06	\$50.00	\$1,176.06
Reinstein, Jodi	May 2, 2025	Monroe, NJ	New Jersey Special Education Annual Summit	\$150.00	-	-	1	\$63.73	-	\$213.73

*All Meals are prorated 75% on travel days per GSA guidance*

*\*Includes yearly membership fee*

*‡District to pay hotel for 2 nights per State of NJ Travel Waiver.*

## Appendix B – 2025-2026 Staff Reappointments

<b>A. Tenured Certificated Staff</b>						
<b>Name</b>	<b>Position</b>	<b>Level</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Total</b>
Argondizzo, Kristen	Physical Therapist	MA+45	19	\$106,189		\$106,189
Argondizzo, Ralph	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Arias, Anne	Teacher	MA+45	18	\$100,714		\$100,714
Arnold, Kira	School Social Worker	MA+45	18	\$100,714		\$100,714
Autrey, Tracey	Teacher	BA+15	12	\$66,492		\$66,492
Barbato, Stephen	Teacher	MA+30	18	\$96,526		\$96,526
Bassolino, Kimberly	Teacher	MA+45	17	\$96,514		\$96,514
Bavosa, Sherry	Teacher	MA+45	19	\$106,189		\$106,189
Bello, Stacey	Teacher	BA	16	\$72,620		\$72,620
Bikofsky, Danielle	Speech Language Specialist	MA+45	12	\$80,818		\$80,818
Boardman, Aimee	Teacher	MA+45	17	\$96,514		\$96,514
Boucher, Lauren	Occupational Therapist	MA+45	19	\$106,189		\$106,189
Boyle, Jonathan	Teacher	MA+45	10	\$77,317		\$77,317
Bruggeman, Joanna	Teacher	MA+45	19	\$106,189		\$106,189
Brusberg, Susan	Teacher	MA+45	10	\$77,317		\$77,317
Bruseo, Darren	Teacher	MA+45	19	\$106,189		\$106,189
Byers, Scott	Teacher	MA+30	5	\$64,505		\$64,505
Calandrillo, Patricia	Teacher	MA+45	10	\$77,317		\$77,317
Canales, Kaia	Teacher	MA	8	\$66,261		\$66,261
Cannarozzi, Katelyn	Teacher	MA	8	\$66,261		\$66,261
Caraturo, Nicole	Teacher	BA+15	19	\$87,095	\$1,000	\$88,095
Carline, Michele	Teacher	MA+45	18	\$100,714		\$100,714
Caruso, Karen	Teacher	MA	9	\$68,009		\$68,009
Castimore, Shannon	Teacher	MA+45	19	\$106,189		\$106,189
Chapman, Shannon	Teacher	MA+45	16	\$91,704		\$91,704
Cinnamon, Christine	Teacher	MA+45	19	\$106,189		\$106,189
Clarizio, Maria	Teacher	MA+45	19	\$106,189		\$106,189
Clayton, Sharon	Teacher	MA+45	19	\$106,189		\$106,189
Conley, Elizabeth	School Nurse	MA+45	14	\$83,526		\$83,526
Connolly, Jamie	Teacher	MA	12	\$70,452		\$70,452
Connors, Amy	Teacher	MA	19	\$93,609	\$1,000	\$94,609
Corter, Lindsay	Teacher	MA	15	\$75,121		\$75,121
Crowe, Kelsey	Teacher	MA+45	14	\$83,526		\$83,526
Cruz, Meredith	School Social Worker	BA+15	15	\$75,121		\$75,121
Curry, Megan	Teacher	MA+45	14	\$83,526		\$83,526
Daken-Stefanski, Alice	Teacher	MA+45	19	\$106,189		\$106,189
Davidowich, Amy	Teacher	BA+15	19	\$87,095		\$87,095
Decker, Rachel	Teacher	MA+45	15	\$86,593		\$86,593
Devries, David	Teacher	BA	11	\$65,020		\$65,020
Díaz, Gabrielle	Teacher	MA+15	9	\$69,441		\$69,441
DiDonato, Mark	Teacher	MA+45	10	\$77,317		\$77,317
Dietz, Jessica	Teacher	BA	10	\$63,840		\$63,840
DiGennaro, Peter	Teacher	MA+45	19	\$106,189	\$1,000	\$107,389
	Special Education Stipend				\$200	
Eastman, Christopher	Teacher	MA+45	18	\$100,714		\$100,714
Escolano, Jennifer	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Fandino-Díaz, Nanette	Teacher	MA+45	19	\$106,189		\$106,189
Farris, Kasey	Teacher	MA+45	19	\$106,189		\$106,189
Fastnacht, Nicole	Teacher	MA+30	19	\$101,926	\$1,000	\$102,926
Fisher, Ernest	Teacher	MA+45	19	\$106,189		\$106,189
Flynn, Chad	Teacher	MA	18	\$88,234		\$88,234

<b>A. Tenured Certificated Staff</b>						
Gage, Travis	Teacher	MA+45	17	\$96,514		\$96,514
Gaydos, Marc	Teacher	MA	19	\$93,609		\$93,609
Giegerich, Danielle	Speech Language Specialist	MA+15	6	\$66,219		\$66,219
Gloede, Jenna	Teacher	BA	12	\$65,020		\$65,020
Gonzalez, Paul	Teacher	MA+30	19	\$101,926		\$101,926
Gray-Reveredo, Meg	Teacher	MA	8	\$66,261		\$66,261
Greene, Marin	Teacher	MA	18	\$88,234		\$88,234
Grisi, Megan	Teacher	MA+45	16	\$91,704		\$91,704
Guagenti, Alyssa	Teacher	MA+45	14	\$83,526		\$83,526
Gugger, Daniel	Teacher	MA+45	17	\$96,514		\$96,514
Gundersen, Tammy	Teacher	BA+15	16	\$74,580		\$74,580
Guziewicz, Joseph	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Hardin, Christina	Teacher	BA	19	\$85,820		\$85,820
Hartig, Tanya	Teacher	MA+45	19	\$106,189		\$106,189
Haucke, Danielle	Teacher	MA+45	10	\$77,317		\$77,317
Heller, Cheryl	Teacher	MA+45	19	\$106,189		\$106,189
Herman, Lorraine	Teacher	BA	19	\$85,820		\$85,820
Hirsch, Jennifer	School Nurse	BA	19	\$85,820		\$85,820
Hoertel, Jessica*	Teacher	MA+15	19	\$95,746		\$95,746
Hoffman, Beth	Teacher	MA+30	19	\$101,926		\$101,926
Hollar, Kim	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Hough, Brian	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Hu, Hong	Teacher	MA+45	19	\$106,189		\$106,189
Hunter, Jodie	Teacher	BA	19	\$85,820	\$1,000	\$86,820
Hutchinson, Carrie	Teacher	BA	17	\$76,820		\$76,820
Jahn, Nicole	Teacher	MA+45	9	\$77,317		\$77,317
Johansson, Lori	Teacher	MA+45	17	\$96,514		\$96,514
Johnson, Lori	Teacher	BA	19	\$85,820	\$1,000	\$86,820
Johnston, Mary	Teacher	MA+45	19	\$106,189		\$106,189
Kalish, Jason	Teacher	MA+45	14	\$83,526		\$83,526
Kazanfer, Aladdin	Teacher	MA+45	19	\$106,189		\$106,189
Kelly, Jenna	Teacher	MA+30	13	\$80,050		\$80,050
Keyser, Rebecca	Teacher	MA+45	14	\$83,526		\$83,526
Kircher, Lori	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Kirschner, Jessica	Teacher	BA+15	7	\$62,790		\$62,790
Koenig, Rachel	Teacher	MA+45	14	\$83,526		\$83,526
Kula, Kathryn	Teacher	MA+15	19	\$95,746		\$95,746
Kulick, Lauren	Teacher	MA+45	18	\$100,714		\$100,714
Lapszynski, Marybeth	Teacher	BA	19	\$85,820		\$85,820
Levine, Matthew	Teacher	MA+45	19	\$106,189		\$106,189
Lindstedt, Tricia	Teacher	MA+15	14	\$74,086		\$74,086
Lorenzo, Joy	Teacher	MA+45	19	\$106,189		\$106,189
Luisi, Jennifer	School Nurse	MA+30	15	\$83,014		\$83,014
MacDermid, James	Teacher	MA+45	15	\$86,593		\$86,593
Mannerberg, Aleyna	Teacher	MA+15	14	\$74,086		\$74,086
Margiotta, Candace	Teacher	BA	19	\$85,820		\$85,820
Marinoni, Theresa	School Counselor	MA	5	\$62,290		\$62,290
Masters, Lauren	Teacher	MA	17	\$84,584		\$84,584
Maxwell, Colleen	Teacher	MA+45	19	\$106,189		\$106,189
McGurrin, Meaghan	Teacher	MA+30	16	\$88,031		\$88,031
Meade, Colleen	Teacher	MA	18	\$88,234		\$88,234
Miceli, Sarah	Teacher	MA+45	19	\$106,189		\$106,189
Migliacci, Louis	Teacher	MA+45	19	\$106,189	\$10,000	\$116,189
Milan, Stacy	Teacher	BA	19	\$85,820		\$85,820
Millar, Dana	Teacher	BA+15	17	\$78,890		\$78,890
Modula, Christine	Teacher	MA+45	16	\$91,704		\$91,704
Montgomery, Sarah	Teacher	MA+45	9	\$77,317		\$77,317



<b>A. Tenured Certificated Staff</b>						
Moore, Jessica	Teacher	BA	9	\$63,840		\$63,840
Moore, Sherry	Teacher	MA+45	19	\$106,189		\$106,189
Moss, Jennifer	Teacher	BA	13	\$66,320		\$66,320
Moss, Kimberly	Teacher	MA+45	19	\$106,189		\$106,189
Moya, Marguerite	Teacher	MA+45	13	\$83,526		\$83,526
Musibay, Amy	Teacher	MA+45	14	\$83,526		\$83,526
Musilli, Katelyn	Teacher	MA	12	\$70,452		\$70,452
Neral, Molly	Teacher	MA+45	13	\$83,526		\$83,526
Nicholas, Jason	Teacher	MA	19	\$93,609		\$93,609
Nimmo, Emily	Teacher	MA+30	9	\$74,752		\$74,752
Olean, Joseph	Teacher	MA+45	10	\$77,317		\$77,317
Panka, Meredith	Teacher	MA+15	18	\$90,371		\$90,371
Papaanni, Rosemarie	Teacher	MA+45	19	\$106,189		\$106,189
Parola, Alyssa	Teacher	BA	10	\$63,840		\$63,840
Parra, Kirsten	Teacher	MA	17	\$84,584		\$84,584
Patalive, Joann	Teacher	MA	19	\$93,609		\$93,609
Pearce, Amy	Teacher	MA+45	17	\$96,514		\$96,514
Petersen, Vanessa	School Psychologist	MA+45	19	\$106,189		\$106,189
Piazza, Megan	Teacher	MA+45	19	\$105,189		\$105,189
Pilot, Leighann	Teacher	MA+45	12	\$80,818		\$80,818
Pisciotta, Dominick	Teacher	MA+45	19	\$106,189		\$106,189
Powell, Rhonda	Teacher	MA+45	17	\$96,514		\$96,514
Rebecky, Joann	Teacher	MA	19	\$93,609		\$93,609
Rec, Kristen	Teacher	BA	11	\$65,020		\$65,020
Reid, James	Teacher	MA+45	19	\$106,189		\$106,189
Reiss, Joanna	Teacher	MA+30	12	\$78,053		\$78,053
Rogan, Renee	Teacher	BA+15	14	\$67,894		\$67,894
Rose, Gino	Teacher	MA+45	19	\$106,189		\$106,189
Rourke, Colleen	Teacher	BA	9	\$63,840		\$63,840
Rowe, James	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Rowe, Kristie	Teacher	MA+30	15	\$83,014		\$83,014
Rowens, Heather	Teacher	MA+45	19	\$106,189		\$106,189
Ryan, Danielle	Teacher	MA+45	19	\$106,189		\$106,189
Sabella, Jaclyn	Teacher	MA+30	13	\$80,050		\$80,050
Scalone, Andrew	Teacher	MA+45	18	\$100,714		\$100,714
Scholz, Kristen	Teacher	BA+15	19	\$87,095		\$87,095
Schwimer, Cara	Teacher	MA+45	17	\$96,514		\$96,514
Sell, Christine	Teacher	BA+15	19	\$87,095		\$87,095
Serzan, Kimberly	Teacher	MA+45	12	\$80,818		\$80,818
Siersma, Corrin	Teacher	MA+45	19	\$106,189		\$106,189
Signorello, Serina	Teacher	MA+15	18	\$90,371		\$90,371
Smart, Ashlee	Teacher	BA+15	15	\$70,247		\$70,247
Spencer, Cheryl	Speech Language Specialist	BA+15	19	\$93,609		\$93,609
Stager, William	Teacher	MA+45	19	\$106,189		\$106,189
Szuskowski, Patricia	Teacher	BA+15	19	\$87,095		\$87,095
Szwartz, Anthony	Teacher	MA+45	19	\$106,189		\$106,189
Tamayne-Hettema, Jennifer	Teacher	MA	18	\$88,234		\$88,234
Tanis, Jessica	Teacher	MA	13	\$72,361		\$72,361
Thide, Jeremy	Teacher	MA+45	7	\$70,982		\$70,982
Thomas, Sharon	Teacher	MA+45	19	\$106,189		\$106,189
Thompson, Marcus	Teacher	BA	15	\$68,620		\$68,620
Thomsen, Emily	Teacher	MA+45	18	\$100,714		\$100,714
Thomson, Amy	Teacher	MA+45	19	\$106,189	\$1,000	\$107,189
Tiedemann, Robert	Teacher	MA+45	19	\$106,189		\$106,189
Trapani, Kelly	Teacher	MA+45	17	\$96,514		\$96,514
Uvino, Katherine	Teacher	MA+45	19	\$106,189		\$106,189
Van Ness, Katherine	Occupational Therapist	MA+45	17	\$96,514		\$96,514

<b>A. Tenured Certificated Staff</b>						
Varner, Heather	Teacher	MA+45	18	\$100,714		\$100,714
Venturino, Gerald	Teacher	MA	19	\$93,609		\$93,609
Vera-Mena, Katherine	Teacher	BA	19	\$85,820		\$85,820
Vesia, Lyndsay	Student Assistance Coordinator	MA+45	12	\$80,818		\$80,818
Vicente-Mora, Jennifer	School Counselor	MA+45	16	\$91,704		\$91,704
vonEssen, Kathleen	Teacher	MA+45	19	\$106,189		\$106,189
Ward, Elizabeth	Teacher	MA+45	13	\$83,526		\$83,526
Weaver, Ann	Teacher	MA+45	13	\$83,526		\$83,526
Weiss, Christy	Teacher	MA+45	19	\$106,189		\$106,189
West, Elizabeth	School Counselor	MA+30	19	\$101,926		\$101,926
Westberg, Kenneth	Teacher	MA	19	\$93,609		\$93,609
Williams, Dana	School Counselor	MA	19	\$93,609		\$93,609
Wunder, Lauren	Teacher	MA	8	\$66,261		\$66,261
Ziobro, Michelle	Teacher	MA+45	19	\$106,189		\$106,189

\* Tenured as teacher, eligible for tenure as Media Specialist

<b>B. Non-Tenured Certificated Staff</b>				
<b>Name</b>	<b>Position</b>	<b>Level</b>	<b>Step</b>	<b>Salary</b>
Afflerbach, Kristen*	Teacher	MA+45	13	\$83,526
Bae, Mary	Speech Language Specialist	MA+45	10	\$77,317
Balchan, Kylie	Teacher	BA	3	\$59,090
Bolka, Chloe	Teacher	BA	2	\$58,590
Bolka, Janet	Teacher	BA	3	\$59,090
Brammer, Katie*	Teacher	MA+30	7	\$68,999
Brennan, Katlyn	Teacher	BA	4	\$59,590
Brown, Amanda	Teacher	MA	19	\$93,609
Brown, Connor*	Teacher	MA+15	7	\$65,469
Carbone, Cassie	School Nurse	BA	14	\$66,320
Catellier, Lauren	Speech Language Specialist	MA+30	16	\$91,704
Chadwick, William*	Teacher	BA+15	13	\$67,894
Clark, Sofie	School Counselor	MA	6	\$62,890
Cocca, Christine	School Nurse (.49)	BA	10	\$31,281.60
Cole, Caroline	Teacher	BA	7	\$61,690
Cuddy, Kevin*	Teacher	MA	5	\$62,290
DiMaggio, Danielle*	School Nurse	BA	8	\$62,740
Distasi, Sherilyn	Teacher	MA	17	\$84,584
Duda, Erica	Teacher	BA+15	3	\$60,190
Earl, Emily*	Teacher	BA	3	\$59,090
Garay, Jaclyn	Teacher	MA	5	\$62,290
Garno, Shelby	Teacher	BA	1	\$58,090
Gesek, Jennifer	Teacher	MA	7	\$64,350
Gilroy, Sevgi	Teacher	MA+30	16	\$88,031
Gonzalez, Christine	School Counselor	MA+30	6	\$66,219
Guerra, Nicolette	Teacher	BA	11	\$65,020
Halczli, Heather	School Counselor	MA	3	\$61,290
Hartnett, Tierney	Teacher	MA	1	\$60,290
Holgate, Deborah	Transportation Nurse (.69)	BA	11	\$44,863.80
Iliff, Kaitlyn	Teacher	BA	8	\$62,740
Incedon, Emily*	Teacher	MA+15	5	\$63,390
Ives, Cassandra	Teacher	MA	5	\$62,290
Kentos, Alison	Teacher	BA+15	7	\$62,790
King, Nicole*	Teacher	MA+15	8	\$67,482
Klaasen, Jill	LDT-C	MA+45	14	\$83,526
La Paz, Amy	Teacher	BA	10	\$63,840
Lau, Maximilian	Teacher	MA	1	\$60,290
Lent, Elizabeth	Teacher	BA+15	3	\$60,190
Leondi DeSena, Andrea	School Counselor	MA	3	\$61,290

<b>B. Non-Tenured Certificated Staff</b>				
<b>Name</b>	<b>Position</b>	<b>Level</b>	<b>Step</b>	<b>Salary</b>
Lopez-Ballesteros, Francisco	Teacher	MA	8	\$66,261
Luca Fisher, Angela	Teacher	MA	15	\$75,121
Lynch, Kathleen	School Psychologist	MA+30	8	\$74,104
Machak, Kendall	Teacher	MA	6	\$62,890
Madani, Julia	Teacher	BA	2	\$58,590
Mateo, Katherine	School Social Worker	MA	1	\$61,390
Matienzo, Emily	Teacher	BA	1	\$58,090
Mollitor, Danielle	Teacher	BA+15	3	\$60,190
Moya, Emily	School Psychologist	MA+30	5	\$66,379
Myslinski, Ryan	Teacher	BA+15	10	\$65,176
Nadratowski, Donna*	Teacher	MA+45	15	\$86,593
Nievera, Lindsey*	Teacher	BA+15	5	\$61,190
Novembrino, Kristin*	Teacher	MA+15	7	\$65,469
Olsen, Sarah	Behaviorist	MA+15	18	\$96,526
Petrou, Jonelle	Teacher	BA	5	\$60,090
Povinelli, Kaitlyn	Teacher	BA	15	\$68,620
Quigley, Jillian	Teacher	BA+15	9	\$65,176
Reed, Taylor	School Social Worker	MA	9	\$69,441
Reid, Kimberly	Teacher	BA+15	5	\$61,190
Reilly, Griffin	Teacher	BA	1	\$58,090
Roccisano, Karen	School Social Worker	MA	10	\$68,009
Ruchalski, Jennifer	LDT-C	MA+45	18	\$100,714
Santini, Gina	School Counselor	MA	6	\$62,890
Sarmiento, Ashley	Teacher	MA	5	\$62,290
Seifried, Joyce	Teacher	MA	18	\$88,234
Shirhall, Dara	Teacher	MA+15	15	\$76,999
Simm, Amber	Teacher	MA	2	\$60,790
Smith, Kaitlin	Teacher	BA+15	5	\$61,190
Snyder, Michaela	Teacher	BA	1	\$58,090
Studnick, Jessica*	Teacher	BA+15	9	\$65,176
Takacs, John	Teacher	MA+15	19	\$95,746
Tice, Cassandra	Teacher	BA	2	\$58,590
Tiger, Jahn	Teacher	BA	6	\$60,690
Toth, Robert	Teacher	MA	5	\$62,290
Travers, Meghan	Teacher	MA	4	\$61,790
Trevenen, Renee	Teacher	BA	12	\$65,020
Urta, Rosemary	Teacher	MA+15	9	\$69,441
VanHorn, Katlyn	School Social Worker	MA+15	4	\$63,990
Vazquez, Kristy	Teacher	BA	3	\$59,090
Vera, Calie	Teacher	BA	4	\$59,590
Verbist, Joelle	School Counselor	MA	1	\$60,290
Vislosky, Stephanie	Teacher	MA+45	7	\$70,982
vonEssen, Christopher	Teacher	BA	1	\$58,090
Wang, Jason*	Teacher	BA	7	\$61,690
Warner, Roxanne	Teacher	BA+15	6	\$61,790
Wassmer, Stephanie	Teacher	MA+15	8	\$67,482
Williams, Kristin	LDT-C	MA+30	18	\$100,714
Zarnick, Jessica	Teacher (.49)	BA	5	\$29,444

\* Eligible for tenure

<b>C. Tenured Clerical Staff</b>						
<b>Name</b>	<b>Position</b>	<b>Level</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Total</b>
Bublitz, Dawn	Secretary	III	16	\$68,096	\$525	\$68,621
D'Amato, Stacey	Secretary	IV	5	\$56,566		\$56,566
Gurlacz, Judith	Secretary	III	16	\$68,096	\$725	\$68,821
Jahn, Judith	Secretary	IV	16	\$71,196	\$625	\$71,821

**C. Tenured Clerical Staff**

Name	Position	Level	Step	Base Salary	Longevity	Total
Jahnke, Julie	Secretary	III	10	\$57,296		\$57,296
Kalish, Debra	Secretary	IV	10	\$60,396	\$525	\$60,921
Kennedy, Lisa	Secretary	IV	16	\$71,196	\$625	\$71,821
Kern, Lorrie	Secretary	III	8	\$54,396		\$54,396
Luecht, Kimberly	Secretary	IV	4	\$55,636		\$55,636
McCarthy, Susan	Secretary	III	6	\$53,466		\$53,466
Miller, Kelly	Secretary	IV	16	\$71,196		\$71,196
Nimmo, Donna	Secretary	III	8	\$54,396	\$625	\$55,021
Niziol, Teresa	Secretary	IV	16	\$71,196		\$71,196
Ortiz-Connors, Mildred	Secretary	III	5	\$53,466		\$53,466
Stahl, Patrizia	Secretary	IV	5	\$56,566		\$56,566
Tasker, Nancy	Secretary	IV	16	\$71,196	\$625	\$71,821
Vollmers, Sharon	Secretary	III	16	\$68,096	\$625	\$68,721
Williams, Tracy	Secretary	III	10	\$57,296		\$57,296

**D. Non-Tenured Clerical Staff**

Name	Position	Level	Step	Salary/Rate
Bufardeci, Dawn	Secretary	III	8	\$54,396
Eltringham, Janet	Secretary (1 hr./day)		3	\$28.68/hr.
Kish, Jennifer	Secretary	IV	6	\$56,566
Mondaruli, Kristen	Secretary (1 hr./day)		3	\$28.68/hr.

**E. Hall Security Staff**

Name	Position	Step	Longevity	Rate
Celentano, Louis	Hall Monitor/Security	3		\$25.98/hr.
Furlong, Sean	Hall Monitor/Security	1		\$25.38/hr.
Gorri, Cynthia	Cafeteria Aide	3		\$25.98/hr.
Hayes, Cathy	Hall Monitor/Security	2		\$25.68/hr.
Palazzolo, Frances	Hall Monitor/Security	5	\$625	\$26.58/hr.
Schreck, Anthony	Hall Monitor/Security	5		\$26.58/hr.
Sehring, Lori	Cafeteria Aide	5		\$26.58/hr.
Sincavage, Susan	Cafeteria Aide	5	\$725	\$26.58/hr.

**F. Technical Support Assistants**

Name	Position	Step	Salary
DiGennaro, Jr., Peter	Technology Support Specialist	3	\$73,700
West, Robert	Technology Support Specialist	4	\$75,200

**G. Mail Courier**

Name	Position	Step	Rate
Orabone, Heather	Mail Courier	1	\$19.42/hr.

**H. Transportation/Bus Drivers/Mechanics**

Name	Position	Step	Longevity	Rate
Ackerson, Sueann	Bus Driver	9	\$625	\$30.99/hr.
Betancourth, Delia	Bus Driver	8		\$30.02/hr.
Burger, Raymond	Bus Driver	1		\$27.50/hr.
Buske, Richard	Mechanic	5		\$27.50/hr.
Byron, Catherine	Bus Driver	4		\$27.50/hr.
Bystrak, James	Bus Driver	5		\$27.50/hr.
Dunn, Katie	Bus Driver	2		\$27.50/hr.
Fascia, Louis	Bus Driver	9	\$525	\$30.99/hr.
Gaudioso, Dominica	Bus Driver	3		\$27.50/hr.
Giarrusso, Vanessa	Bus Driver	2		\$27.50/hr.
Johnson, Marshall	Bus Driver	2		\$27.50/hr.
Kaczmarczyk, Ashley	Bus Driver	1		\$27.50/hr.

<b>H. Transportation/Bus Drivers/Mechanics</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Longevity</b>	<b>Rate</b>
Leonard, Ralph	Bus Driver	7		\$29.07/hr.
Mirando, Cheryl	Bus Driver	3		\$27.50/hr.
Nelson, Jerome	Bus Driver	4		\$27.50/hr.
Orabone, Heather	Bus Driver	4		\$27.50/hr.
Penicaro, David	Bus Driver	9		\$30.99/hr.
Rabtzow, Mark	Bus Driver	1		\$27.50/hr.
Rehm, Michele Ann	Bus Driver	9	\$525	\$30.99/hr.
Sekula, Bridget	Bus Driver	9	\$625	\$30.99/hr.
Shaw, Danny	Mechanic	5	\$625	\$36.12/hr.
Smiley, Amanda	Bus Driver	4		\$27.50/hr.
Smith-Rinehart, Wendy	Bus Driver	9		\$30.99/hr.
Talmadge, Susan	Bus Driver	9	\$625	\$30.99/hr.

<b>I. Custodial/Maintenance Staff</b>					
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Total</b>
Alili, Ibrahim	Custodian	11	\$67,101		\$67,100.80
Anderson, Thomas	Maintenance	13	\$73,029	\$525	\$73,553.80
Cline, Richard	Maintenance	11	\$71,885		\$71,884.80
Crane, Andrew	Custodian	13	\$68,245	\$775	\$69,019.80
Cryan, Patrick	Custodian	10	\$65,229		\$65,228.80
Deloreto, Ryan	Maintenance	2	\$59,696		\$59,696.00
Erbs, Jeffrey	Custodian	9	\$63,461		\$63,460.80
Feti, Behar	Custodian	13	\$68,245	\$625	\$68,869.80
Feti, Elvira	Custodian	5	\$58,032		\$58,032.00
Figueiredo, Luis	Maintenance	4	\$61,776		\$61,776.00
Gil, Marithza	Custodian	8	\$61,797		\$61,796.80
Grey, Glenn	Custodian	13	\$68,245	\$525	\$68,769.80
Jarosz, Edward	Custodian	13	\$68,245	\$525	\$68,769.80
Kennedy, Robert	Custodian	4	\$56,992		\$56,992.00
Leppard, Robert	Custodian	10	\$65,229		\$65,228.80
Macaluso, Vincent	Custodian	12	\$67,101		\$67,100.80
Mason, Mark	Grounds	9	\$68,245		\$68,244.80
Miller, Geoffrey	Maintenance	13	\$73,029	\$525	\$73,553.80
Miller, Robert	Custodian	13	\$68,245	\$525	\$68,769.80
Pepe, Gary	Custodian	3	\$55,952		\$55,952.00
Peterson, Alexander	Grounds	8	\$66,581		\$66,580.80
Ramirez, Jose	Custodian	13	\$68,245	\$625	\$68,869.80
Ray, Thomas	Custodian	13	\$68,245	\$525	\$68,769.80
Shay, Richard	Custodian	13	\$68,245	\$525	\$68,769.80
Squires, Ronald	Custodian	13	\$68,245	\$525	\$68,769.80
Stahl, Marc	Custodian	10	\$65,229		\$65,228.80
Stevens, Michael	Maintenance	13	\$73,029	\$525	\$73,553.80
Vera, Ana	Custodian	3	\$55,952		\$55,952.00
Zaimaj, Adrian	Custodian	13	\$68,245	\$525	\$68,769.80

<b>J. Job Coaches</b>			
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Rate</b>
Adamitis, Randi	Structured Learning Job Coach	1	\$47.77/hr.
Heller, Leslie	Structured Learning Job Coach	1	\$47.77/hr.
Jacobs, Shannon	Structured Learning Job Coach	1	\$47.77/hr.
Peters, Shanna	Structured Learning Job Coach	1	\$47.77/hr.
Walters, Alyssa	Structured Learning Job Coach	1	\$47.77/hr.
Young, Patricia	Structured Learning Job Coach	1	\$47.77/hr.

<b>K. District Aides</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Longevity</b>	<b>Rate</b>
Albertson, Linda	Preschool Aide	5		\$26.51/hr.
Anzano, Mary	Special Education Aide	5		\$26.51/hr.
Asplund, Wendy	Special Education Aide	5		\$26.51/hr.
Banzil-Lozano, Tanya	Preschool Aide	1		\$25.39/hr.
Bardis, Polixenie	Special Education Aide	2		\$25.67/hr.
Barkley-Biddelman, Shannan	Special Education Aide	5		\$26.51/hr.
Barone, Amie	Preschool Aide	1		\$25.39/hr.
Baty, Ashley	Preschool Aide	2		\$25.67/hr.
Blaha, Madison	Special Education Aide	2		\$25.67/hr.
Bley, Bryann	Special Education Aide	4		\$26.23/hr.
Bley, Joanne	Special Education Aide	5		\$26.51/hr.
Boyd, Brenda	Preschool Aide	3		\$25.95/hr.
Brinck, Noel	Special Education Aide	5		\$26.51/hr.
Brunner, Melissa	Transportation Aide	5		\$26.18/hr.
Cantwell, Mary	Special Education Aide	5	\$625	\$26.51/hr.
Carpentier, Dana	Special Education Aide	5		\$26.51/hr.
Caruso, Cathryn	Special Education Aide	5	\$525	\$26.51/hr.
Chrzanowski, Monika	Transportation Aide	2		\$25.34/hr.
Ciccotelli, Robyn	Special Education Aide	1		\$25.39/hr.
Cloutier, Dawn	Transportation Aide	2		\$25.34/hr.
Cook, Kathryn	Special Education Aide	5		\$26.51/hr.
Cowie, Catherine	Transportation Aide	2		\$25.34/hr.
Cuervo, Maryanne	Special Education Aide	3		\$25.95/hr.
D'Antoni-Smeilus, Tara	Special Education Aide	5		\$26.51/hr.
DaSilva, Antonella	Special Education Aide	5		\$26.51/hr.
DeAngelo, Christina	Special Education Aide	1		\$25.39/hr.
Di Stefano, Lynette	Media Aide	5		\$26.18/hr.
Dyl, Joseph	Special Education Aide	5		\$26.51/hr.
Eberle, Jaclyn	Preschool Aide	3		\$25.95/hr.
Edwards, Kristen	Special Education Aide	1		\$25.39/hr.
Eltringham, Janet	Kindergarten Aide	5	\$625	\$26.18/hr.
Fazio, Charmaine	Special Education Aide	1		\$25.39/hr.
Ferreira, Katherine	Preschool Aide	3		\$25.95/hr.
Ferucci, Frances	Preschool Aide	5	\$525	\$26.51/hr.
Feti, Oriana	Special Education Aide	4		\$26.23/hr.
Filowitz, Nancy	Preschool Aide	2		\$25.67/hr.
Finizio, Diane	Transportation Aide	5		\$26.18/hr.
Foli, Lauren	Special Education Aide	5		\$26.51/hr.
Follet, Michele	Transportation Aide	1		\$25.06/hr.
Frederick, Colleen	Transportation Aide	1		\$25.06/hr.
Friedman, Carisa	Transportation Aide	3		\$25.62/hr.
Frueh, Charyl	Special Education Aide	4		\$26.23/hr.
Gallardo, Ximena	Preschool Aide	2		\$25.67/hr.
Garcia Argueta, Brendalica	Special Education Aide	3		\$25.95/hr.
Gill, Debra	Kindergarten Aide	2		\$25.34/hr.
Glenn, Jennifer	Preschool Aide	4		\$26.23/hr.
Gould, Anna	Special Education Aide	5		\$26.51/hr.
Gubenko, Lacey	Special Education Aide	1		\$25.39/hr.
Gurnawan, Maria	Preschool Aide	1		\$25.39/hr.
Hannon, Leah	Special Education Aide	1		\$25.39/hr.
Hartman, Dianna	Special Education Aide	5		\$26.51/hr.
Hill, Kimberly	Preschool Aide	1		\$25.39/hr.
Horn, Jennifer	Special Education Aide	3		\$25.95/hr.
Ingram, Stephanie	Preschool Aide	3		\$25.95/hr.
Jadcak, Ellen	Preschool Aide	2		\$25.67/hr.
Jauch, Cathy	Special Education Aide	5		\$26.51/hr.

<b>K. District Aides</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Longevity</b>	<b>Rate</b>
Johnson, Judith	Special Education Aide	5	\$625	\$26.51/hr.
Kahuy, Svitlana	Preschool Aide	1		\$25.39/hr.
Kasica, Lisa	Special Education Aide	5	\$625	\$26.51/hr.
Keller, Amy	Special Education Aide	1		\$25.39/hr.
King, Eric	Special Education Aide	5		\$26.51/hr.
Knapik, Dirouhi	Special Education Aide	5		\$26.51/hr.
Krakowski, Janice	Transportation Aide	5		\$26.18/hr.
Kuntz, Betsy	Special Education Aide	5		\$26.51/hr.
Lakhicharran, Bibi	Special Education Aide	5	\$525	\$26.51/hr.
Lamendola, Angela	Special Education Aide	3		\$25.95/hr.
Leibowitz, Marcia	Special Education Aide	5		\$26.51/hr.
Lipton, Linda	Special Education Aide	5		\$26.51/hr.
Lopreato, Jennifer	Transportation Aide	1		\$25.06/hr.
Lozano, Madelyne	Transportation Aide	2		\$25.34/hr.
Lund, Kelly	Preschool Aide	2		\$25.67/hr.
Lund, Lexy	Special Education Aide	1		\$25.39/hr.
Madalena, Nadia	Special Education Aide	1		\$25.39/hr.
Magnotta, Michele	Special Education Aide	3		\$25.95/hr.
Mahoney, Laura	Special Education Aide	5		\$26.51/hr.
Mahoney, Michelle	Special Education Aide	5		\$26.51/hr.
Marks, Elizabeth	Special Education Aide	5	\$525	\$26.51/hr.
Maron, Gina	Special Education Aide	5		\$26.51/hr.
Marshall, Amber	Transportation Aide	2		\$25.34/hr.
Marzigliano, Heather	Preschool Aide	1		\$25.39/hr.
Maynard, Alyce	Special Education Aide	3		\$25.95/hr.
Maynard, Hannah	Special Education Aide	1		\$25.39/hr.
McConnon, Kristeen	Special Education Aide	5	\$525	\$26.51/hr.
McMahon, Heidi	Special Education Aide	2		\$25.67/hr.
Melnyczuk, Maria Rita	Special Education Aide	5	\$525	\$26.51/hr.
Miller, Natalie	Special Education Aide	4		\$26.23/hr.
Mladinich, Linda	Special Education Aide	5		\$26.51/hr.
Mondaruli, Kristen	Kindergarten Aide	3		\$25.62/hr.
Montanye, Wendy	Transportation Aide	5		\$26.18/hr.
Moore, Heather	Special Education Aide	2		\$25.67/hr.
Morgan, Shannon	Special Education Aide	5		\$26.51/hr.
Mutsavage, Robin	Special Education Aide	5		\$26.51/hr.
Nakev, Jasminka	Special Education Aide	4		\$26.23/hr.
Nolan, Samantha	Preschool Aide	2		\$25.67/hr.
Oelkers, Regina	Special Education Aide	5		\$26.51/hr.
Onorevole, Lisa	Special Education Aide	5		\$26.51/hr.
Paccioretti, Virginia	Special Education Aide	5	\$725	\$26.51/hr.
Papa, Carol	Kindergarten Aide	3		\$25.62/hr.
Patel, Hema	Preschool Aide	2		\$25.67/hr.
Picarra, Vera	Special Education Aide	1		\$25.39/hr.
Pini, Karen	Special Education Aide	5		\$26.51/hr.
Prebor, Anne	Transportation Aide	3		\$25.62/hr.
Reed, Kimberly	Preschool Aide	5		\$26.51/hr.
Reilly, Heather	Special Education Aide	1		\$25.39/hr.
Rossiter, Theresa	Special Education Aide	5		\$26.51/hr.
Ryan, Laura	Special Education Aide	5		\$26.51/hr.
Sandberg, Kristine	Preschool Aide	1		\$25.39/hr.
Scarpa, Christopher	Special Education Aide	5		\$26.51/hr.
Seeley, Jennifer	Special Education Aide	3		\$25.95/hr.
Sherba, Gail	Transportation Aide	2		\$25.34/hr.
Sherman, Jonathan	Special Education Aide	1		\$25.39/hr.
Sheruda, Amanda	Preschool Aide	3		\$25.95/hr.

<b>K. District Aides</b>				
<b>Name</b>	<b>Position</b>	<b>Step</b>	<b>Longevity</b>	<b>Rate</b>
Simsic, Amanda	Preschool Aide	2		\$25.67/hr.
Sinisdgalli, Heather	Special Education Aide	5		\$26.51/hr.
Skalecky, Jessica	Preschool Aide	5		\$26.51/hr.
Skrek, Nicole	Special Education Aide	1		\$25.39/hr.
Smiley, Tawanna	Transportation Aide	2		\$25.34/hr.
Spaan, Donna Marie	Special Education Aide	5	\$625	\$26.51/hr.
Szekula, Anne	Special Education Aide	5		\$26.51/hr.
Tarabocchia, April	Special Education Aide	5		\$26.51/hr.
Torsiello, Kimberly	Special Education Aide	5	\$525	\$26.51/hr.
Tuorinsky, Linda	Media Aide	4		\$25.90/hr.
Vander Linden, Tiffany	Special Education Aide	2		\$25.67/hr.
Verdes, Barbara	Special Education Aide	5		\$26.51/hr.
Vieras Ybarra, Gleidys	Preschool Aide	1		\$25.39/hr.
Wanna, Michele	Special Education Aide	5		\$26.51/hr.
Warden, Christopher	Special Education Aide	4		\$26.23/hr.
Warncke, Arline	Special Education Aide	5	\$525	\$26.51/hr.
Weber, Lori	Special Education Aide	5		\$26.51/hr.
Werrell, Amanda	Preschool Aide	2		\$25.67/hr.
Williams, Kristi	Preschool Aide	2		\$25.67/hr.
Wisniewski, Leslie	Preschool Aide	5		\$26.51/hr.
Woelfel, Gabrielle	Preschool Aide	5		\$26.51/hr.
Wojcik, Cassandra	Special Education Aide	4		\$26.23/hr.
Wojcik, Irene	Special Education Aide	5	\$525	\$26.51/hr.
Wurster, Karen	Special Education Aide	5		\$26.51/hr.
Young, Sarah	Special Education Aide	4		\$26.23/hr.
Zabriskie, Melissa	Preschool Aide	5		\$26.51/hr.
Zimmer, Kimberly	Transportation Aide	2		\$25.34/hr.
Zinck, Jaclyn	Special Education Aide	3		\$25.95/hr.
Zuniga, Lorena	Transportation Aide	2		\$25.34/hr.



## Appendix C – 2025-2026 Staff Reappointments

<b>A. Tenured Administrators &amp; Supervisors</b>				
<b>Name</b>	<b>Position</b>	<b>Base Salary</b>	<b>Stipend</b>	<b>Total</b>
Debritto, Randi	Principal	\$172,183		\$172,183
Dunbar, Maria	K-12 Supervisor of Technology, Business, and Finance	\$114,158		\$136,658
	K-5 Supervisor of Mathematics		\$12,500	
	K-12 Supervisor of Fine Arts		\$4,000	
	Business & Finance Academy		\$2,000	
	Doctorate		\$4,000	
Figueroa, Juceyka	Director - Special Services	\$158,092		\$158,092
Hiben, Christopher	K-12 Supervisor of Science	\$132,202		\$148,702
	6-12 Supervisor of Mathematics		\$12,500	
	STEM Academy		\$2,000	
	Environmental Academy		\$2,000	
Jinks, Roger	Assistant Superintendent	\$188,130		\$192,130
	Doctorate		\$4,000	
Koch, William	Athletics Director - Physical Education, Health, and Nurses	\$168,268		\$168,268
Oroho-Giacchi, Rita	Business Administrator	\$182,780		\$182,780
Papa, Daniel	Principal	\$153,792		\$158,792
	Doctorate		\$5,000	
Plotts, Timothy	Principal	\$190,078		\$195,078
	Doctorate		\$5,000	
Ramirez, Josephine	Supervisor - Student Personnel Services	\$136,123		\$136,123
Sica, Derek	K-12 Supervisor of World Language, ESL, and Music	\$139,618		\$162,118
	K-12 Supervisor of Social Studies		\$20,000	
	Second Masters		\$2,500	
Tobia, Kathleen	Assistant Principal	\$141,222		\$141,222
Valenti, Michael	Principal	\$177,148		\$182,148
	Doctorate		\$5,000	
Widgren, Margaret	Principal	\$182,620		\$182,620

<b>B. Non-Tenured Administrators &amp; Supervisors</b>				
<b>Name</b>	<b>Position</b>	<b>Base Salary</b>	<b>Stipend</b>	<b>Total</b>
Brennan, Jessica	K-12 Supervisor of Language Arts and Media Services	\$106,454		\$112,454
	Supervisor of Technology Education		\$4,000	
	Multimedia, Broadcasting, and Journalism Academy		\$2,000	
Lonie, Michael	Assistant Principal	\$144,179		\$144,179
Padelsky, Andrea	Assistant Principal	\$146,375		\$151,375
	Doctorate		\$5,000	
Reinstein, Jodi	K-12 Supervisor of Special Education	\$119,027		\$124,527
	K-12 Supervisor of Gifted & Talented, Family & Consumer Science		\$3,000	
	Second Masters		\$2,500	

<b>C. Tenured At-Will Staff</b>		
<b>Name</b>	<b>Position</b>	<b>Salary</b>
Judge, Mary	Administrative Assistant to the Superintendent	\$92,181
Lukas, Tracie	School Accountant	\$87,316
McGill, Patricia	Purchasing Specialist	\$86,175
Millier, Joni	Payroll Coordinator	\$89,726
Renninger, Jennifer	Confidential Secretary - Human Resources	\$72,183
Shatzel, Tracy	Confidential Secretary - Business Administrator	\$81,122
Slusark, Karen	Confidential Secretary - Assistant Superintendent	\$72,180

<b>D. Non-Tenured At-Will Staff</b>				
<b>Name</b>	<b>Position</b>	<b>Base Salary</b>	<b>Stipend</b>	<b>Total</b>
Baldwin, Joseph	Security Technician			\$81,901

<b>D. Non-Tenured At-Will Staff</b>				
<b>Name</b>	<b>Position</b>	<b>Base Salary</b>	<b>Stipend</b>	<b>Total</b>
Eagen, William	Clerk Treasurer	\$8,428		\$8,428
Fleming, Robert	Technology Coordinator	\$141,853		\$141,853
Gherardi, Richard	Network Administrator	\$125,162		\$125,162
Hewitt, Todd	Building Services Coordinator - Electric	\$102,450		\$102,450
Hnyda, Courtney	Assistant Supervisor - Transportation	\$63,736		\$63,736
Kotek, David	Head Mechanic	\$105,704		\$105,704
LaVacca, Gerald	Armed Security Officer	\$53,584		\$53,584
Leonhard, Kevin	Armed Security Officer	\$53,584		\$53,584
Leonhard, Mia	Registered Behavior Technician	\$60,652		\$60,652
Maffei, Dana	Benefits Specialist	\$66,820		\$66,820
Marquard, Jared	Assistant Supervisor - Maintenance, Grounds, and Custodial Staff	\$76,472		\$78,972
	Certified Educational Facilities Manager (CEFM)		\$2,500	
Meacham, Alan	Technology Support Specialist	\$98,698		\$98,698
Merritt, Nicolas	Building Services Coordinator - Plumber	\$97,583		\$97,583
Millar, Matthew	Armed Security Officer	\$53,584		\$53,584
Novembrino, Mark	Armed Security Officer	\$52,387		\$52,387
Racansky, Heather	Coordinator Human & Public Relations	\$75,898		\$75,898
Robinson, Scott	Armed Security Officer	\$52,387		\$52,387
Sanchez, Vanessa	Supervisor of Transportation	\$107,548		\$107,548
Serignese, Nicholas	Supervisor of Maintenance, Grounds, and Custodial Staff	\$124,690		\$124,690