

**MONTGOMERY TOWNSHIP BOARD OF EDUCATION  
REMOTE MEETING**

**BUSINESS MEETING MINUTES  
Tuesday, April 28, 2020**

**Call to Order – By Board President Tonkin at 6:30 p.m.**

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 8, 2020 and April 22, 2020. Notice was provided to Board of Education Members, Montgomery Township Clerk, Rocky Hill Borough Clerk, Public Library, Township Posting, School Posting, PTSA Officers, Courier News, Montgomery News, Princeton Packet, Trenton Times, and The Star Ledger.

The Board reserves the right to enter into Executive Session during all meetings of the Board of Education.

It is the School Board's intention to conclude this meeting no later than 10:00 p.m.

**ROLL CALL-Via Teleconference**

Phyllis Bursh – Present  
Christina Harris - Present  
Amy Miller - Present  
Michael Morack, Jr.- Present  
Jinesh Patel - Present

Ranjana Rao - Present  
Dr. Biren Saraiya - Present  
Shreesh Tiwari - Present  
Joanne Tonkin - Present

Also Present: Mary McLoughlin, Acting Superintendent of Schools  
Damian Pappa, Acting Assistant Superintendent of Schools  
Kelly Mattis, Assistant Superintendent of Human Resources  
Thomas M. Venanzi, Interim School Business Administrator/Interim Board Secretary  
David Palumbo, Associate School Business Administrator/Assistant Board Secretary

**EXECUTIVE SESSION**

The Board convened in Executive Session at 6:30 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.

WHEREAS, the items that are permitted to be discussed in executive session are as follows:

- 1) a matter rendered confidential by federal or state law
- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) a collective bargaining agreement and/or negotiations related to it
- 5) a matter involving the purchase, lease, or acquisition of real property with public funds
- 6) protection of public safety and property and/or investigations of possible violations or violations of law
- 7) pending or anticipated litigation or contract negotiations and/or matters of attorney-client privilege
- 8) specific prospective or current employees unless all who could be adversely affected request an open session
- 9) deliberation after a public hearing that could result in a civil penalty or other loss

NOW THEREFORE BE IT RESOLVED, that the Board of Education will be discussing items 3, 4, 7 and 8.

Action may take place on these items.

The matters discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

**RECONVENE IN OPEN SESSION** – The Board returned from Executive session at 7:30 p.m.

### **SALUTE THE FLAG**

### **PUBLIC HEARING ON THE 2020-2021 BUDGET**

Mr. Venanzi gave a presentation on the 2020-2021 budget.

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

There were no public comments on the public hearing.

### **SUPERINTENDENT'S REPORT/PRESENTATIONS**

Ms. McLoughlin gave a presentation on the QSAC Final Audit Results. There weren't any comments or questions from the board.

Mr. Damian Pappa, Acting Assistant Superintendent and Director of Data, Assessment & Accountability gave a presentation on Student Assessment.

Dr. Saraiya noted that some subgroups require extra assistance. Ms. Miller is pleased that the district is using the data to make data-driven decisions for students that need help.

### **NEW BUSINESS FROM BOARD/PUBLIC**

Mr. Patel thanked the entire school community for helping out during this time.

## **COMMITTEE/REPRESENTATIVE REPORTS**

### Representative Reports

- Student Representative Report – None
- MTEA Report – Mr. Scott Mason, MTEA President, reiterated what Mr. Patel stated. The annual MTEA Music from the Heart production is cancelled. The MTEA will continue to give its four \$1,500 scholarship donations to students.
- Board Member Delegate/Representative Reports – (SCSBA, PTSA, MAC, Legislative, NJSBA, Ed. Services Commission, etc.) - Mr. Patel reported that the PTA will soon finish its Six Flags Program; the PTO will be accepting nominations for staff participation awards; LMS yearbook sales will be ending soon. Ms. Tonkin stated that the Education Service Commission will be providing support services during this time. The Municipal Alliance didn't have an update.

### Board Committee Reports

- Assessment, Curriculum and Instruction Committee (ACI) – Ms. Miller reported that the committee received an overview from Ms. Fiona Borland, Director of Curriculum, Instruction and Staff Development, on the distance learning process; teachers collaborated on lesson plans at all grade levels, staff continues to look for ways to improve innovation content and additional learning platforms for students with special needs; there was also a discussion about mental health; State Assessment presentation was given as well. Dr. Saraiya asked if students will be ready to come back in September. Ms. Miller stated they are doing everything possible to be ready. Ms. Rao inquired about the infrastructure that may be needed if distance learning continues into the fall. Ms. Miller stated Ms. Borland will be reviewing the resources that may be needed and will address the committee again. Ms. Bursh asked about extending the school day past noon. Ms. McLoughlin stated it's basically the same amount of instructional time if you take lunch and electives into account.
- Operations, Facilities and Finance Committee (OFF) – Mr. Tiwari reported that the committee focused on two areas. The first area the committee focused on was the cost impact of COVID-19 on our operations, transportation and facilities. Our food services company is providing meals to the students that are eligible for free or reduced priced meals. The committee also discussed the legislation issues and how it may impact the budget. The second area that the committee focused on was regarding the adoption of the budget along with the presentation.
- Policy and Communications Committee (PCC) – Ms. Bursh reported that the committee met last Thursday. There are five policies and regulations on the agenda for second reading. There will be more policies at next month's meeting. She also stated that if the community thinks some of the policies are hurting them, community members should reach out to the PCC committee.
- Human Resource Committee (HRC) – Mr. Patel reported that the committee met on April 21<sup>st</sup>. Discussion included finalization of the superintendent's contract and the teacher mentoring plan. Ms. Mattis discussed personnel items 4.1, 4.2 and 4.3 which are on tonight's agenda.

- President's Report – Ms. Tonkin reported that it was with great pleasure the board of education unanimously recommended the appointment of Ms. Mary McLoughlin as the permanent Superintendent of Schools. Ms. Tonkin also held a moment of silence for all those who have been affected by the loss of loved ones due to COVID -19.

APPROVAL OF MINUTES – Mr. Patel motioned that the Board of Education approve the minutes of the following meeting seconded by Ms. Miller. Upon call of the question, the motion carried with eight members voting in favor and Ms. Bursh abstaining.

March 18, 2020                      Executive Session Meeting

APPROVAL OF MINUTES – Mr. Patel motioned that the Board of Education approve the minutes of the following meeting seconded by Mr. Tiwari and approved by a unanimous vote.

March 24, 2020                      Executive Session I Meeting

APPROVAL OF MINUTES – Ms. Miller motioned that the Board of Education approve the minutes of the following meeting seconded by Mr. Patel and approved by a unanimous vote.

March 18, 2020                      Special Meeting  
 March 24, 2020                      Executive Session II Meeting  
 March 24, 2020                      Business Meeting

CORRESPONDENCE TO THE BOARD – List of correspondence to the Board:

1. Email dated 3/23/20 from S. Jarzyna regarding MHS Choir-Orchestra Trip
2. Email dated 3/26/20 from L. Naik regarding Distance Learning
3. Email dated 3/29/20 from S. Sugarman regarding Canceling Spring Break
4. Email dated 4/3/20 from D. Sethi regarding Grading System
5. Email dated 4/10/20 from V. Karaman regarding Zoom

PUBLIC COMMENTS

- Mr. Tiwari congratulated Ms. McLoughlin on being appointed Superintendent.
- Ms. Jennifer Riddell – APSMT President – thanked the Board for their commitment during these times. Thanked all of the administrators and educational professionals for their work during this time. The APSMT ratified the Memorandum of Agreement last Wednesday. Ms. Riddell then congratulated Ms. McLoughlin on being appointed Superintendent.
- Various members of the APSMT held up signs and posted chat comments congratulating Ms. McLoughlin on her appointment as Superintendent.
- Mr. Mason stated that distance learning is working due to the collaborative process.
- Ms. Mattis congratulated Ms. McLoughlin and her family.
- Ms. McLoughlin thanked everyone for their support.

**ACTION AGENDA**

Mr. Morack, Jr. motioned items 1.1 through 4.3 seconded by Ms. Miller and approved by a unanimous roll call vote.

**1.0 ADMINISTRATIVE**

1.1 Routine Monthly Reports – Accept the following reports:

- a. Student Control Report
- b. Fire/Security Drill Report

1.2 Calendar Approval - Approve the amended Academic School Calendar for the 2019-2020 school year as per the attachment (see Page 23).

1.3 Policy Second Reading - Accept and adopt the following policies and regulations following a second reading:

3370	Teaching Staff Member Tenure
4219	Commercial Driver Controlled Substances and Alcohol Use Testing
7440	School District Security
7440R	School District Security
8670	Transportation of Students with Special Needs

1.4 Resolution Opposing Delay in Transmission of Property Tax Revenue to School Districts – approve the following resolution:

WHEREAS, Assembly Bill 3902, currently pending in the State Legislature, would authorize the Department of Community Affairs to permit municipalities to delay the transmission of property tax revenues to school districts during gubernatorial-declared emergencies; and

WHEREAS, New Jersey's public schools are highly dependent on property tax revenue to support education programs; and

WHEREAS, on average, local property taxes constitute close to 60% of public school revenue, with the percentage even greater in other districts such as Montgomery where it constitutes 86%; and

WHEREAS, a delay in payments from municipalities would result in a financial crisis for school districts, seriously disrupting the educational process—and bringing it to a halt; and

WHEREAS, although public school buildings are closed during the current health emergency, the education of our students is taking place through remote learning and home instruction; and

WHEREAS, continued timely transmission of school property taxes is critical for the education process to continue without interruption; and

WHEREAS, even though municipalities are designated as the authorities to collect property taxes, these taxes are levied for specific purposes—e.g., municipal, school, county, fire district—and these obligations must continue to be met; and

WHEREAS, as currently written, A-3902, which is intended to ease a financial burden on municipalities, would place a severe strain on school districts and the students and families that they serve; and

WHEREAS, the Montgomery Township Board of Education recognizes the impact of the current public health emergency on the state and local governments, as well as local school districts, but believes this legislation would worsen the situation for our communities.

NOW, THEREFORE, BE IT RESOLVED that the Montgomery Township Board of Education urges the State Senate and the Governor to oppose A-3902; and be it further

RESOLVED, that this resolution be delivered to Governor Phil Murphy, State Senate President Stephen M. Sweeney, Assembly Speaker Craig Coughlin; and the 16<sup>th</sup> Legislative District’s representatives in the state Senate and General Assembly; and be it further

RESOLVED, that copies of this resolution be sent to the New Jersey School Boards Association.

1.5 Affirmative Action Officers 2020-2021 – It is recommended that the Board appoint the following personnel as Affirmative Action/504 Officers for the 2020-2021 school year:

- Daniel Van Hise (OHES), Lia Camuto (VES), Lisa Romano (MMS-Lower Campus), Kimberly Dewrell (MMS-Upper Campus), Naoma Green (MHS) – Students
- Kelly Mattis – District Personnel

1.6 Anti-Bullying Specialists 2020-2021 – It is recommended that the Board appoint the following personnel as Anti-Bullying Specialists for the 2020-2021 school year:

- Tracy Vail and Wendy Gelinis (OHES), Lauren Fornal and Jolene Schantz (VES), Lesley Haas and Kevin Armstrong (MMS – Lower Campus), Jeanne Fedun and Allison Doyle Smith (MMS – Upper Campus), Keith Glock, Maureen Conway and Matthew Pogue (MHS) – Students
- Kristen Taylor, District Anti-Bullying Coordinator

**2.0 CURRICULUM & INSTRUCTION**

2.1 Consultant Approvals 2019-2020 - Approve the following consultant for the 2019-2020 school year:

CONSULTANT NAME/VENDOR	SERVICES PROVIDED	RATES OF SERVICE
Beyond Communications	Speech Therapy Articulation Evaluation Articulation/Language Evaluation Executive Function Evaluation Social Skills Evaluation Diagnostic Dyslexia Evaluation IEP Review Consultation	\$140.00/hour \$350.00/Eval \$575.00/Eval \$695.00/Eval \$1200.00/Eval \$1700.00/Eval \$395.00/Eval

- 2.2 Consultant Approvals 2020-2021 - Approve the following consultant for the 2020-2021 school year:

<b>CONSULTANT NAME/VENDOR</b>	<b>SERVICES PROVIDED</b>	<b>RATES OF SERVICE</b>
Educational Services Commission of New Jersey	Master Collaborative Educational Services Agreement – July 1, 2020 – June 30, 2025	As Per Attached Schedule
Educational Services Commission of New Jersey	Master Special Education Tuition Agreement – July 1, 2020 – June 30, 2025	As Per Attached Schedule
ReThink	Rethink Platform: District Bundle Unlimited Access	\$34,425.00

- 2.3 Textbook Approval - Approve the following textbook:

<b>TITLE</b>	<b>COURSE</b>
Envision Math 5 & 6 Realize (2020)	Math 5 and Math 6

- 2.4 Subscription Service Approval 2020-2021- Approve the purchase of the following goods and services for the 2020-2021 school year:

<b>VENDOR NAME</b>	<b>GOODS AND SERVICES PROVIDED</b>	<b>COST</b>
Go Sign Me Up	License for software service subscription for the 2020-2021 school year.	Total Cost: \$4,225.00 <i>Funded by ESEA Title II Grant Funds</i>

- 2.5 District Distance Learning Plan, 2019-2020 – Approve the 2019-2020 K-12 District Distance Learning Plan to be used during an extended emergency school closing.
- 2.6 Out-of-District Tuition Students – Accept the following students for the grades indicated at the Board-approved tuition rates for the 2020-2021 school year:  
 B.L. – 5<sup>th</sup> Grade  
 K.C. – 12<sup>th</sup> Grade

### **3.0 OPERATIONS, FACILITIES AND FINANCE**

- 3.1 Acceptance of the Financial Reports

WHEREAS, N.J.A.C. 6A:23A-16.10 requires the Board Secretary and the Board of Education of the Montgomery School District to certify that no budgetary line item account has been over-expended and that the sufficient funds are available to meet the District's financial obligation, and

WHEREAS, N.J.A.C. 6A:23A-16.10 further requires the Board of Education of the Montgomery Township School District receive and accept the monthly financial statement, the Board Secretary's and Treasurer's Reports; and

WHEREAS, the Board Secretary's and Treasurer's Reports for the month ending March 31, 2020 are presented for the Board to accept and are on file in the Office of the School Business Administrator;

NOW THEREFORE BE IT RESOLVED, the Board of Education of the Montgomery Township School District acknowledges receipt of and accepts the Board Secretary's and Treasurer's Reports for the month ending March 31, 2020; and

BE IT FURTHER RESOLVED, that the Board Secretary and the Board of Education certifies that no budgetary line item account has been over-expended and that there are sufficient funds available to meet the District's financial obligation.

### 3.2 Approval of Transfers

WHEREAS, N.J.A.C. 6A:23A-16.10-(c)1 states that a report shall be presented to the Board showing all transfers between line item accounts for each line item account shown on the budget prepared in accordance with N.J.S.A. 18A:22-8; and

WHEREAS, Board Policy 6422 designates the Superintendent of Schools to approve transfers as necessary between meetings of the Board and be reported to the Board, ratified and duly recorded in the minutes at a subsequent Board meeting; and

WHEREAS, transfers were necessary to maintain the needs of the district and are on file in the Office of the School Business Administrator,

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education ratifies and approves the transfers through March 31, 2020 within the 2019-2020 school year budget, as approved by the Superintendent, so that no budgetary line item account has been over-expended and that sufficient funds would be available to meet the district's financial obligations, as requested by various district;

BE IT FURTHER RESOLVED, this resolution shall take effect immediately, and the Montgomery Township Board of Education authorizes the Superintendent, Board President and School Business Administrator to sign any documents on behalf of the Montgomery Board of Education with regards to exercising the intent of this resolution.

### 3.3 Approval of Bill Lists

WHEREAS, N.J.S.A. 18A:19, Expenditure of Funds; Audit and Payment of Claims, provides Board of Educations to make payments on claims for goods received and services rendered payable to the order of the person entitled to receive the amount after approval by the board; or in accordance with payrolls duly certified; or debt service or when provided by resolution approval by a person designated by the board; and



WHEREAS, a list of bills dated March 31, 2020 and April 29, 2020 is being presented to the board with the recommendation that they be ratified and paid respectively; and

WHEREAS, each claim or demand has been fully itemized, verified and audited as required by law in accordance with N.J.S.A. 18A:19-2;

NOW THEREFORE BE IT RESOLVED, that the Montgomery Township Board of Education approves the list of bills for payment in the grand sum of \$8,661,361.93 and

<b>General Account</b>	\$8,559,387.29
<b>Food Service Account</b>	\$101,974.64
<b>TOTAL</b>	<b>\$8,661,361.93</b>

BE IT FURTHER RESOLVED, the list of bills are on file in the Office of the School Business Administrator, and

BE IT FURTHER RESOLVED, that the Montgomery Township Board of Education authorizes the School Business Administrator to pay bills if it is determined that a need arises prior to the next board meeting in accordance with Board Policy 6470 – Payment of Claims.

3.4 Approval of the Adoption of Estimated Tuition Rates for 2020-2021 - establish the following estimated tuition rates for the 2020-2021 school year:

Integrated Preschool	\$ 3,900
Kindergarten	\$13,370
Grades 1-5	\$16,528
Grades 6-8	\$16,626
Grades 9-12	\$16,556
Learning Language Disabled (LLD)	\$35,875
Autistic	\$82,246
Preschool Disabled Part Time (PSD)	\$45,790
Preschool Disabled Full Time (PSD)	\$41,206
Visually Impaired	\$73,706

3.5 A. Adoption of the 2020-2021 Proposed Budget – that the Board of Education adopt the 2020-2021 proposed budget as follows:

General Fund	\$ 91,203,071
Special Revenue Fund	\$ 1,147,343
Debt Service Fund	\$ 8,171,795
<b>Total Tentative Budget</b>	<b>\$100,522,209</b>

B. Amount to be Raised for Taxes – General Fund – that the Board of Education acknowledge that \$79,696,835 be raised for General Funds for the ensuing school year (2020-2021).

- Montgomery portion \$77,699,267
- Rocky Hill portion \$ 1,997,568

C. Amount to be Raised for Taxes – Debt Service – that the Board of Education acknowledge that \$7,097,597 be raised to support the debt service budget for the ensuing school year (2020-2021).

- Montgomery portion                   \$7,050,008
- Rocky Hill portion                   \$ 47,589

3.6 Food Service Management Agreement – that the Board of Education renew the agreement with COMPASS GROUP USA, INC., by and through its CHARTWELLS Division as the district's Food Services management company for the 2020-2021 school year with the following management fee, guaranteed return and investment:

A. DURATION OF AGREEMENT

- 1) This agreement begins on July 1, 2020 and ends on June 30, 2021.

B. MANAGEMENT FEE(S)/GUARANTEES

1) FEES

Management Fee. Chartwells shall charge the Local Education Agency a Management Fee of Eleven Thousand Three Hundred Ninety-Four dollars (\$11,394) per month for the ten (10) months for an annual total of One Hundred Thirteen Thousand Nine Hundred Forty dollars (\$113,940) during the academic year.

2) GUARANTEE

Guaranteed Return. Chartwells guarantees that the return to the LEA from the Food Service Program for the school year will be at least \$75,000 and is unlimited. Guarantee Reimbursement conditions and assumptions remain the same as previously agreed upon in the First Renewal Fee contract.

3.7 Addendum to Settlement Agreement– Approve the following resolution pertaining to a special education addendum to a 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 Addendum to 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 Addendum to the Settlement Agreement and Release and any other documents necessary to effectuate the addendum.

3.8 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 Agreement.

- 3.9 Appointment of Professional Service - approve the appointment of Phoenix Advisors as Financial Advisor for Continuing Disclosure Agent services for \$1,000 base fee and \$200 initial setup fee for each new bond issue set up during the year for the 2020-2021 school year.
- 3.10 Approve the Following Resolution Regarding the Refunding of all or a Portion of the Outstanding Callable School Bonds –

**REFUNDING BOND ORDINANCE OF THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY IN THE COUNTY OF SOMERSET, NEW JERSEY, PROVIDING FOR THE REFUNDING OF ALL OR A PORTION OF THE OUTSTANDING CALLABLE SCHOOL BONDS OF THE SCHOOL DISTRICT, DATED FEBRUARY 25, 2010, ISSUED IN THE ORIGINAL PRINCIPAL AMOUNT OF \$14,125,000, AND/OR ALL OR A PORTION OF THE OUTSTANDING CALLABLE REFUNDING SCHOOL BONDS OF THE SCHOOL DISTRICT, DATED MAY 10, 2011, ISSUED IN THE ORIGINAL PRINCIPAL AMOUNT OF \$17,215,000, APPROPRIATING NOT TO EXCEED \$11,000,000 THEREFOR AND AUTHORIZING THE ISSUANCE OF NOT TO EXCEED \$11,000,000 REFUNDING BONDS TO PROVIDE FOR SUCH REFUNDING**

BE IT ORDAINED BY THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTGOMERY IN THE COUNTY OF SOMERSET, NEW JERSEY (not less than two-thirds of all members thereof affirmatively concurring) AS FOLLOWS:

Section 1. The Board of Education of the Township of Montgomery in the County of Somerset, New Jersey (the "School District") is hereby authorized to refund all or a portion of the outstanding callable School Bonds of the School District originally issued in the principal amount of \$14,125,000 and dated February 25, 2010 (the "2010 Bonds") and/or to refund all or a portion of the outstanding callable Refunding School Bonds of the School District issued in the original principal amount of \$17,215,000 and dated May 10, 2011 (the "2011 Bonds") (the 2010 Bonds and the 2011 Bonds are collectively referred to herein as the "Prior Bonds"). The 2010 Bonds maturing on or after September 1, 2021 (the "2010 Refunded Bonds") may be redeemed at the option of the School District in whole or in part on any date on or after September 1, 2020 (the "2010 Redemption Date") at a redemption price equal to 100% of the 2010 Refunded Bonds to be redeemed plus accrued interest, if any, to the 2010 Redemption Date.

The 2011 Bonds maturing on or after August 1, 2021 (the "2011 Refunded Bonds") may be redeemed at the option of the School District in whole or in part on any date on or after August 1, 2020 (the "2011 Redemption Date") at a redemption price equal to the par amount

of the 2011 Refunded Bonds to be redeemed plus accrued interest, if any, to the 2011 Redemption Date.

Section 2. In order to finance the cost of the purpose described in Section 1 hereof, negotiable refunding bonds (the "Refunding Bonds") are hereby authorized to be issued in the aggregate principal amount not to exceed \$11,000,000 pursuant to N.J.S.A. 18A:24-61 et seq.

Section 3. An aggregate amount not exceeding \$150,000 for items of expense listed in and permitted under N.J.S.A. 18A:24-61.4 has been included in the aggregate principal amount of Refunding Bonds authorized herein.

Section 4. The purpose of the refunding is to incur an interest cost savings for the School District.

Section 5. A supplemental debt statement has been prepared and filed in the offices of the Montgomery Township Clerk and the Rocky Hill Borough Clerk (collectively, the "Constituent Municipalities") and the Business Administrator/Board Secretary and in the office of the Director of the Division of Local Government Services in the Department of Community Affairs of the State of New Jersey as required by law. Such statement shows that the gross debt of the Constituent Municipalities as defined in the Local Bond Law and the school debt of the School District is increased by the amount the Refunding Bond authorization exceeds the amount of the proposed refunded bonds.

Section 6. No Local Finance Board approval is required as the issuance of the Refunding Bonds will comply with the requirements of N.J.A.C. 5:30-2.5.

Section 7. The Board President, the Superintendent, the Business Administrator/Board Secretary and other appropriate representatives of the School District are hereby authorized to prepare such documents, to publish such notices and to take such other actions as are necessary or desirable to enable the School District to prepare for the sale and the issuance of the Refunding Bonds authorized herein and to provide for the redemption of Prior Bonds referred to in Section 1 hereof.

Section 8. This bond ordinance shall take effect immediately after final adoption.

- 3.11 Approval of New Jersey Schools Insurance Group (NJSIG) Safety Grant Program Application – approve the submission of a grant application for the Safety Grant Program through the New Jersey Schools Insurance group in the amount of \$20,481.99 for the 2020-21 school year. This grant will be used to purchase and install a visitor management system.

- 3.12 Receipt and Award of Bid – Student Transportation Services – To and From School (Bid B21-01) – Bids were received on April 8, 2020, for student transportation services-to and from school as follows:

<u>Vendor</u>	<u>Base Bids</u>	
	<u>First Student Hillsborough, NJ</u>	<u>May Transportation Dayton, NJ</u>
TT41/12H	\$24,900.00	No Bid
TT41/16UM	\$24,900.00	
TT41/14V	\$24,900.00	
+/- Adjustment Cost	+/- \$1.00	
Tier Cost	\$74,700.00	
TT42/21H	\$24,900.00	No Bid
TT42/5UM	\$24,900.00	
TT42/4V	\$24,900.00	
+/- Adjustment Cost	+/- \$1.00	
Tier Cost	\$74,700.00	
TT43/24H	\$24,900.00	No Bid
TT43/13UM	\$24,900.00	
TT43/11V	\$24,900.00	
+/- Adjustment Cost	+/- \$1.00	
Tier Cost	\$74,700.00	
TT4/6H	No Bid	\$22,978.80
TT4/3LM		\$22,978.80
TT4/13R		\$22,978.80
+/- Adjustment Cost		+/- \$3.50
Tier Cost		\$68,936.40

It is recommended that these bids be rejected due to an error in the bid specifications.

- 3.13 Award of Negotiated Contract – Student Transportation Services – School Related Activity - approve the following resolution regarding Student Transportation Services – School Related Activity as follows.

WHEREAS, the Montgomery Township Board of Education (“the Board”) advertised for bids for Student Transportation Services – School Related Activity; and

WHEREAS, the Board advertised on two occasions for bids regarding Student Transportation Services and on both occasions no bids were received; and

WHEREAS, the Board authorized the School Business Administrator to negotiated a contract for Student Transportation Services pursuant to N.J.S.A. 18A:18A-5(c); and

WHEREAS, Conover Transportation, LLC submitted the lowest negotiated price, and

WHEREAS, Conover Transportation, LLC bid is deemed reasonable and responsive in all material respects and it is the Board's desire to award the contract to Conover Transportation, LLC.

NOW, THEREFORE, BE IT RESOLVED that the Board hereby awards the contract to Conover Transportation negotiated as follows:

	<u>3 Hour Minimum Cost per Bus</u>	<u>Cost of Additional Hour Over Minimum</u>
Various Athletic Trips for Spring 2020 Between 2:00 P.M. & 4:00 P.M.	\$375.00	\$125.00

- 3.14 Receipt and Award of Bid – Partial Roof Replacement at Village Elementary School (Bid #CP20-01/PSA-8412) – Bids were received on April 21, 2020 for partial roof replacement at Village Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>	<u>Alt #1-Exhaust Fan Replacement</u>	<u>Atl #2-Fence Enclosure</u>	<u>Alt #3-Relocate Condensing Units</u>
Badger Roofing Company, Inc. Middlesex, NJ	\$253,780.00	\$10,850.00	\$19,200.00	\$54,950.00
D. A. Nolt Berlin, NJ	\$407,773.00	\$15,612.00	\$33,470.00	\$68,969.00
Integrity Roofing Inc, Rahway, NJ	\$380,340.00	\$14,154.00	\$25,880.00	\$124,977.00
Pravco Rahway, NJ	\$242,110.00	\$19,800.00	\$27,000.00	\$36,000.00
Roof Management, Inc, Wall Twp., NJ	\$293,000.00	\$45,000.00	\$60,000.00	\$260,000.00
United States Roofing Corp. North Grafton, MA	\$394,800.00	\$12,000.00	\$18,500.00	\$60,000.00

It is recommended that the Board of Education award the bid CP20-01 (PSA-8412) for partial roof replacement at Village Elementary School as follows:

<u>Vendor</u>	<u>Base Bid</u>	<u>Alt #1-Exhaust Fan Replacement</u>	<u>Alt #3-Relocate Condensing Units</u>	<u>Total Award</u>
Pravco Rahway, NJ	\$242,110.00	\$19,800.00	\$36,000.00	<b>\$297,910</b>

- 3.15 Approval for the Purchase of Two (2) 54 Passenger School Busses – approve the purchase of two (2) 54 Passenger School Busses, entered into on behalf of the Educational Services Commission of New Jersey Cooperative Pricing System #65MCESCCPS, School Bus-A, B, C & D, Bid# ESCNJ 19/20-22.

<u>Vendor</u>	<u>Contract Title and ESCNJ Contract #</u>	<u>Bus Description</u>	<u>Total</u>
Truck King International Sales & Service, Inc. Newark, NJ	School Bus A, B, C & D Bid #ESCNJ 19/20-22	54 Passenger School Bus	\$204,025.00

- 3.16 Approval for the Purchase of Two (2) 24 Passenger School Busses – approve the purchase of two (2) 24 Passenger School Busses entered into on behalf of the Educational Services Commission of New Jersey Cooperative Pricing System #65MCESCCPS, School Bus-A, B, C & D, Bid #ESCNJ 19/20-22.

<u>Vendor</u>	<u>Contract Title and ESCNJ Contract #</u>	<u>Bus Description</u>	<u>Total</u>
Hoover Truck & Bus Centers Flanders, NJ	School Bus-A, B, C & D Bid #ESCNJ 19/20-22	24 Passengers	\$138,827.00

- 3.17 Approval for the Purchase of 1200 Chromebooks – approve the purchase of 1200 chromebooks entered into on behalf of the Educational Services Commission of New Jersey Cooperative Pricing System #65MCESCCPS, Technology Supplies and Services, Bid #ESCNJ 18/19-03.

<u>Vendor</u>	<u>Contract Title and ESCNJ Contract #</u>	<u>Description</u>	<u>Total</u>
CDW-G Vernon Hills, IL	Technology Supplies and Services Bid #ESCNJ 18/19-03	1200 Chromebooks	\$335,340.00

- 3.18 New Jersey Cooperative Bid (Educational Data Services) – approval of the award of bids received by Educational Service Commission of Morris County, Morris Plains, NJ on behalf of the New Jersey Cooperative Bid Members for the 2020-2021 school year as follows:

<u>Category</u>	<u>Vendor</u>
General Classroom Supplies	Cascade School Supplies
Audio Visual Supplies	Adorama Inc, Acco Brands USA, LLC Camcor, Inc. Paper Clips, Inc.

	PC University Distributors, Inc. School Specialty, Inc. Troxell Communications, Inc. Valiant National/AllTec
Copy Duplicator Paper	W. B. Mason Co., Inc.
Custodial Supplies	Donna Jana Enterprizes LLC/My Price Supply Indco, Inc. Interboro Packaging Corporation Staples Contracts & Commercial LLC W.B. Mason Co., Inc. W.W. Grainger, Inc.
Family Consumer Science Supplies	Metco Supply Inc. NASCO Education LLC S.A.N.E.
Fine Arts Supplies	Blick Art Materials LLC Cascade School Supplies NASCO Education LLC National Art & School Supplies, Inc. School Specialty, Inc. W. B. Mason Co., Inc.
Health & Trainer Supplies	Henry Schein Inc. Performance Health Supply Inc. dba Medco Supply School Health Corporation
Library Supplies	DEMCO, Inc. The Library Store, Inc.
Math Supplies	EAI Education/Eric Armin Inc. NASCO Education LLC
Office/Computer Supplies	Staples Contract & Commercial, Inc.
Physical Education Supplies	NASCO Education LLC Palos Sports, Inc. dba School Health Corp. Passon's Sports/BSN Sports/US Games/Varsity Sports School Specialty, Inc. Winning Teams by Nissel, LLC
Rocketry	Midwest Technology Products Pitsco Education
Science Supplies	Carolina Biological Supply, Co. EAI Education/Eric Armin Inc.



Fisher Scientific Company LLC  
Flinn Scientific Inc.  
NASCO Education LLC  
PARCO Scientific Company  
PITSCO Education  
Sargent-Welch/VWR International, LLC  
School Specialty, Inc.  
Ward's Science/VWR International, LLC

Special Needs

NASCO Education LLC  
School Health Corporation  
School Specialty, Inc,  
Super Duper Publications

Teaching Aids

Becker's School Supplies  
Cascade School Supplies  
Discount School Supply/Early Childhood  
LLC  
EAI Education/Eric Armin Inc.  
Kaplan Early Learning Company  
Kurtz Bros. Inc.  
Lakeshore Learning Materials  
NASCO Education Inc.  
Really Good Stuff, LLC  
School Specialty, Inc.  
S & S Worldwide, Inc.  
United Supply Corp.

Technology Supplies

Electronix Express  
Klingspor's Woodworking Shop  
Metco Supply Inc.  
Midwest Technology Products  
Paxton Patterson, LLC  
Pitsco Education

World Languages

Teachers Discovery/American Eagle Co. Inc.

- 3.19 Receipt/Award of Bid – Lease Purchase Financing (Q21-01) – Quotes were received on April 22, 2020 for lease purchase financing as follows:

**Bid Results Three-Year Lease:**

<u>Respondent</u>	<u>Rate Quote</u>
US Bank Delran, NJ	1.518%
Key Government Finance Buffalo, NY	2.48%
Signature Bank Greenwich, CT	2.74%

**Bid Results Four-Year Lease:**

<u>Respondent</u>	<u>Rate Quote</u>
US Bank Delran, NJ	1.606%
Key Government Finance Buffalo, NY	2.23%
Signature Bank Greenwich, CT	2.74%

It is recommended that the Board of Education award quote Q21-01 for lease purchase financing as follows:

<u>Vendor</u>	
US Bank Delran, NJ	1.518% (Three-Year Lease)
US Bank Delran, NJ	1.606% (Four-Year Lease)

- 3.20 Approval of 2020-2021 Yearly Appointments and Contracts - It is recommended that the following contracts be issued and announced for the 2020-2021 school year:

- A. Board Attorney - Whereas, the Montgomery Township Board of Education requires professional attorney services to be performed for the school year 2020-2021 and whereas, the firm of Fogarty & Hara are attorneys in the State of New Jersey and are willing to perform said services:

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

That the Montgomery Township Board of Education will compensate Fogarty & Hara for said attorney services at the rate of one hundred and seventy-five (\$175) per hour for a partner and one hundred fifty-five dollars (\$155) for an associate for the year 2020-2021.

- B. Architect of Record – Whereas, the Montgomery Township Board of Education requires professional architectural services to be performed for the school year 2020-2021 and whereas, the firm of Parette Somjen Architects are architects in the State of New Jersey and are willing to perform said services:

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

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

Schedule of Hourly Rates – 2020-2021

Principal(s): Licensed Architect	\$165.00
Partner(s): Licensed Architect	\$165.00
Director(s)	\$155.00
Senior Associate(s)	\$155.00
Associate(s)	\$144.00
Senior Project Architect(s)	\$144.00
Senior Certified Interior Designer(s)	\$144.00
Project Architect(s)	\$123.00
Project Manager(s)	\$123.00
Contract Administrator(s)	\$108.00
Assistant Project Manager(s)/Staff Architect(s)	\$ 89.00
Certified Interior Designer(s)	\$ 89.00
Job Captain	\$ 81.00
Architectural Intern(s)/Designers: Level 3	\$ 80.00
Architectural Intern(s)/Designers: Level 2	\$ 77.00
Architectural Intern(s)/Designers: Level 1	\$ 63.00
Administrative Assistant(s)	\$ 53.00

- C. Appointment of Auditor – It is recommended that the Montgomery Township Board of Education appoint Suplee, Clooney & Company of Westfield, New Jersey as Auditor to the district for the 2020-2021 school year at the fee of \$27,050.00 in accordance with the scope of audit as defined in N.J.S.A. 18A:23.

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

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

- D. Appointment of School Physician – appoint Dr. Bert Mandelbaum as school physician for the 2020-2021 school year at the cost of \$20,000.
- E. Re-Adoption of Board Policies and Bylaws for the 2020-2021 School Year - Re-adopt the existing policies and bylaws of the Board of Education for the 2020-2021 school year with the understanding that revision of Board policy can be made at any time by Board action.

- 3.21 Receipt and Award of Rebid – Student Transportation Services – To and From School (Rebid B21-01) – Bids were received on April 28, 2020 for student transportation services-to and from school as follows:

<u>Vendor</u>	<u>Base Bids</u>		
	<u>First Student Hillsborough, NJ</u>	<u>May Transportation Dayton, NJ</u>	<u>Montauk Transit, LLC Yaphank, NY</u>
Route #'s			
TT41/12H	\$25,200.00	No Bid	\$28,800.00
TT41/16UM	\$25,200.00		\$28,800.00
TT41/14V	\$25,200.00		\$28,800.00
+/- Adjustment	\$1.00/mile		\$1.00/mile
Cost			
<b>Tier Cost</b>	<b>\$75,600.00</b>		<b>\$86,400.00</b>
TT42/21H	\$24,900.00	No Bid	\$28,800.00
TT42/5UM	\$24,900.00		\$28,800.00
TT42/4V	\$24,900.00		\$28,800.00
+/- Adjustment	\$1.00/mile		\$1.00/mile
Cost			
<b>Tier Cost</b>	<b>\$74,700.00</b>		<b>\$86,400.00</b>
TT43/24H	\$25,200.00	\$24,240.60	\$28,800.00
TT43/13UM	\$25,200.00	\$24,240.60	\$28,800.00
TT43/11V	\$25,200.00	\$24,238.80	\$28,800.00
+/- Adjustment	\$1.00/mile	\$4.50/mile	\$1.00/mile
Cost			
<b>Tier Cost</b>	<b>\$75,600.00</b>	<b>\$72,720.00</b>	<b>\$86,400.00</b>

It is recommended that the Board of Education award the rebid of B21-01, student transportation services-to and from school as follows:

<u>Vendor</u>	<u>Route #'s</u>	
First Student	TT41/12H	\$25,200.00
Hillsborough, NJ	TT41/16UM	\$25,200.00
	TT41/14V	\$25,200.00
	+/- Adjustment	\$1.00/mile
	Cost	
	<b>Tier Cost</b>	<b>\$75,600.00</b>

TT42/21H	\$24,900.00
TT42/5UM	\$24,900.00
TT42/4V	\$24,900.00
+/- Adjustment	\$1.00/mile
Cost	
Tier Cost	\$74,700.00

May Transportation	TT43/24H	\$24,240.60
Dayton, NJ	TT43/13UM	\$24,240.60
	TT43/11V	\$24,238.80
	+/- Adjustment	\$4.50/mile
	Cost	
	Tier Cost	\$72,720.00

#### **4.0 PERSONNEL**

- 4.1 Approval of Personnel Agenda – approve the personnel agenda as attached (see Pages 24-53).
- 4.2 Approval of the Extension of a Sidebar Agreement for an ESY Coordinator Position – approve the extension of the Sidebar Agreement effective through the 2021-2022 school year (see Page 53).
- 4.3 Approval of Appointment of Superintendent – approve the appointment of Ms. Mary McLoughlin as the Superintendent of Schools effective July 1, 2020 and ending on June 30, 2023(see Page 53).

#### **ANNOUNCEMENTS BY THE PRESIDENT**

- Ms. Tonkin announced that the Board will be returning to Executive Session. She also stated that the next Board meeting will be held on May 19, 2020

#### **EXECUTIVE SESSION**

The Board convened in Executive Session at 9:07 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.

WHEREAS, the items that are permitted to be discussed in executive session are as follows:

- 1) a matter rendered confidential by federal or state law
- 2) a matter in which release of information would impair the right to receive government funds
- 3) material the disclosure of which constitutes an unwarranted invasion of individual privacy
- 4) a collective bargaining agreement and/or negotiations related to it
- 5) a matter involving the purchase, lease, or acquisition of real property with public funds
- 6) protection of public safety and property and/or investigations of possible violations or violations of law
- 7) pending or anticipated litigation or contract negotiations and/or matters of attorney-client privilege

- 8) specific prospective or current employees unless all who could be adversely affected request an open session
- 9) deliberation after a public hearing that could result in a civil penalty or other loss

NOW THEREFORE BE IT RESOLVED, that the Board of Education will be discussing item 7.

Action will not take place on this item.

The matter discussed in executive session shall be disclosed to the public when the need for confidentiality no longer exists.

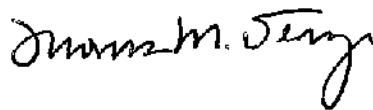
**RECONVENE IN OPEN SESSION** – The Board returned from Executive session at 10:17 p.m.

**ADJOURNMENT**

Mr. Tiwari motioned to adjourn at 10:18 p.m. seconded by Ms. Rao. Upon call of the question, the motion carried unanimously.

The meeting was adjourned at 10:18 p.m.

Respectfully Submitted,



Thomas M. Venanzi  
Interim Board Secretary



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

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Effective</b>	<b>Reason</b>	<b>Dates of Employment/Notes</b>
OHES	Sharon	Bartolomei	Teacher/Grade 1 TCH.OH.TCHR.01.11	10/01/2020	Retirement	12/21/2005 – 09/30/2020
MHS	Willard	Cruser	Custodian CUS.HS.CUST.NA.05	07/01/2020	Retirement	05/22/2006 – 06/30/2020
OHES	Lisa	Gappa	Teacher/Academic Support TCH.OH.BSI.MG.06	01/01/2020	Retirement	09/01/1996 – 02/20/2020 (Employee continued to receive pay through 2/20/20 pending the outcome of her retirement application)
DISTRICT	Jaime	Velez	District Software Coordinator TEC.BO.SFTW.NA.01	09/01/2020	Resignation	08/20/2012 – 08/31/2020 - Rescind

**Leaves of Absence**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Type of Leave</b>	<b>Dates of Leave/Notes</b>
OHES	Jennifer	Dyba	Occupational Therapist TCH.FL.OT.MG.02	Leave of Absence Anticipated Return	04/09/2020 – 05/08/2020 (Paid; w/ Benefits) 05/11/2020
TRANS	Pamela	Gara	Bus Driver TRN.TR.DRVR.NA.20	FMLA Anticipated Return	01/06/2020 – 03/27/2020 (Unpaid; w/ Benefits) 03/30/2020 - <i>Revised</i>
VES	Kristen	Gluck	Teacher/Grade 3 TCH.VS.TCHR.03.08	Temporary Disability FMLA Unpaid Leave Anticipated Return	04/06/2020 – 06/23/2020 (Paid; waives Benefits)- <i>Revised</i> 09/01/2020 – 11/20/2020 (Unpaid; waives Benefits) 11/23/2020 – 06/30/2021 09/01/2021
MHS	Brian	Grieco	Teacher/Physics TCH.HS.SCNC.MG.05	Leave of Absence Anticipated Return	04/07/2020 – 05/15/2020 (Paid; w/ Benefits) 05/18/2020
LMS	Kristin	Kaplan	Teacher/LA Grade 6 TCH.LM.ENGL.06.06	FMLA Unpaid Leave Anticipated Return	09/01/2020 – 11/20/2020 (Unpaid; waives Benefits) 11/23/2020 – 01/01/2021 01/04/2021



LMS	Norelis	Martinez	Teacher/ESL TCH.LM.ESL.MG.05	Leave of Absence FMLA  Anticipated Return	01/21/2020 – 02/06/2020 (.5 day) (Paid; w/ Benefits) 02/06/2020 (.5 day) – 05/01/2020 (Unpaid; w/Benefits) - <i>Revised</i> 05/04/2020 – <i>Revised</i>
TRANS	Sharon	Newcomer	Bus Driver TRN.TR.DRVR.NA.25	Leave of Absence Anticipated Return	03/10/2020 – 04/17/2020 (Paid; w/ Benefits) - <i>Revised</i> . 04/20/2020 * <i>Revised</i>

**Appointments/Renewals (Certificated Staff)**

Location	First	Last	Position	Replacing	Degree	Step	Salary	Pro-rated	Dates of Employment/Notes
OHES	Kelsie	Agron	Teacher/Special Education TCH.OH.RCTR.MG.12	Samantha Borelli	BA	3-4 (C)	\$63,485		09/01/2020 – 06/30/2021
LMS	Mario	Benitez	Teacher/ESL (Leave Replacement) TCH.LM.ESL.MG.05	Norelis Martinez	BA	2-3 (B)	\$61,925	Yes	03/30/2020 – 05/01/2020
VES	Andrew	Martinez	Teacher/Grade 3 (Leave Replacement) TCH.VS.TCHR.03.08	Kristen Gluck	BA	1 (A)	\$61,025	Yes	04/06/2020 – 06/30/2020

**Appointments/Renewals (Non-Certificated Staff)**

Location	First	Last	Position	Replacing	Step	Salary	Pro-rated	Dates of Employment/Notes
LMS	Tara	Andreychak	Secretary/Book 12 Mo SEC.LM.PRIN.UG.01	Megan Bladel	5	\$51,620		07/01/2020 – 06/30/2021
LMS	RoseMarie	D'Allegro	10 Month Secretary SEC.LM.LIBR.UG.10	Jocelyn Scott	1	\$35,825		09/01/2020 – 06/30/2021
OHES	Priyanka	Puwar	Paraprofessional AID.OH.TIA.LD.03	Francieli Schafler	1	\$26,130		09/01/2020 – 06/30/2021

**2020-21 Renewals – Certificated Staff**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Degree</b>	<b>Step</b>	<b>Board Index</b>	<b>Salary</b>
HS	Jaissa	Almonte	Math	BA	9-10	F	\$68,235.00
HS	Jennifer	Amberson	Special Education	MA	26	P	\$92,570.00
HS	Kelly	Apel	School Counselor	MA+15	12	H	\$80,235.00
HS	Susanne	Asral	Spanish	BA	23-24	N	\$83,235.00
HS	Brian	Beyer	Latin	MA	19-20	L	\$85,485.00
HS	Sarah	Bickel	English	BA	17-18	K	\$77,610.00
HS	Hope	Boczon	Special Education	MA+15	15-16	J	\$83,985.00
HS	Nathalie	Bogen	French	BA	13-14	I	\$73,860.00
HS	Michael	Brennan	Music - Instrumental	BA	7-8	E	\$66,360.00
HS	Rama	Bulusu	Science - Physical	MA+60	25	O	\$100,110.00
HS	Craig	Buszka	Science - Physical	MA	21-22	M	\$87,360.00
HS	Michele	Caltiere	Special Education	MA+45	25	O	\$97,860.00
HS	Sean	Carty	Special Education	BA	13-14	I	\$73,860.00
HS	Carolyn	Casey	Health & PE	MA+60	17-18	K	\$92,610.00
HS	Ashley	Castronovo	Math	MA	7-8	E	\$72,360.00
HS	Lisa	Chedid	Science-Chemistry	MA+60	23-24	N	\$98,235.00
HS	Karen	Cohen	Business Law	MA+15	26	P	\$94,820.00
HS	Kristiana	Colandrea	Math	BA	3-4	C	\$63,485.00
HS	Maureen	Conway	School Counselor	MA	7-8	E	\$72,360.00
HS	Tina	Dailey	Art	MA	19-20	L	\$85,485.00
HS	Stacey	Delbridge	School Psychologist	MA+60	21-22	M	\$96,360.00
HS	Elizabeth	Dilgard	Science - Physical	BA	19-20	L	\$79,485.00
HS	Kristin	Dipietro	Math	MA+15	17-18	K	\$85,860.00
HS	William	Dominick	German (.60) Latin (.40)	MA	7-8	E	\$72,360.00
HS	Jessica	Doyle	English	MA	11	G	\$76,110.00

HS	Carlee	Dragon	Health & PE	MA+60	5-6	D	\$79,485.00
HS	Jonathan	England	Social Studies	MA	17-18	K	\$83,610.00
HS	David	English	Science-Chemistry	MA+60	15-16	J	\$90,735.00
HS	Melissa	Fattorusso	English	MA	13-14	I	\$79,860.00
HS	Vincent	Figueroa	Health & PE	MA+60	13-14	I	\$88,860.00
HS	Lisa	Fioretti	Special Education	MA+15	17-18	K	\$85,860.00
HS	Daniel	Fishman	Math	MA+60	26	P	\$101,570.00
HS	Matthew	Flug	Social Studies	BA	17-18	K	\$77,610.00
HS	Michael	Girvan	Health & PE	BA	26	P	\$86,570.00
HS	Keith	Glock	School Counselor	MA	13-14	I	\$79,860.00
HS	Cynthia	Gorman	Special Education	BA	3-4	C	\$63,485.00
HS	Jason	Gray	Special Education	BA	23-24	N	\$83,235.00
HS	Sarah	Gresko	Family & Consumer Science	BA	9-10	F	\$68,235.00
HS	Brian	Grieco	Science - Physical	MA+60	19-20	L	\$94,485.00
HS	James	Griffin	Social Studies	MA	19-20	L	\$85,485.00
HS	Christine	Grossmann	Student Assistant Counselor	BA	23-24	N	\$83,235.00
HS	Kristopher	Grundy	Special Education	MA	19-20	L	\$85,485.00
HS	Carla	Hampton	School Counselor	MA+60	21-22	M	\$96,360.00
HS	Christine	Hazynski	English	MA+60	19-20	L	\$94,485.00
HS	Jane	Heebner	Science-Chemistry	MA+45	9-10	F	\$80,985.00
HS	Gina	Iacono	Special Education	MA	17-18	K	\$83,610.00
HS	Vincent	Ingraffia	Health & PE	MA+60	13-14	I	\$88,860.00
HS	Amanda	Jacobsen	Educational Media Specialist	MA	2	B	\$68,585.00
HS	Teena	Jessu	Technology Education	MA+60	17-18	K	\$92,610.00
HS	Kawika	Kahalehoe	Music - Instrumental	MA	19-20	L	\$85,485.00
HS	Noelle	Keller	Special Education	MA	19-20	L	\$85,485.00
HS	Valeriya	Kotok	French	MA+15	9-10	F	\$76,485.00
HS	Valerie	Kruger	English	BA	12	H	\$71,985.00
HS	Karen	Krusen	School Social Worker	MA	9-10	F	\$74,235.00
HS	Karen	Kwietniak	English	MA	12	H	\$77,985.00
HS	Daniel	Lee	Science - Physical	MA	5-6	D	\$70,485.00

HS	Karin	Lee	German	BA	25	O	\$85,110.00
HS	Timothy	Leicht	Technology Education	BA	21-22	M	\$81,360.00
HS	Clarisa	Lescano - Lopez	Spanish	MA	11	G	\$76,110.00
HS	Elsa	Licinski	Spanish	MA+60	15-16	J	\$90,735.00
HS	Jennifer	Lipschutz	Certified School Nurse	BA	17-18	K	\$77,610.00
HS	Manhong	Liu	Math	MA+30	26	P	\$97,070.00
HS	Samantha	Lloyd	Math	BA	11	G	\$70,110.00
HS	James	Lopez	English	MA	7-8	E	\$72,360.00
HS	Christian	Lugo	Social Studies	MA	7-8	E	\$72,360.00
HS	Jenna	Lugo	Math	MA	7-8	E	\$72,360.00
HS	Iryna	Lupak	ESL	MA	5-6	D	\$70,485.00
HS	Viveka	Mandhyan	School Psychologist	MA+30	3-4	C	\$73,985.00
HS	L.Kimberly	Marshall	Spanish	MA+15	26	P	\$94,820.00
HS	Scott	Mason	Social Studies	BA	26	P	\$86,570.00
HS	Megan	Mastil	Transition Coordinator	MA+60	13-14	I	\$88,860.00
HS	Deirdre	McGrail	Art	MA+45	26	P	\$99,320.00
HS	Jamie	Meeker	English	MA+15	9-10	F	\$76,485.00
HS	Robert	Melusky	Athletic Trainer	MA+60	26	P	\$101,570.00
HS	Zoran	Milich	Social Studies	MA	19-20	L	\$85,485.00
HS	Stephen	Miller	Social Studies	MA+45	11	G	\$82,860.00
HS	Patrick	Minor	English	MA	3-4	C	\$69,485.00
HS	Amy	Mintz	Special Education	BA	26	P	\$86,570.00
HS	Eliana	Molano	Spanish	MA+60	23-24	N	\$98,235.00
HS	Peter	Mueller	Cinema &TV Production	MA	25	O	\$92,570.00
HS	Gale	Murphy	Social Studies	MA+45	15-16	J	\$88,485.00
HS	Dianna	Muzaurieta	English	MA+30	25	O	\$95,610.00
HS	Nicholas	Mylowe	Industrial Arts	BA	17-18	K	\$77,610.00
HS	Samantha	Nowak	English	BA	5-6	D	\$64,485.00
HS	Temmy	Olivi	English	MA+45	15-16	J	\$88,485.00
HS	Danielle	Olney	Speech Language Specialist (48%)	MA	13-14	I	\$79,860.00
HS	Debra	O'Reilly	Special Education	MA+30	19-20	L	\$89,985.00

HS	Shawn	Osteen	Athletic Trainer	MA+30	13-14	I	\$84,360.00
HS	Jessica	Pagodin	Science - Biological	MA+15	17-18	K	\$85,860.00
HS	Heather	Palecek	Art	BA	12	H	\$71,985.00
HS	Anna	Panova-Cicchino	Math	MA+45	13-14	I	\$86,610.00
HS	Ashley	Payne	Special Education	BA	3-4	C	\$63,485.00
HS	James	Pendleton	Science - Biological	BA	26	P	\$86,570.00
HS	Matthew	Pogue	School Counselor	MA	5-6	D	\$70,485.00
HS	Eugene	Porcelli	Social Studies	MA+60	13-14	I	\$88,860.00
HS	E.Mark	Priebracha	Social Studies	MA+15	15-16	J	\$83,985.00
HS	Bernadette	Rabbitt	Certified School Nurse	BA	12	H	\$71,985.00
HS	Christopher	Resch	Science - Biological	MA+15	15-16	J	\$83,985.00
HS	Erin	Reynolds	Social Studies	BA	15-16	J	\$75,735.00
HS	Joseph	Riccardi	English	BA	5-6	D	\$64,485.00
HS	Jessica	Ritson Slutter	School Counselor	MA+60	17-18	K	\$92,610.00
HS	Megan	Roeloffs	Special Education	MA	3-4	C	\$69,485.00
HS	Katherine	Romanchik	Social Studies	BA	5-6	D	\$64,485.00
HS	Audrey	Rosenthal	Special Education	MA+15	26	P	\$94,820.00
HS	Christopher	Runion	Special Education	MA+60	7-8	E	\$81,360.00
HS	Rebecca	Salazar	Spanish	MA	5-6	D	\$70,485.00
HS	Raheel	Saleem	School Counselor	MA+30	11	G	\$80,610.00
HS	Brian	Santaniello	Health & PE	BA	5-6	D	\$64,485.00
HS	Claire	Scarpa	Health & PE	MA+60	21-22	M	\$96,360.00
HS	Inez	Serrano	Math	MA	7-8	E	\$72,360.00
HS	Meredith	Sferra	Science - Biological	MA+60	17-18	K	\$92,610.00
HS	Colleen	Shanahan	Social Studies	MA+60	13-14	I	\$88,860.00
HS	Kristina	Shebchuk	Special Education	MA	21-22	M	\$87,360.00
HS	Kelly	Shedlosky	Math	MA	9-10	F	\$74,235.00
HS	Nitu	Sinha	Math	MA	13-14	I	\$79,860.00
HS	Rachel	Sitar	English	MA	15-16	J	\$81,735.00
HS	Corinne	Skelton	Special Education	MA+30	9-10	F	\$78,735.00
HS	Yannick	Smith	Health & PE	MA+60	3-4	C	\$78,485.00

HS	Johanna	Snedeker	Health & PE	MA+60	26	P	\$101,570.00
HS	Paul	Spinelli	Science - Biological	MA+60	26	P	\$101,570.00
HS	Kellye	Statz-Simon	English	BA	7-8	E	\$66,360.00
HS	Richard	Steeb	Health & PE	MA+60	15-16	J	\$90,735.00
HS	Ellen	Stein	School Social Worker	MA	17-18	K	\$83,610.00
HS	Paul	Stemmler	Social Studies	MA	23-24	N	\$89,235.00
HS	Michael	Stern	Math	MA+60	26	P	\$101,570.00
HS	Glen	Stuart	Science - Biological	MA	9-10	F	\$74,235.00
HS	Katherine	Tessein	Math	MA	13-14	I	\$79,860.00
HS	Susan	Teza	Math	BA	17-18	K	\$77,610.00
HS	Mihaela	Tingire	Math	BA	11	G	\$70,110.00
HS	Marybeth	Torralba	Special Education	MA+15	7-8	E	\$74,610.00
HS	Tiffany	Trockenbrod	Health & PE	MA+15	17-18	K	\$85,860.00
HS	Bryan	Upshaw	Health & PE	MA	9-10	F	\$74,235.00
HS	Shu	Wang	Math	MA+15	12	H	\$80,235.00
HS	James	Washburn	Social Studies	MA+60	19-20	L	\$94,485.00
HS	Kristen	Wawrzyniak	LDTC	MA+15	15-16	J	\$83,985.00
HS	Stacy	Westhusin	Science-Chemistry	MA+15	7-8	E	\$74,610.00
HS	Jeffrey	Woodworth	Music - Vocal	BA	17-18	K	\$77,610.00
UCMS	Mark	Accardi	Special Education	MA+30	7-8	E	\$76,860.00
UCMS	Jody	Adler	School Social Worker	MA+45	26	P	\$99,320.00
UCMS	Staci	Anderson	ESL	MA+15	19-20	L	\$87,735.00
UCMS	Christine	Barker	Science	BA	17-18	K	\$77,610.00
UCMS	Anthony	Barra	Language Arts	MA+45	13-14	I	\$86,610.00
UCMS	Lynn	Blakemore	Science	BA	19-20	L	\$79,485.00
UCMS	Jacquelyn	Butler	Special Education	MA	12	H	\$77,985.00
UCMS	Eileen	Cappabianca	Certified School Nurse	BA	15-16	J	\$75,735.00
UCMS	Lynn	Carro	Special Education	MA+15	12	H	\$80,235.00
UCMS	Jonathan	Carver	Social Studies	BA	15-16	J	\$75,735.00
UCMS	Mary	Chemris	Math	MA+60	17-18	K	\$92,610.00
UCMS	Robert	Chesbro	Science	MA+60	23-24	N	\$98,235.00

UCMS	Denita	Davis	Math	MA	9-10	F	\$74,235.00
UCMS	Ina	DiGangi	Language Arts	BA	19-20	L	\$79,485.00
UCMS	Kelsey	Donovan	Special Education	MA	7-8	E	\$72,360.00
UCMS	Kristen	Donahue-Doulis	Special Education	BA	17-18	K	\$77,610.00
UCMS	Allison	Doyle Smith	School Counselor	MA+30	17-18	K	\$88,110.00
UCMS	Whitney	Ehnert	Art	BA	13-14	I	\$73,860.00
UCMS	Jennifer	Elgin	Math	BA	7-8	E	\$66,360.00
UCMS	Jeanne	Fedun	School Counselor	MA+60	19-20	L	\$94,485.00
UCMS	Michelle	Feigenwinter	Special Education	MA+60	17-18	K	\$92,610.00
UCMS	Kelly	Ferrante	Science	BA	17-18	K	\$77,610.00
UCMS	Danielle	Fraser	Speech Language Specialist	MA	5-6	D	\$70,485.00
UCMS	Jessica	Giboyeaux	Spanish	MA+60	19-20	L	\$94,485.00
UCMS	Molly	Girt	Math	BA	5-6	D	\$64,485.00
UCMS	Victoria	Giunta	Health & PE	MA+60	15-16	J	\$90,735.00
UCMS	Adriana	Gonzalez-Delgado	Special Education	MA	2	B	\$68,585.00
UCMS	Jaclyn	Grundtisch	Special Education	MA	7-8	E	\$72,360.00
UCMS	Adam	Hackel	Music	MA+60	23-24	N	\$97,850.00
UCMS	Tara	Handschin	Related Arts	BA	26	P	\$86,570.00
UCMS	Lauren	Horowitz	Language Arts	MA	9-10	F	\$74,235.00
UCMS	James	Huelbig	Health & PE	MA+60	23-24	N	\$98,235.00
UCMS	Sarah	Juarez	Social Studies	BA	5-6	D	\$64,485.00
UCMS	Kelli	Kallens	Social Studies	MA+45	15-16	J	\$88,485.00
UCMS	Ryan	Kane	Health & PE	BA	13-14	I	\$73,860.00
UCMS	Karen	Kevorkian	Language Arts	MA+60	17-18	K	\$92,610.00
UCMS	Erin	Kobylarz	Health & PE	MA+30	15-16	J	\$86,235.00
UCMS	Alex	Kristopovich	Math	BA	7-8	E	\$66,360.00
UCMS	Stefanie	Lachenauer	Related Arts	MA+60	13-14	I	\$88,860.00
UCMS	Tara	Lawler	Science	BA	11	G	\$70,110.00
UCMS	Kevin	Lonergan	Social Studies	BA	26	O	\$85,110.00
UCMS	Neelam	Makvana	Music	MA	9-10	F	\$74,235.00
UCMS	Caitlin	Mannion	Language Arts	MA	3-4	C	\$69,485.00

UCMS	Violet	Markmann	Related Arts	MA+60	23-24	N	\$98,235.00
UCMS	Eric	Mazurkiewicz	Music	BA	9-10	F	\$68,235.00
UCMS	Nicholas	Milton	Science	MA+15	3-4	C	\$71,735.00
UCMS	Catherine	Mislan	Special Education	MA+60	23-24	N	\$98,235.00
UCMS	Meghan	Molinaro	Science	BA	7-8	E	\$66,360.00
UCMS	Michael	Molino	French	MA	5-6	D	\$70,485.00
UCMS	Meghan	Moore	School Counselor	MA+45	13-14	I	\$86,610.00
UCMS	James	Mulligan	Related Arts	MA	26	P	\$92,570.00
UCMS	Claudine	O'Brien	School Psychologist	MA+60	11	G	\$85,110.00
UCMS	Vyomesh	Pandit	Language Arts	MA	5-6	D	\$70,485.00
UCMS	Neeпа	Patel	Special Education	BA	17-18	K	\$77,610.00
UCMS	Maria	Pazlopez	Related Arts	MA+45	21-22	M	\$94,110.00
UCMS	Kristen	Prentice	Special Education	MA	9-10	F	\$74,235.00
UCMS	Susan	Procida	Spanish	BA	19-20	L	\$79,485.00
UCMS	Armando	Quiroz	Spanish	MA+30	7-8	E	\$76,860.00
UCMS	Scott	Ramsay	Social Studies	MA	26	P	\$92,570.00
UCMS	Nancy	Randolph	Social Studies	BA	12	H	\$71,985.00
UCMS	Michael	Razzoli	Special Education	MA	5-6	D	\$70,485.00
UCMS	Jaryd	Regner	Social Studies	MA+15	5-6	D	\$72,735.00
UCMS	Lale	Saatchi	German	BA	21-22	M	\$81,360.00
UCMS	Robert	Scarpa	Language Arts	MA+60	21-22	M	\$96,360.00
UCMS	Susan	Sheerin	Related Arts	BA	7-8	E	\$66,360.00
UCMS	Alison	Shelofsky	Special Education	MA	12	H	\$77,985.00
UCMS	Cassandra	Svecz	Math	BA	2	B	\$62,585.00
UCMS	Henna	Tailor	Math	MA+30	5-6	D	\$74,985.00
UCMS	Joanne	Tiu	Special Education	MA+45	7-8	E	\$79,110.00
UCMS	Betsey	Valenza	French	BA	13-14	I	\$73,860.00
UCMS	Cristina	Venetucci	Health & PE	BA	15-16	J	\$75,735.00
UCMS	Wendy	Wachtel	Language Arts/BSI	MA+15	21-22	M	\$89,610.00
UCMS	Marci	Warboys	Special Education	MA+60	23-24	N	\$98,235.00
UCMS	Elizabeth	Wasiak	Educational Media Specialist	MA+15	19-20	L	\$87,735.00



UCMS	Jamie	Yavorsky	Music	MA	5-6	D	\$70,485.00
UCMS	Kathleen	Young	Related Arts	BA	21-22	M	\$81,360.00
UCMS	Dara	Zimmer	Art	MA	9-10	F	\$74,235.00
LCMS	Kevin	Armstrong	School Counselor	MA+60	17-18	K	\$92,610.00
LCMS	Ridhima	Bajaj	LDTC	MA+15	13-14	I	\$82,110.00
LCMS	Timothy	Bartholomew	Grade 5 Math/Science	BA	17-18	K	\$77,610.00
LCMS	Jeremy	Beardsley	Grade 6 LA/SS	BA	21-22	M	\$81,360.00
LCMS	Jennifer	Belmont	Special Education	MA+60	17-18	K	\$92,610.00
LCMS	Lisarenee	Benz	Grade 6 Science	MA	9-10	F	\$74,235.00
LCMS	Deborah	Bilik	Grade 5 Math/Science	BA	19-20	L	\$79,485.00
LCMS	Kadie	Bond	Music	MA	7-8	E	\$72,360.00
LCMS	Damaris	Botero	Grade 5 LA/SS	BA	13-14	I	\$73,860.00
LCMS	Julie	Brenner	Grade 6 LA/SS	MA	15-16	J	\$81,735.00
LCMS	Lindsay	Camarda	Special Education	MA+30	7-8	E	\$76,860.00
LCMS	Dana	Castronovo	Special Education	BA	5-6	D	\$64,485.00
LCMS	Kristin	Ciesielski	Grade 6 Math	MA	15-16	J	\$81,735.00
LCMS	Jessica	Clarke	Special Education	MA	17-18	K	\$83,610.00
LCMS	Maya	Colitsas	Grade 6 Math	MA	19-20	L	\$85,485.00
LCMS	Tara	Dec	Technology Education	MA	17-18	K	\$83,610.00
LCMS	Jennifer	Durante	Special Education	MA+15	12	H	\$80,235.00
LCMS	Ariana	Erickson	Academic Support	MA+45	17-18	K	\$90,360.00
LCMS	Michael	Falco	Health & PE	MA+60	15-16	J	\$90,735.00
LCMS	Erika	Fedo	Special Education	MA+30	17-18	K	\$88,110.00
LCMS	Katie	Foster	Health & PE	MA+60	13-14	I	\$88,860.00
LCMS	Marissa	Fuller	Special Education	BA	19-20	L	\$79,485.00
LCMS	Veronica	Gasper	Grade 6 LA/SS	BA	3-4	C	\$63,485.00
LCMS	Norman	Gebhart	Grade 5 Math/Science	BA	26	P	\$86,570.00
LCMS/ UCMS	Maria	Gelinas	Spanish	BA	3-4	C	\$63,485.00
LCMS	Elizabeth	Gerber	Grade 6 LA/SS	MA	5-6	D	\$70,485.00
LCMS	Catherine	Gonzalez	Special Education	BA	3-4	C	\$63,485.00
LCMS	David	Gordon	Music	MA+45	19-20	L	\$92,235.00

LCMS	Nicole	Grabowski	Special Education	MA	5-6	D	\$70,485.00
LCMS	Lesley	Haas	School Counselor	MA+60	26	P	\$101,570.00
LCMS	Stephanie	Harris	Grade 5 LA/SS	MA	3-4	C	\$69,485.00
LCMS	Erin	Harsell	Grade 6 Science	MA	23-24	N	\$89,235.00
LCMS	Justine	Hickman	Health/PE	BA	11	G	\$70,110.00
LCMS	Michael	Hill	Grade 6 Social Studies	MA+60	23-24	N	\$98,235.00
LCMS	Jenny	Honold	Special Education	MA	17-18	K	\$83,610.00
LCMS	Kristin	Kaplan	Grade 6 LA/SS	BA	9-10	F	\$68,235.00
LCMS	Jocelyn	Keefe	Music	BA	15-16	J	\$75,735.00
LCMS	Stacy	Kohler	School Psychologist	MA+45	23-24	N	\$95,985.00
LCMS	Edward	Leckner	Math	BA	17-18	K	\$77,610.00
LCMS	Rachel	Ledebuhr	Special Education	MA	12	H	\$77,985.00
LCMS	Lauren	Levin	BSI	MA	13-14	I	\$79,860.00
LCMS	Meghan	Linck	Educational Media Specialist	MA	7-8	E	\$72,360.00
LCMS	Melissa	Livoti	Grade 5 LA/SS	BA	7-8	E	\$66,360.00
LCMS	Stephanie	Machlis	Grade 5 Science	BA	2	B	\$62,585.00
LCMS	Jessica	Mains	Grade 5 Math/Science	BA	13-14	I	\$73,860.00
LCMS	Matthew	Margon	Social Studies	MA	7-8	E	\$72,360.00
LCMS	Norelis	Martinez	ESL	MA	3-4	C	\$69,485.00
LCMS	Suzette	Martinho	Art	BA	9-10	F	\$68,235.00
LCMS	Jessica	Masters	Grade 5 Math/Science	BA	19-20	L	\$79,485.00
LCMS	Laura	McGill	Grade 5 LA/SS	MA	7-8	E	\$72,360.00
LCMS	Brendan	McMorrow	Health & PE	BA	15-16	J	\$75,735.00
LCMS	Alyssa	Mentzel	Special Education	MA	5-6	D	\$70,485.00
LCMS	Lindsey	Miller	Special Education	BA	15-16	J	\$75,735.00
LCMS	Joseph	Morrison	Grade 6 LA/SS	MA	5-6	D	\$70,485.00
LCMS	Suzanne	Muller	Family & Consumer Science	MA	21-22	M	\$87,360.00
LCMS	Meghan	Murphy	Grade 5 Math/Science	MA+30	19-20	L	\$89,985.00
LCMS	Brandi	Nagle	Special Education	BA	7-8	E	\$66,360.00
LCMS	Kaitlin	O'Donnell	Special Education	BA	7-8	E	\$66,360.00
LCMS	Bianca	Olsen	Grade 6 LA/SS	MA	3-4	C	\$69,485.00

LCMS	Martha	Ospina	Spanish	BA	15-16	J	\$75,735.00
LCMS	Enrica	Pirone	Grade 6 LA/SS	MA	25	O	\$91,110.00
LCMS	Lynn	Powers	Grade 6 Science	MA+30	15-16	J	\$86,235.00
LCMS	Michelle	Prior-Cernadas	Grade 5 LA/SS	MA+15	9-10	F	\$76,485.00
LCMS	Allison	Pungello	Grade 6 Math	MA	7-8	E	\$72,360.00
LCMS	David	Rabinowitz	Music - Instrumental	MA	15-16	J	\$81,735.00
LCMS	Jennifer	Rangnow	Social Studies	MA+15	21-22	M	\$89,610.00
LCMS	Rebecca	Richards	School Psychologist	MA+60	23-24	N	\$98,235.00
LCMS	Tiffany	Riley	Special Education	MA	15-16	J	\$81,735.00
LCMS	Jennifer	Romano	Special Education	MA	15-16	J	\$81,735.00
LCMS	Elise	Ryan	Science	BA	12	H	\$71,985.00
LCMS	Denise	Salvatore	Certified School Nurse	BA	21-22	M	\$81,360.00
LCMS	Christine	Seddon	Grade 5 LA/SS	MA	3-4	C	\$69,485.00
LCMS	Emily	Sheeler	Speech Language Specialist	MA	17-18	K	\$83,610.00
LCMS	Robert	Skibinski	Computer Literacy/App. Program	BA	17-18	K	\$77,610.00
LCMS	Megan	Snook	Special Education	MA	7-8	E	\$72,360.00
LCMS	Jennifer	Snyder	Grade 5 LA/SS	BA	7-8	E	\$66,360.00
LCMS	Claire	Solonick	Music - Instrumental	BA	23-24	N	\$83,235.00
LCMS	Cassandra	Stedina	Art	BA	5-6	D	\$64,485.00
LCMS	Michael	Warvolis	Social Studies	BA	15-16	J	\$75,735.00
LCMS	Jennifer	Whitehouse	Grade 5 LA/SS	MA+15	13-14	I	\$82,110.00
LCMS	Kelsey	Woelkers	Special Education	MA	5-6	D	\$70,485.00
LCMS	Laura	Wright	Special Education	MA	9-10	F	\$74,235.00
LCMS	Wing	Yip	Grade 5 Math/Science	MA	13-14	I	\$79,860.00
LCMS	Kristin	Youngberg	Special Education	BA	3-4	C	\$63,485.00
VES	Sarah	Adamson	LDTC	MA	13-14	I	\$79,860.00
VES	Michelle	Barbarasch	Academic Support	BA	9-10	F	\$68,235.00
VES	Amanda	Bassford	Academic Support	MA	13-14	I	\$79,860.00
VES	Joseph	Bassford	Health & PE	MA+30	13-14	I	\$84,360.00
VES	Rose	Bauer	Grade 3	MA	3-4	C	\$69,485.00
VES	Michael	Belfiore	Health & PE	BA	19-20	L	\$79,485.00

VES	Laura	Bell	Music	MA+60	15-16	J	\$90,735.00
VES	Lorin	Benke	Grade 4	BA	23-24	N	\$83,235.00
VES	Marlene	Biava	Special Education	MA+45	15-16	J	\$88,485.00
VES	Jennifer	Bonnet	Grade 3	BA	19-20	L	\$79,485.00
VES	Erin	Brown	Grade 4	MA	11	G	\$76,110.00
VES	Aubrie	Caprio	Special Education	MA+45	9-10	F	\$80,985.00
VES	Cathy	Carr	Grade 4	MA+15	3-4	C	\$71,735.00
VES	Jillian	Chianese	Special Education	MA+15	9-10	F	\$76,485.00
VES	Patricia	Cizin	Certified School Nurse	MA+15	19-20	L	\$87,735.00
VES	Kellie	Cramer	Grade 3	MA+60	19-20	L	\$94,485.00
VES	Dawn	Cresap	Grade 3	MA	19-20	L	\$85,485.00
VES	Colleen	Cullinane	Grade 4	MA+15	19-20	L	\$87,735.00
VES	Karen	Damato	Grade 3	BA	7-8	E	\$66,360.00
VES	Meredith	Del Guercio	Special Education	MA	9-10	F	\$74,235.00
VES	James	Dolan	Salary paid by MTEA Full Time Release	MA+60	26	P	\$101,570.00
VES	Kathryn	Dunham	Grade 3	BA	13-14	I	\$73,860.00
VES	Jenny	Egas	Spanish	MA+60	19-20	L	\$94,485.00
VES	Jean	Evertsen	ESL	MA+15	9-10	F	\$76,485.00
VES	Lauren	Fornal	School Counselor	MA+45	15-16	J	\$90,360.00
VES	Kurt	Franey	Grade 4	MA+30	23-24	N	\$93,735.00
VES	Lisa	Franey	Educational Media Specialist	BA	9-10	F	\$68,235.00
VES	Scott	Furfaro	Special Education	BA	21-22	M	\$81,360.00
VES	Jennifer	Furman	Grade 3	BA	23-24	N	\$83,235.00
VES	Joanne	Giambertone	Grade 4	MA+15	13-14	I	\$82,110.00
VES	Emily	Gill	Special Education	MA+15	5-6	D	\$72,735.00
VES	Kristen	Gluck	Grade 3	MA+30	12	H	\$82,485.00
VES	Eugenia	Goldman	Music - Instrumental	MA+60	19-20	L	\$94,485.00
VES	Odenis	Goris	Spanish	BA	15-16	J	\$75,735.00
VES	Sara	Grande	Academic Support	MA+15	21-22	M	\$89,610.00
VES	Danielle	Hart Dorn	Grade 4	MA+15	23-24	N	\$91,485.00
VES	Cheryl	Housten	Music - Instrumental	MA+60	19-20	L	\$94,485.00

VES	Valerie	Hum	Grade 4	MA	17-18	K	\$83,610.00
VES	Theresa	Hvizdos	Academic Support	BA	26	P	\$86,570.00
VES	Meghan	Knapp	School Psychologist	MA+45	9-10	F	\$80,985.00
VES	Anita	Laporte	Speech Language Specialist	MA	9-10	F	\$74,235.00
VES	Valerie	LoCoco	Grade 4	MA+60	25	O	\$100,110.00
VES	Diana	Loiacono	Special Education	MA+45	15-16	J	\$88,485.00
VES	Casey	Maxwell	Special Education	MA+45	7-8	E	\$79,110.00
VES	Laura	McCormick	Grade 4	BA	3-4	C	\$63,485.00
VES	Erica	McGlynn	Special Education	BA	3-4	C	\$63,485.00
VES	Jennifer	O'Connor	Art	BA	23-24	N	\$83,235.00
VES	Patricia	Pignataro	Grade 4	BA	25	O	\$85,110.00
VES	Mary	Pliskin	Grade 3	MA	26	P	\$92,570.00
VES	Donna	Potter	Grade 3	MA	21-22	M	\$87,360.00
VES	Max	Rodriguez	Grade 4	MA+45	25	O	\$97,860.00
VES	Veronica	Romano	Grade 4	BA	5-6	D	\$64,485.00
VES	Allison	Rubin	Special Education (.48)	MA	13-14	I	\$38,333.00
VES	Melissa	Sandler	Special Education	BA	13-14	I	\$73,860.00
VES	Jolene	Schantz	School Counselor	MA	17-18	K	\$83,610.00
VES	Jennifer	Shockey	Special Education	MA	12	H	\$77,985.00
VES	Krista	Stefanisko	Special Education	MA	21-22	M	\$87,360.00
VES	Tammy	Tanzola	Health & PE	MA+45	17-18	K	\$90,360.00
VES	Linda	Truscinski	Grade 3	MA+15	23-24	N	\$91,485.00
VES	Kaitlin	Uhaze	Grade 3	BA	9-10	F	\$68,235.00
VES	Kimberly	Vanatta	Grade 4	BA	21-22	M	\$81,360.00
VES	Nicole	Varona	Special Education	MA	15-16	J	\$81,735.00
VES	Kelly	Vucin	Grade 3	BA	13-14	I	\$73,860.00
VES	Laurie	Winer	Grade 4	MA+30	23-24	N	\$93,735.00
VES	Kelly	Worman	Speech Language Specialist (.50)	MA	9-10	F	\$37,118.00
OHES	Patricia	Abiad	Academic Support	MA	17-18	K	\$83,610.00
OHES	Julia	Amaricci	Grade 2	MA	9-10	F	\$74,235.00
OHES	Alyssa	Avino	Grade 1	BA	5-6	D	\$64,485.00

OHES	Sharon	Baller	Educational Media Specialist	MA+30	23-24	N	\$93,735.00
OHES	Sharon	Bartolomei	Grade 1	BA	21-22	M	\$81,360.00
OHES	Meghan	Bauer	ESL	MA+30	13-14	I	\$84,360.00
OHES	Kimberly	Benkovich	Grade 2	MA	9-10	F	\$74,235.00
OHES	Geena	Bergen	Grade 2	BA	5-6	D	\$64,485.00
OHES	Christine	Bice	Music @ 40%	BA	9-10	F	\$27,294.00
OHES	Laura	Boss	Kindergarten	MA	9-10	F	\$74,235.00
OHES	Cherylann	Brown	Special Education	MA	26	P	\$92,570.00
OHES	Lisa	Bullard	Grade 1	MA	17-18	K	\$83,610.00
OHES	Christopher	Capelli	Grade 2	MA+15	26	P	\$94,820.00
OHES	Lisa	Castano	Grade 2	MA	19-20	L	\$85,485.00
OHES	Jessica	Cesario	Speech Language Specialist	MA	7-8	E	\$72,360.00
OHES	Kimberly	Charette	Grade 2	BA	23-24	N	\$83,235.00
OHES	Monica	Clewell	Special Education	MA	12	H	\$77,985.00
OHES	Nicole	Coffey	Special Education	MA+45	21-22	M	\$94,110.00
OHES	Cynthia	Cooper	Special Education	MA	15-16	J	\$81,735.00
OHES	Amy	Costa	LDTC	MA+30	15-16	J	\$86,235.00
OHES	Diamond	Dabronzo	Special Education	MA	7-8	E	\$72,360.00
OHES	Jamie	Davison	Special Education	MA	15-16	J	\$81,735.00
OHES	Michele	Diatlo	Art	MA	26	P	\$92,570.00
OHES	Rachel	Dolci	Special Education	MA+15	7-8	E	\$74,610.00
OHES	Jennifer	Dyba	Occupational Therapist	MA	19-20	L	\$85,485.00
OHES	Heather	Edwards	Behavior Specialist	MA+30	23-24	N	\$93,735.00
OHES	Elizabeth	Fevola	Physical Therapist (.48)	MA	19-20	L	\$41,033.00
OHES	Tara	Folmer	Special Education	MA+15	9-10	F	\$76,485.00
OHES	Theresa	Foltiny	Grade 2	MA+30	17-18	K	\$88,110.00
OHES	Lindsay	Fox	Grade 1	BA	13-14	I	\$73,860.00
OHES	Wendy	Gelinas	School Counselor	MA+30	15-16	J	\$86,235.00
OHES	Heather	Geniton	Special Education	MA+15	15-16	J	\$83,985.00
OHES	Eva	Genova	Grade 2	MA	3-4	C	\$69,485.00
OHES	Lisa	Gravier	Special Education	MA+15	7-8	E	\$74,610.00

OHES	Chandni	Gupta	Special Education	MA	5-6	D	\$70,485.00
OHES	Faith	Hoffman	Grade 1	MA	7-8	E	\$72,360.00
OHES	Sarah	Holland	Special Education	MA	3-4	C	\$69,485.00
OHES	Brenda	Huneryager	Academic Support	MA+45	23-24	N	\$95,985.00
OHES	Kevin	Jacoutot	Health & PE	BA	13-14	I	\$73,860.00
OHES	Carol	James	ESL	MA	17-18	K	\$83,610.00
OHES	Natalia	Joffe	School Psychologist	MA+30	7-8	E	\$76,860.00
OHES	Colleen	Kester	Grade 1	MA+15	17-18	K	\$85,860.00
OHES	Alison	Koblin	Occupational Therapist	MA+15	25	O	\$93,360.00
OHES	Alexa	Komar	Special Education	MA+45	15-16	J	\$88,485.00
OHES	Jessica	Kotch	Kindergarten	MA	13-14	I	\$79,860.00
OHES	Genifer	Leimbacher	Grade 2	MA	19-20	L	\$85,485.00
OHES	Krista	Liotti	Academic Support	MA+45	15-16	J	\$88,485.00
OHES	Cynthia	Magalio	Technology	MA	15-16	J	\$81,735.00
OHES	Jennifer	Malik-Lawson	Speech Language Specialist	MA	23-24	N	\$89,235.00
OHES	Kerry	Miller	Behavior Specialist	MA+30	19-20	L	\$89,985.00
OHES	Lauren	Nesci	Kindergarten	MA	9-10	F	\$74,235.00
OHES	Monica	Noda-Olszyk	Occupational Therapist	BA	15-16	J	\$75,735.00
OHES	Christine	O'Lone	Speech Language Specialist	MA	26	P	\$92,570.00
OHES	Alison	Pankowski	Reading Interventionist	MA+45	25	O	\$97,860.00
OHES	Michelle	Pender	Kindergarten	MA+30	17-18	K	\$88,110.00
OHES	Renee	Perovich	Special Education	BA	12	H	\$71,985.00
OHES	Lisa	Piccirillo	Grade 2	MA	17-18	K	\$83,610.00
OHES	Lauren	Prybeck	Academic Support	MA	13-14	I	\$79,860.00
OHES	Anna	Quick	Speech Language Specialist	MA	15-16	J	\$81,735.00
OHES	Trevor	Reeder	Grade 1	MA+30	12	H	\$82,485.00
OHES	Jessica	Roberts	Special Education	MA+45	13-14	I	\$86,610.00
OHES	Jennifer	Rogers	School Social Worker	MA	21-22	M	\$87,360.00
OHES	Lauryn	Rohrbach	Special Education	BA	5-6	D	\$64,485.00
OHES	John	Rooney	Health & PE	BA	23-24	N	\$83,235.00
OHES	Pete	Rosenberg	Grade 2	MA+60	26	P	\$101,570.00

OHES	Julia	Santoro	Grade 1	MA+15	23-24	N	\$91,485.00
OHES	Laura	Sapnar	Kindergarten	MA+30	21-22	M	\$91,860.00
OHES	Pamela	Schrum	Certified School Nurse	BA	26	P	\$86,570.00
OHES	Jaimie	Scott	Grade 2	BA	17-18	K	\$77,610.00
OHES	Emily	Scott	Special Education	BA	5-6	D	\$64,485.00
OHES	Stephanie	Shaffer Obe	Grade 1	MA+30	21-22	M	\$91,860.00
OHES	Kathy	Sinclair	Health & PE	MA	21-22	M	\$87,360.00
OHES	Eric	Sletteland	Grade 1	MA+30	25	O	\$95,610.00
OHES	Holly	Sorensen	Music - Comprehensive	BA	15-16	J	\$75,735.00
OHES	Donna	Steller-Evans	Art (.50)	MA	19-20	L	\$42,743.00
OHES	Gloria	Stuart	Spanish	BA	15-16	J	\$75,735.00
OHES	Timothy	Sullivan	Health & PE	BA	26	P	\$86,570.00
OHES	Kelly	Thorp	Special Education	MA+15	7-8	E	\$74,610.00
OHES	Jessica	Troy	Grade 1	BA	3-4	C	\$63,485.00
OHES	Diane	Tucker	Grade 1	MA+60	26	P	\$101,570.00
OHES	Tracy	Vail	School Counselor	MA	3-4	C	\$69,485.00
OHES	Jamie	Valenski	Kindergarten	MA+30	5-6	D	\$74,985.00
OHES	Christina	Vallese	Special Education	BA	5-6	D	\$64,485.00
OHES	Mary	Walker	Academic Support (.50)	BA	13-14	I	\$36,930.00
OHES	Christine	Yap	Grade 2	MA+30	25	O	\$95,610.00
OHES	Nancy	Ziedonis	Grade 2	MA	7-8	E	\$72,360.00
OHES	Cara	Zimmerman	Grade 1	MA	7-8	E	\$72,360.00

### 2020-21 Non-Certificated Staff (Secretary and Clerks)

Location	First	Last	Position	Step	Salary
BD	Campbell	Ann Marie	Secretary/Book 12 Month	12	\$58,270
BD	Contrino	Linda	Secretary/Book 12 Month	12	\$58,270
BD	Leicht	Patricia	Secretary/Book 12 Month	8	\$54,730
BD	Neves	Antoinette	Secretary/Book 12 Month	4	\$51,120



BD	Rivera	Gloria	Secretary/Book 12 Month	12	\$58,270
BD	Zeckman	Debbie	Secretary/Book 12 Month	6	\$52,620
Trans	Rainey	Lynn	10 Month Clerk (.48)	7	\$17,411
HS	Bailey	Noreen	10 Month Secretary	11	\$45,450
HS	Cleveland	Jennifer	Secretary/Book 12 Month	7	\$53,650
HS	Dorell	Linda	Secretary/Book 12 Month	7	\$53,650
HS	Gaillard	Denita	10 Month Secretary	5	\$37,420
HS	Gebhart	Paula	Secretary/Book 12 Month	12	\$58,270
HS	Lanzotti	Kim	12 Month Clerk	12	\$49,271
HS	Matarazzo	Anne	10 Month Secretary	3	\$36,550
HS	Matthews	Lori	Secretary/Book 12 Month	12	\$58,270
HS	Napoliello	Theresa	10 Month Clerk (.48)	8	\$17,944
HS	Ruppert	Christina	Secretary/Book 12 Month	6	\$52,620
HS	Talarick	Diane	Secretary/Book 12 Month	12	\$58,270
UCMS	Kotler	Holly	10 Month Clerk	5	\$34,274
UCMS	Marro	Sharon	10 Month Clerk	5	\$34,274
UCMS	Sciotto	Marilyn	Secretary/Book 12 Month	12	\$58,270
UCMS	Thompson	Cathy	Secretary/Book 12 Month	6	\$52,620
UCMS/ LCMS	McComb	Rebecca	10 Month Secretary	4	\$36,910
LCMS	Lacanna	Annette	Secretary/Book 12 Month	9-10	\$55,860
VES	Fischer	Tammie	Secretary/Book 12 Month	5	\$51,620
VES	Fragulis	Julianna	10 Month Secretary	11	\$45,450
VES	Ocleppo	Maureen	Secretary/Book 12 Month	12	\$58,270
VES	Wilmot	Mara	10 Month Clerk	9-10	\$38,559
OHES	Chidylo	Patricia	Secretary/Book 12 Month	12	\$58,270
OHES	Guaimano	Denise	Secretary/Book 12 Month	12	\$58,270
OHES	Ippolito	Teresa	10 Month Secretary	11	\$45,450
OHES	Kobylarz	Nora	10 Month Clerk	12	\$41,059
OHES	Liberace Presutto	Antoinette	10 Month Clerk	5	\$34,274

**2020-21 Renewals Non-Certificated Staff (ESA's, Para's, RN's, Security Guard, Tech Assts)**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Step</b>	<b>Salary</b>
UCMS	Lolia Estella	Feliz	ESA (.48)	3	\$11,095
LCMS	Anna	Matticoli	ESA (.48)	5-6	\$11,429
LCMS	Lynn	Min	ESA (.48)	4	\$11,191
LCMS	Marcia	Vieira Carolei	ESA (.48)	4	\$11,191
VES	Maria	Dudis	ESA (.48)	5-6	\$11,429
VES	Nisha	Sharma	ESA (.48)	3	\$11,095
VES	Teresa	Volpe	ESA (.48)	9-11	\$12,034
OHES	Sukanya	Paul	ESA (.48)	2	\$10,999
OHES	Kam	Yam	ESA (.48)	12	\$12,408
HS	Anna	Aggabao	Paraprofessional	12	\$29,265
HS	Christina	Cavanagh	Paraprofessional (.48)	4	\$12,830
HS	Cary	Chen	Paraprofessional	5-6	\$27,225
HS	Indumathi	Govindarajan	Paraprofessional	2	\$26,330
HS	Savita	Kaushal	Paraprofessional	12	\$29,265
HS	Stephanie	Murray	Paraprofessional	12	\$29,265
HS	Luann	Oldis	Paraprofessional (.48)	7-8	\$13,346
HS	Linda	Orcinolo	Paraprofessional	12	\$29,265
HS	Donna	Pisarra	Paraprofessional	12	\$29,265
HS	Kristina	Rydzaj	Paraprofessional + Longevity Stipend	12	\$29,515
HS	Dawn	Schroeck	Paraprofessional	12	\$29,265
HS	Barbara	Speesler	Paraprofessional	12	\$29,265
HS	Siranoush	Topalian	Paraprofessional	12	\$29,265
UCMS	Sandra	Ajamian	Paraprofessional	12	\$29,265
UCMS	Tammy	Giraldi	Paraprofessional	12	\$29,265
UCMS	Robert	Guardigli	Paraprofessional	2	\$26,330

UCMS	Ann	Paftinos	Paraprofessional	3	\$26,530
UCMS	Leah	Ricci	Paraprofessional	4	\$26,730
UCMS	Diane	Talarico	Paraprofessional	12	\$29,265
UCMS	Theresa	Thomas	Paraprofessional	5-6	\$27,225
UCMS	Maryanne	Woolley	Paraprofessional	12	\$29,265
LCMS	Gwendolyn	Bannon	Paraprofessional	3	\$26,530
LCMS	Danielle	Basilone	Paraprofessional	3	\$26,530
LCMS	Jean	Chapkowski	Paraprofessional	4	\$26,730
LCMS	Susan	Craven	Paraprofessional	5-6	\$27,225
LCMS	Carol	Deangelo	Paraprofessional	12	\$29,265
LCMS	Melanie	Dubs	Paraprofessional	2	\$26,330
LCMS	Regina	Fernandes	Paraprofessional	2	\$26,330
LCMS	Kelly	Giata	Paraprofessional	5-6	\$27,225
LCMS	Jeannine	Girardeau	Paraprofessional	12	\$29,265
LCMS	Jacqueline	Gomes	Paraprofessional	5-6	\$27,225
LCMS	Bindu	Gujavarthi	Paraprofessional	4	\$26,730
LCMS	Carrie	Hornberger	Paraprofessional	5-6	\$27,225
LCMS	Neeharika	Kammaripalle	Paraprofessional	4	\$26,730
LCMS	Barbra	Lapilusa	Paraprofessional	12	\$29,265
LCMS	Daniel	Pace	Paraprofessional	7-8	\$27,805
LCMS	Cheryl	Snyder	Paraprofessional	4	\$26,730
LCMS	Gutta	Sunitha	Paraprofessional	2	\$26,330
LCMS	Dawn	Tidona	Paraprofessional	9-11	\$28,485
LCMS	Shruti	Tyagi	Paraprofessional	2	\$26,330
LCMS	Danielle	Wilson	Paraprofessional	4	\$26,730
VES	Wejdan	Beach	Paraprofessional	12	\$29,265
VES	Lisa	Carrier	Paraprofessional	12	\$29,265
VES	Kathleen	Carroll	Paraprofessional	12	\$29,265
VES	Irene	Dala	Paraprofessional	3	\$26,530
VES	Paula	Hall	Paraprofessional	5-6	\$27,225
VES	Sushma	Kaushik	Paraprofessional	5-6	\$27,225

VES	Arlene	Maroli	Paraprofessional	12	\$29,265
VES	Andrew	Martinez	Paraprofessional	5-6	\$27,225
VES	Christopher	Niedt	Paraprofessional	9-11	\$28,485
VES	Lizette	Otero-Llano	Paraprofessional	4	\$26,730
VES	Suchita	Patel	Paraprofessional	12	\$29,265
VES	Kristina	Popp	Paraprofessional	5-6	\$27,225
VES	Donna	Rechter	Paraprofessional	7-8	\$27,805
VES	Maria	Sgammato	Paraprofessional	12	\$29,265
VES	Patricia	Van Arsdalen	Paraprofessional	1	\$26,130
OHES	Shayla	Ansari	Paraprofessional	5-6	\$27,225
OHES	Melissa	Beer	Paraprofessional	9-11	\$28,485
OHES	Katelyn	Brandmaier	Paraprofessional	5-6	\$27,225
OHES	Kirsten	Brendel	Paraprofessional	3	\$26,530
OHES	Kimberly	Cappola	Paraprofessional	4	\$26,730
OHES	Deborah	Casisa	Paraprofessional	5-6	\$27,225
OHES	June	Charnuska	Paraprofessional	4	\$26,730
OHES	Kimberly	Colaiacovo	Paraprofessional	9-11	\$28,485
OHES	Maureen	Coletti	Paraprofessional (.48)	4	\$12,830
OHES	Angela	D'Agostino	Paraprofessional	9-11	\$28,485
OHES	Jennifer	Dambeck	Paraprofessional (.48)	4	\$12,830
OHES	Auria	Dsouza	Paraprofessional	12	\$29,265
OHES	Anuradha	Ghosh	Paraprofessional	3	\$26,530
OHES	Bhawana	Gupta	Paraprofessional (.48)	2	\$12,638
OHES	Disha	Gupta	Paraprofessional	4	\$26,730
OHES	Latha	Jaipal	Paraprofessional	9-11	\$28,485
OHES	Christine	James	Paraprofessional	5-6	\$27,225
OHES	Katheryn	Larkin	Paraprofessional	4	\$26,730
OHES	Mary	Lynch	Paraprofessional	12	\$29,265
OHES	Ranjini	Mohan	Paraprofessional	12	\$29,265
OHES	Heather	Moran	Paraprofessional	12	\$29,265
OHES	Traci	Morelli	Paraprofessional (.48)	4	\$12,830

OHES	Aparna	Nakka	Paraprofessional (.48)	3	\$12,734
OHES	Deirdre	Owen	Paraprofessional	5-6	\$27,225
OHES	Angela	Perone	Paraprofessional	2	\$26,330
OHES	Jennifer	Petrozzini	Paraprofessional	4	\$26,730
OHES	Laxmi	Reddy	Paraprofessional (.44)	9-11	\$12,533
OHES	Lisa	Resta	Paraprofessional	5-6	\$27,225
OHES	Lorena	Santa Maria	Paraprofessional	5-6	\$27,225
OHES	Kia	Santoro	Paraprofessional	9-11	\$28,485
OHES	Shweta	Saxena	Paraprofessional	3	\$26,530
OHES	Vandana	Sethi	Paraprofessional	4	\$26,730
OHES	Mary	Smith	Paraprofessional	5-6	\$27,225
OHES	Donna	Steller-Evans	Paraprofessional (.48)	7-8	\$13,346
OHES	Suzan	Szych	Paraprofessional	12	\$29,265
OHES	Aparajita	Talukdar	Paraprofessional	2	\$12,638
OHES	Heather	Thompson	Paraprofessional	12	\$29,265
OHES	Judith	Wansor	Paraprofessional	5-6	\$27,225
OHES	Diane	Wilmot	Paraprofessional	5-6	\$27,225
OHES	Gitika	Yadav	Paraprofessional (.48)	2	\$12,638
UCMS	Karen	Rarich	Registered Nurse	5	\$45,140
LCMS	Florence	Smith	Registered Nurse	5	\$45,140
VES	Janis	Woodard	Registered Nurse	5	\$45,140
OHES	Ann	Messineo	Registered Nurse	5	\$45,140
HS	Charles	Armstead	Security Guard	12	\$29,265
HS	Anthony	Muldowney	Technology Assistant	4	\$33,654
UCMS	Cory	Weingart	Technology Assistant	4	\$33,654
LCMS	Jeffrey	Naviello	Technology Assistant	2	\$32,904
VES	Christopher	Savage	Technology Assistant	4	\$33,654
OHES	Brett	Cnossen	Technology Assistant	12	\$37,130

**2020-21 Renewals – Custodial/Grounds/Maintenance**

<b>Location</b>	<b>First</b>	<b>Last</b>	<b>Position</b>	<b>Step</b>	<b>Salary</b>	<b>Stipend</b>
BD	Hugh	Bogusky	Maintenance/Grounds	13	\$68,495.00	
BD	Donald	Chamberlain	Maintenance/Grounds	13	\$68,495.00	
BD	Michael	Fejko	Maintenance/Grounds	13	\$68,495.00	
BD	Bruce	Fleming	Maintenance/Grounds	13	\$68,495.00	
BD	Gregory	Hayes	Maintenance/Grounds	13	\$68,495.00	
BD	Daniel	Kerwin	Grounds	22	\$57,795.00	
BD	Ian	McClintock III	Maintenance/Grounds	13	\$68,495.00	
BD	Timothy	Neely	Grounds + Saturday Stipend	2	\$43,715.00	\$25 per Saturday
BD	Adam	O'Connor	Grounds	4-5	\$45,215.00	
BD	David	Sellyei	Maintenance/Grounds	13	\$68,495.00	
BD	Keith	Smith	Maintenance/Grounds	13	\$68,495.00	
BD	Shane	Stryker	Maintenance/Grounds	7	\$58,235.00	
HS	Lorena	Acevedo	Custodian - Day + Swing Shift	4-5	\$39,535.00	\$381.00
HS	James	Alston	Custodian	18-21	\$50,265.00	
HS	Carlos	Benitez	Custodian + 2nd Shift	2	\$38,035.00	\$711.00
HS	Maria	Blazejowicz	Custodian + 2nd Shift	16-17	\$48,415.00	\$711.00
HS	Nestor	Campos	Custodian + 2nd Shift + Saturday Stipend	7-10	\$41,855.00	\$711 + \$25 per Saturday
HS	Juan	Colop	Custodian + 2nd Shift	3	\$38,785.00	\$711.00
HS	Raymond	Dix	Custodian + 3rd Shift	7-10	\$41,855.00	\$900.00
HS	Drew	Gannon	Custodian + 3rd Shift + Saturday Stipend	7-10	\$41,855.00	\$900 + \$25 per Saturday
HS	Martha	Gomez Eldridge	Custodian + Swing Shift	4-5	\$39,535.00	\$381.00
HS	Rosa	Hagerman	Custodian + 2nd Shift	11	\$43,090.00	\$711.00
HS	Elzbieta	Janusz	Custodian	18-21	\$50,265.00	
HS	Silvia	Lizardi	Custodian + 2nd Shift	3	\$38,785.00	\$711.00
HS	Erwin	Lopez	Custodian + 2nd Shift	22	\$52,115.00	\$711.00

HS	Regina	Lubowicka	Custodian + 2nd Shift	7-10	\$41,855.00	\$711.00
HS	Hipolito	Perez	Custodian + 2nd Shift	16-17	\$48,415.00	\$711.00
UCMS	Ana	De Paz Ventura	Custodian + Swing Shift	4-5	\$39,535.00	\$381.00
UCMS	Alma	Feria	Custodian + 2nd Shift	4-5	\$39,535.00	\$711.00
UCMS	Luis	Gramajo	Custodian	22	\$52,115.00	
UCMS	Halina	Loc	Custodian + 2nd Shift	16-17	\$48,415.00	\$711.00
UCMS	Esteban	Sanchez	Custodian	22	\$52,115.00	
UCMS	Eduardo	Sosa	Custodian + 2nd Shift	3	\$38,785.00	\$711.00
UCMS	Gilberto	Taracena	Custodian + 2nd Shift	7-10	\$41,855.00	\$711.00
VES	Cyril	Boco	Custodian + 2nd Shift	11	\$43,090.00	\$711.00
VES	Michael	Colucci	Custodian + 2nd Shift	13-15	\$46,565.00	\$711.00
VES	Hugo	Guerrero	Custodian	22	\$52,115.00	
VES	Debra	Newbury	Custodian + 2nd Shift	18-21	\$50,265.00	\$711.00
VES	Kenneth	Vaccaro	Custodian	22	\$52,115.00	
OHES	Stephen	Bruzzano	Custodian + 2nd Stipend	16-17	\$48,415.00	\$711.00
OHES	Richard	Castor	Custodian	22	\$52,115.00	
OHES	Paul	Harvey Jr	Custodian	22	\$52,115.00	
OHES	Kevin	Owens	Custodian + 2nd Shift	13-15	\$46,565.00	\$711.00
OHES	Dorota	Roszkowska	Custodian + Swing Shift	3	\$38,785.00	\$381.00
OHES	Johana	Soto	Custodian + 2nd Shift	7-10	\$41,855.00	\$711.00
OHES	Glen	Wilkins	Custodian + 2nd Shift	22	\$52,115.00	\$711.00

### 2020-21 Renewals Unaffiliated

Location	First	Last	Assignment	19/20 Salary	20/21 Salary
BD	Sandra	Braddy-Hall	Administrative Assistant to Asst BA	\$56,000	\$57,512
BD	Jill	Busher	Human Resources Secretary	\$68,939	\$70,800
BD	Wilbert	Castro	Computer Technician	\$55,639	\$57,141
BD	Mary	Faynor	Executive Secretary to HR Director	\$50,726	\$52,096
BD	Valerie	Lewis	Executive Secretary to Superintendent	\$84,014	\$86,282
BD	Kelly	Mattis	Assistant Superintendent of Human Resources	\$160,240	\$164,887

BD	Mary	McLoughlin	Assistant Superintendent	\$165,109	\$169,897
BD	Kathleen	Mehan	Payroll Manager	\$89,827	\$92,252
TRANS	John	Muentener	Mechanic	\$63,992	\$65,720
BD	Raymond	Mulvey	Director of Facilities	\$135,000	\$138,645
BD	Stacey	O'Neill	Human Resources Manager	\$52,839	\$54,266
BD	David	Palumbo	Associate Business Administrator/Asst. Board Secretary	\$97,571	\$100,205
BD	Marita	Pepper	Benefits Manager	\$63,213	\$64,920
TRANS	William	Pitcher	Mechanic	\$71,172	\$73,094
BD	Edward	Robinson	Assistant to Director of Facilities	\$73,975	\$75,972
BD	Lucianne	Smith	Executive Secretary to the Assistant Superintendent	\$68,467	\$70,316
BD	Diane	Strimple	Business Administrator's Secretary	\$77,820	\$79,921
BD	Gregory	Swerdlow	Administrative Assistant/P.R.	\$27,111	\$27,843
BD	David	Tarantula	Computer Technician	\$48,744	\$50,060
BD	Jesus	Velazquez	Assistant Transportation Supervisor	\$64,082	\$65,812
BD	Jaime	Velez	Software Coordinator	\$98,422	\$101,079
BD	Thomas	Wain	Director of Safety and Security	\$95,000	\$97,565
BD	Dwayne	Washington	Transportation Supervisor	\$98,000	\$98,000
BD	Andrew	Weicksel	Asst. Network Administrator	\$66,049	\$67,832

### 2020-21 Renewals APSMT – Affiliated

Location	First	Last	Assignment	20/21 Salary
BD	Fiona	Borland	Director of Curriculum, Instruction and Staff Development	TBD
BD	Jeffrey	Brooks	Supervisor of Technology	TBD
VES	Lia	Camuto	Assistant Principal	TBD
UCMS	Cory	Delgado	Principal	TBD
UCMS	Kimberly	Dewrell	Assistant Principal	TBD
UCMS	Regina	Dunich	Supervisor 5-8 Pupil Services	TBD
HS	Corinne	Gaylord	Dir. Of Student & Academic Counseling	TBD
VES	Jessica	Glover	Supervisor K-4 Math/Science	TBD
HS	Naoma	Green	Assistant Principal	TBD



LCMS	Christopher	Herte	Supervisor 5-8 Math/Science	TBD
HS	Melissa	Hodgson	Supervisor - Social Studies	TBD
VES	Susan	Lacy	Principal	TBD
OHES	Amy	Monaco	Supervisor K-4 LA/SS	TBD
HS	Scott	Pachuta	Assistant Principal	TBD
BD	Damian	Pappa	Dir. Of Data, Assessment & Accountability	TBD
HS	Christopher	Penna	Athletic Director	TBD
OHES/VE S	Jennifer	Petruso	Supervisor K-4 Pupil Services	TBD
HS	Heather	Pino-Beattie	Assistant Principal	TBD
HS	Paul	Popadiuk	Principal	TBD
HS	Alma	Reyes	Supervisor - World Language	TBD
LCMS	Michael	Richards	Principal	TBD
HS	Jennifer	Riddell	Supervisor - Math	TBD
LCMS	Lisa	Romano	Assistant Principal	TBD
HS	Daryl	Schwenck	Supervisor 9-12 Pupil Services	TBD
OHES	Kathleen	Scotti	Principal	TBD
HS	Karen	Seeman	Supervisor - English	TBD
HS	Jason	Sullivan	Supervisor - Science	TBD
BD	Kristen	Taylor	Director of Special Services	TBD
OHES	Daniel	Van Hise	Assistant Principal	TBD
HS	Adam	Warshafsky	Supervisor - VPA	TBD

### 2020-21 Renewals Transportation

Location	First	Last	Assignment	20/21 Step	20/21 Hourly Rate
Trans	Cindy	Bryan	Bus Attendant	TBD	TBD
Trans	Kimberly	Galatro	Bus Attendant	TBD	TBD
Trans	Dalia	Nolan	Bus Attendant	TBD	TBD
Trans	Elizabeth	Pierrot	Bus Attendant	TBD	TBD
Trans	Sharon	Romano	Bus Attendant	TBD	TBD
Trans	Laxmi	Reddy	Bus Attendant	TBD	TBD

Trans	Elizabeth	Sawyer	Bus Attendant	TBD	TBD
Trans	Linda	Sikorsky	Bus Attendant	TBD	TBD
Trans	Joanne	Auerbach	Bus Driver	TBD	TBD
Trans	Djilali	Beldjilali	Bus Driver	TBD	TBD
Trans	Nancy	Bering	Bus Driver	TBD	TBD
Trans	Shirley	Boxer	Bus Driver	TBD	TBD
Trans	Ruth Ann	Bradley	Bus Driver	TBD	TBD
Trans	Brian	Chamberlain	Bus Driver	TBD	TBD
Trans	Susan	Cruser	Bus Driver	TBD	TBD
Trans	Karen	Faille	Bus Driver	TBD	TBD
Trans	Chet	Feduniewicz	Bus Driver	TBD	TBD
Trans	Cathy	Franzoso	Bus Driver	TBD	TBD
Trans	Pamela	Gara	Bus Driver	TBD	TBD
Trans	Sheryl	Gavett	Bus Driver	TBD	TBD
Trans	Maria	Goldstein	Bus Driver	TBD	TBD
Trans	Michael	Harvey	Bus Driver	TBD	TBD
Trans	Wilbur	Higgins	Bus Driver	TBD	TBD
Trans	Lindsay	King	Bus Driver	TBD	TBD
Trans	Charles	Kletz	Bus Driver	TBD	TBD
Trans	Michael	Majewski	Bus Driver	TBD	TBD
Trans	Henry	Makuch	Bus Driver	TBD	TBD
Trans	Jo-Ann	McLaughlin	Bus Driver	TBD	TBD
Trans	Jack	Mihalko	Bus Driver	TBD	TBD
Trans	Mark	Mihalko	Bus Driver	TBD	TBD
Trans	Nicholas	Mistretta	Bus Driver	TBD	TBD
Trans	Peter	Mistretta	Bus Driver	TBD	TBD
Trans	Jessica	Muentener	Bus Driver	TBD	TBD
Trans	Geraldine	Neall	Bus Driver	TBD	TBD
Trans	Sharon	Newcomer	Bus Driver	TBD	TBD
Trans	Victoria	Novack-Metz	Bus Driver	TBD	TBD
Trans	Eugene	Pantozzi	Bus Driver	TBD	TBD
Trans	Janet	Pinnella	Bus Driver	TBD	TBD

Trans	Gilbert	Quick	Bus Driver	TBD	TBD
Trans	Sarah	Quick	Bus Driver	TBD	TBD
Trans	Gloria	Rahman	Bus Driver	TBD	TBD
Trans	Nancy	Rainey	Bus Driver	TBD	TBD
Trans	Lucia	Rodriguez Cabral	Bus Driver	TBD	TBD
Trans	Gigi	Sala	Bus Driver	TBD	TBD
Trans	Todd	Santa	Bus Driver	TBD	TBD
Trans	Nancey	Stankovich	Bus Driver	TBD	TBD
Trans	Svilen	Stoev	Bus Driver	TBD	TBD
Trans	Ronald	Van Derveer	Bus Driver	TBD	TBD
Trans	Annmarie	Yandolino	Bus Driver	TBD	TBD
Trans	Karen	Faille	Dispatcher (PT)	N/A	TBD
Trans	Patricia	Sclafani	Dispatcher	N/A	TBD

### Appointments/Substitutes

Location	First	Last	Position	Status	Dates of Employment/Notes
DISTRICT	David	Totin	Substitute Teacher/Paraprofessional	NEW	2019-2020

### Tuition Reimbursement

Location	First	Last	School	School Year	Credits	Reimbursed Amount	Course
VES	Marlene	Biava	University of LaVerne	2020-2021	3	\$375.00	Understanding Asperger's Syndrome
VES	Marlene	Biava	University of LaVerne	2020-2021	3	\$375.00	Child Behavior Disorders
VES	Marlene	Biava	University of LaVerne	2020-2021	3	\$375.00	Creating a Mindful Environment
MHS	Nathalie	Bogen	Rutgers University	2020-2021	3	\$2217.00	Breaking News – What's Hot on and About French Media
MHS	Nathalie	Bogen	Rutgers University	2020-2021	3	\$2217.00	La Chanson *Rescind

LMS	Maya	Colitsas	Andrews University	2020-2021	3	\$404.10	Motivating Unmotivated Students
LMS	Jennifer	Rangnow	University of LaVerne	2020-2021	3	\$375.00	Religions of the World: Celebrating Diversity
OHES	Laura	Sapnar	University of LaVerne	2020-2021	3	\$375.00	How the Brain Learns to Read: Decoding, Comprehension & Motivation
OHES	Laura	Sapnar	University of LaVerne	2020-2021	3	\$375.00	Understanding Dyslexia
OHES	Laura	Sapnar	University of LaVerne	2020-2021	3	\$375.00	Child Behavior Disorders
MHS	Jason	Sullivan	Rutgers University	2020-2021	3	\$2217.00	Ed. D. Program Dissertation Study
OHES	Christine	Yap	University of LaVerne	2020-2021	3	\$375.00	Coaching a Growth Mindset: Unleashing Student Potential

### Appointments – Mentor Teachers

Location	Provisional Teacher/Mentee	Mentor Teacher	Route	Stipend	Pro-rated Amount	Dates of Employment
VES	Andrew Martinez	Jennifer Furman	Alternate	\$1000.00	\$333.33 *Revision	04/06/2020 - 06/30/2020 *Revision

### Home Instruction

Location	First	Last	Position	Salary/Stipend	Dates of Employment/Notes
UMS	Kelsey	Donovan	Home Instruction	\$59.98 p/h	04/28/2020 - 06/30/2020
MHS	Ashley	Payne	Home Instruction	\$59.98 p/h	04/28/2020 - 06/30/2020

### Other

Location	First	Last	Assignment	Salary/Stipend	Dates of Employment/Notes
DISTRICT	Robert	Skibinski	Reconciler of School Monies	\$5,000	2020 -2021 School Year
UMS	Catherine	Gonzalez	Interpreter	\$20.00 p/h \$44.24 p/h	04/29/20 – 06/30/2020 Lunch/Before or After School

LMS	Jennifer	Durante	Teaching 1 Additional Period	\$778.70	06/08/2020 – 06/19/2020
LMS	Erika	Fedo	Teaching 1 Additional Period	\$857.90	06/08/2020 – 06/19/2020
LMS	Catherine	Gonzalez	Teaching 1 Additional Period	\$619.25	06/08/2020 – 06/19/2020
LMS	Nicole	Grabowski	Teaching 1 Additional Period	\$689.25	06/08/2020 – 06/19/2020
LMS	Lindsey	Miller	Teaching 1 Additional Period	\$734.00	06/08/2020 – 06/19/2020
MHS	Rama	Bulusu	Teaching 1 Additional Period	\$1,467.75	04/24/2020 – 05/15/2020
MHS	David	English	Teaching 1 Additional Period	\$1,326.00	04/24/2020 – 05/15/2020
MHS	Jason	Sullivan	Teaching 2 Additional Period	\$3,560.58	04/24/2020 – 05/15/2020

**\* Pending Criminal Background Clearance and Employment History Clearance**

**4.2 ESY Coordinator**

**WHEREAS**, the Montgomery Township Board of Education and the Montgomery Township Education Association are parties to a collective negotiations agreement for the 2018-2019 through 2021-2022 school years (“the Agreement”); and

**WHEREAS**, the parties entered into a Sidebar Agreement for the 2019-2020 school year only to provide for a stipended position of an ESY Coordinator; and

**WHEREAS**, the parties are desirous of continuing the arrangement for the remainder of the Agreement; and

**NOW, THEREFORE**, based upon the foregoing premises and mutual promises and covenants contained herein, the parties hereby agree to extend the Sidebar Agreement currently in effect through the 2021-2022 school year only. All of the remaining terms and conditions in either the Agreement or the Sidebar Agreement not specifically addressed herein shall remain in full force and effect.

**4.3 Superintendent Appointment**

**BE IT RESOLVED** that the Montgomery Township Board of Education (hereinafter referred to as the "Board") appoints Mary McLoughlin (hereinafter referred to as “McLoughlin”), as the Superintendent of Schools for the Montgomery Township School District effective July 1, 2020 and ending on June 30, 2023.

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

**BE IT FURTHER RESOLVED** that the Board approves the Employment Agreement with McLoughlin for the position of Superintendent of Schools for the foregoing period of appointment, which Employment Agreement is attached to this Resolution and made a part hereof.

**BE IT FURTHER RESOLVED** that the Board hereby authorizes the Board President and the Interim Business Administrator/Board Secretary to execute, on behalf of the Board, the Employment Agreement by and between the Board and McLoughlin.