

ROSELLE PARK BOARD OF EDUCATION
Roselle Park, New Jersey

FILE CODE: 3220/3230

<input type="checkbox"/>	Monitored
<input checked="" type="checkbox"/>	Mandated
<input checked="" type="checkbox"/>	Other Reasons

Policy

STATE FUNDS; FEDERAL FUNDS

Each year, when it is believed that the Roselle Park School District is eligible for federal and/or state assistance under the provisions of public laws, application for said assistance may be submitted so long as acceptance of the funds does not include conditions contrary to the policies of the board of education. The superintendent shall inform the board about specific assurances which may be required in addition to those addressed in this policy, and will provide the required language for board adoption.

When the law requires the development and implementation of administrative procedures for submitting state and federal financial reports, with specified time schedules, the superintendent and board secretary shall ensure that the staff has properly completed the reports and that in each instance the reports have been submitted within the specified time. In particular, the superintendent is responsible for assuring that the district is in compliance with Education Department General Administrative Regulations (EDGAR) and all persons responsible for following those administrative regulations shall be held accountable.

The regular operating budget must include amounts anticipated to be received from state and/or federal sources, and a listing of projects describing how this money will be spent. These recommendations for expenditures will be approved by the board before projects are submitted.

If additional amounts become available during the year, additional projects will be recommended to the board and, with its approval, added to the budget.

Maintenance of Effort

The board of education will maintain a combined fiscal effort per pupil or aggregate expenditures of state and local funds with respect to the provision of the public education for the preceding fiscal year that is not less than the required amount of the combined fiscal effort per pupil or the aggregate expenditures for the second preceding fiscal year.

Equivalence

To be in compliance with the requirements of federal law, the board of education directs the superintendent to assign staff and distribute curriculum materials and instructional supplies to the schools of Roselle Park in such a way that equivalence of personnel and materials is ensured among the schools.

Supplement not Supplant

Federal funds shall be used for supplementary services only and shall not be used to replace services that the district would supply eligible pupils, if state and federal funds were not available.

Parent/Guardian Participation

The district shall implement parent/guardian consultation and participation, advisory councils, etc., as mandated for the specific program.

Control of Equipment

Title to and control over equipment and/or property purchased with federal funds shall be maintained in accordance with the pertinent federal regulations. The superintendent shall develop written procedures outlining federal ownership and district use, loan, loss and disposal of such equipment/property.

STATE FUNDS; FEDERAL FUNDS (continued)Special Education Medicaid Initiative (SEMI) Program

The superintendent or designee shall ensure that the district follows all required procedures to maximize its revenue from reimbursements under the Special Education Medicaid Initiative (SEMI) Program. This program allows the district to recover a portion of the cost of certain health-related services considered medically necessary in a student's Individualized Education Program (IEP), including evaluation services, physical, occupational and speech therapy, and specialized transportation services.

Procedures to be followed are included in the SEMI Provider Handbook, found at <http://www.state.nj.us/treasury/administration/semi-mac/semi-mac.htm>. These procedures include maximizing the return rate of parental consent forms for all SEMI eligible students.

In accord with the Family Education Rights and Privacy Act (FERPA), the district shall obtain the parent/guardian's informed written consent prior to any disclosures of personally identifiable information from education records, including health information, to the Medicaid program for Medicaid claim submission.

All supporting documentation for Medicaid claims shall be maintained on file and available for state or federal audit for at least seven years from the date of service. Records shall fully document the basis upon which claims for reimbursement are made.

Reimbursement Requests

When the district is a subgrantee of grants awarded by the Federal government to the State of New Jersey, the district shall submit reimbursement requests using the Electronic Web-Enabled Grant (EWEG) System. Expenditures must be supported by documentation at the subgrantee level. Documentation for salary expenditures will be according to the applicable federal circular. Expenditures must be for allowable costs. Expenditures must be related to the subgrantee's cost objectives. Expenditures will be reviewed to determine that:

- A. Adequate description of expenditures is provided;
- B. No new budget category is created; and
- C. Reimbursement does not exceed the allowable threshold for an amendment as a result of cumulative transfers among expenditure categories.

Reimbursement requests will be certified by the board as being in accordance with approved grant applications. EWEG reimbursement requests will meet NJDOE timelines and deadlines. The district shall assume all responsibility for assuring that all funds requested through the EWEG system either have already been expended, or will be expended according to the requirements of the Cash Management Improvement Act of 1990 (CMIA) and other applicable federal regulations.

Financial Fraud and Theft Prevention

All employees, board members, consultants, vendors, contractors and other parties maintaining a business relationship with the district shall act with integrity and due diligence in matters involving state grants, federal grants, and other fiscal resources.

The superintendent shall be responsible for developing internal controls designed to prevent and detect fraud, financial impropriety or fiscal irregularities within the district. Every member of the district's administrative team shall be alert for any indication of fraud, financial impropriety or irregularity within his/her areas of responsibility.

STATE FUNDS; FEDERAL FUNDS (continued)

As used in this policy, "fraud" refers to intentionally misrepresenting, concealing or misusing information in an attempt to commit fiscal wrongdoing. Fraudulent actions include, but are not limited to:

- A. Behaving in a dishonest or false manner in relation to district assets, including theft of funds, securities, supplies or other properties;
- B. Forging or altering financial documents or accounts illegally or without proper authorization;
- C. Improper handling or reporting of financial transactions;
- D. Personally profiting as a result of insider knowledge;
- E. Disregarding confidentiality safeguards concerning financial information;
- F. Violating board conflict of interest policies;
- G. Mishandling financial records of district assets (destroying, removing or misusing).

The superintendent shall investigate reports of fraudulent activity in a manner that protects the confidentiality of the parties and the facts. All employees involved in the investigation shall be advised to keep information about the investigation confidential.

In the event the concern or complaint involves the superintendent, the concern shall be brought to the attention of the board president who is hereby empowered to contact the board's legal counsel, auditing firm and any other agency to investigate the concern or complaint.

Adopted: January 17, 2006
 Revised: December 2, 2008
 Revised: September 1, 2009
 Revised: March 16, 2010
 Revised: December 7, 2010
 Revised: June 11, 2013
 NJSBA Review/Update: September 2015
 Readopted:

Key Words

State Funds, Federal Funds, Disposal of Equipment, State/Federal Funds

<u>Legal References:</u>	<u>N.J.S.A. 18A:7F-43 et seq.</u> <u>N.J.S.A. 18A:7G-1</u> through -44 et al. <u>N.J.S.A. 18A:11-1</u> <u>N.J.S.A. 18A:34-1</u> <u>N.J.S.A. 18A:38-7.7</u> through -7.14 <u>N.J.S.A. 18A:54-20</u> <u>N.J.S.A. 18A:58-7.1</u> <u>N.J.S.A. 18A:58-7.2</u> <u>N.J.S.A. 18A:58-11</u> <u>N.J.S.A. 18A:58-11.1</u> <u>N.J.S.A. 18A:58-33.6</u>	<u>School Funding Reform Act of 2008</u> <u>Educational Facilities Construction and Financing Act</u> General mandatory powers and duties Textbooks; selection; furnished free with supplies; a appropriations Legislative findings and declarations (impact aid) Powers of board (county vocational schools) School lunch program School lunch program; additional state aid Emergency aid Loss of tuition to district due to establishment of regional district; state aid for one year
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STATE FUNDS; FEDERAL FUNDS (continued)

through -33.21	<u>Additional State School Building Aid Act of 1970</u>
<u>N.J.S.A. 18A:58-37.1</u>	
through -37.7	Textbook Aid to Public and Nonpublic Schools
<u>N.J.S.A. 18A:59-1</u>	
through -3	Federal aid
<u>N.J.A.C. 6A:14-1.1 et seq.</u>	Special Education
<u>N.J.A.C. 6A:23A-5.3</u>	Failure to maximize Special Education Medicaid Initiative (SEMI)
<u>N.J.A.C. 6A:23A-8.1 et seq.</u>	Annual Budget Development, Review and Approval
<u>N.J.A.C. 6A:23A-19.1 et seq.</u>	Emergency Aid
<u>N.J.A.C. 6A:30-1.1 et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C. 6A:26-1.1 et seq.</u>	Educational Facilities
<u>N.J.A.C. 6A:27-8.1 et seq.</u>	State Aid, Transportation

Abbott v. Burke, 149 N.J. 145 (1997)

Hawkins-Stafford Elementary and Secondary School Improvement Act of 1988, (Pub. L. No. 100-297) amending Elementary and Secondary Education Act of 1965.

20 U.S.C.A. 1401 et seq. - Individuals with Disabilities Education Act

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

Drug-Free Workplace Act of 1988

34 CFR 80 (7-1-05) monitoring districts' use of federal grant funds Education Department General Administrative Regulations (EDGAR)

34 CFR Part 85, Governmentwide Debarment and Suspension (nonprocurement) and Governmentwide Requirements for Drug-Free Workplace (Grants)

34 CFR 200.1 et seq.

34 CFR 80 (7-1-05) monitoring districts' use of federal grant funds

No Child Left Behind Act of 2001, Pub. L. 107-110, 20 U.S.C.A. 6301 et seq.

Possible

<u>Cross References:</u>	*3100	Budget planning, preparation and adoption
	*3160	Transfer of funds between line items/amendments/purchases not budgeted
	3500.1	Energy
	*3541.1	Transportation routes and services
	*3542.31	Free or reduced-price lunches/milk
	*3570	District records and reports
	*4119.23/4219.23	Employee substance abuse
	*6142.2	English as a second language; bilingual/bicultural
	*6142.6	Basic skills
	*6142.12	Career and technical education
	*6171.3	At-risk and Title 1
	*6171.4	Special education
	*9326	Minutes

*Indicates policy is included in the Critical Policy Reference Manual.

Policy

RELATIONS WITH VENDORS

The Roselle Park Board of Education wishes to maintain good working relations with vendors who supply materials and services to the school system. Constructive efforts by the administration to seek the advice and counsel of vendors about how to improve such relationships are encouraged.

In the schools, vendors shall be seen by appointment only. Vendors who call upon a school shall be governed by policy #1250. Teachers or supervisors of instruction who have invited vendors to call should notify the principal's office in advance so that proper courtesies may be extended.

No agents, canvassers, or vendors shall have access to teachers during their classes. No business concern which solicits or gains business through the school system shall use school facilities for this purpose.

Nondiscrimination

All vendors shall supply assurances that they do not practice discrimination as described in the administrative code. All vendors shall be informed that harassment of any kind of district pupils or employees by their representatives is prohibited.

Honest and Ethical Relations with Vendors; Pay to Play Restrictions

The district shall maintain honest and ethical relations with vendors and shall guard against favoritism, improvidence, extravagance and corruption in its contracting processes and practices. The school board will not vote upon or award a contract in the amount of \$17,500 or greater to any business entity which has made a reportable contribution to a member of the district board of education during the previous one-year period. Such contributions, to any member of the school board, from any entity doing business with the district are prohibited during the term of the contract, including contributions by a vendor's spouse or child, or contributions by any person having an interest in the business entity. Disclosure of contributions shall be made when contracts are required by law to be publicly bid. However, these limitations do not apply when a district emergency requires the immediate delivery of goods or services.

Disbarred Vendors Will Not Be Used

When acquiring goods and services under federally sponsored programs, the school district will not contract with a vendor who is currently either debarred or suspended from doing business with the Federal government. Prior to contract award, and in accordance with Federal requirements, the business administrator or contracting specialist will check the Federal Excluded Parties List System (EPLS) to ensure that the prospective contractor is not found in the EPLS. Results from the EPLS search shall be made part of the purchase order/contract documentation. Should a prospective vendor be found to be debarred or suspended by the Federal government, the business administrator's office will notify the superintendent of this finding and will place a hold on the supplier's registration within the school district financial system.

Strategies to Avoid Excessive Professional Services Expenditures

The board will seek to avoid excessive professional services expenditures, such as by:

- A. Establishing a maximum dollar limit, for budgetary purposes;
- B. Following state legal requirements and procedures to obtain the highest quality services at a fair and competitive price or through a shared service arrangement. This may include issuance of such contracts

RELATIONS WITH VENDORS (continued)

through a request for proposals (RFP) based on cost and other specified factors or other comparable process such as the use of the "fair and open process" as defined in N.J.S.A. 19:44A-20.7; and

- C. Limiting professional services contracts to non-recurring or specialized work for which the district does not possess adequate in-house resources or expertise.

Prudent Use of Legal Services

All contracts for legal services must comply with the payment requirements and restrictions set forth in N.J.S.A. 18A:19-1 as follows:

- A. Advance payments for legal services are prohibited;
- B. Services to be provided shall be described in detail in the contract;
- C. Invoices for payment shall itemize the services provided for billing period; and
- D. Payment shall only be for services actually provided.

If at any time the district's legal costs exceed 130 percent of the Statewide average per pupil amount, the procedures set forth in N.J.A.C. 6A:23A-5.2(a)3 will be implemented, unless evidence can be provided that such procedures would not result in a reduction of cost.

These procedures require the district to:

- A. Limit and designate the persons with the authority to request services or advice from contracted legal counsel;
- B. Legal counsel will not be used unnecessarily to make management decisions or to obtain readily available information such as district policies;
- C. Requests for legal advice shall be made in writing; and
- D. Contact logs and records shall be kept and reviewed to determine that the requests for legal advice are necessary.

Adopted: November 7, 2006
 Revised: September 16, 2008
 Revised: September 1, 2009
 Revised: March 16, 2010
 Revised: November 16, 2010
 NJSBA Review/Update: September 2015
 Readopted:

Key Words

Vendors, Sexual Harassment, Harassment, Nondiscrimination, Affirmative Action

Legal References: N.J.S.A. 10:5-1 et seq. Law Against Discrimination
See particularly:
N.J.S.A. 10:5-31
 through -35

RELATIONS WITH VENDORS (continued)

<u>N.J.S.A.</u> 18A:6-8	Interest of school officers, etc., in sale of textbooks or supplies, royalties
<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:12-2	Inconsistent interests or office prohibited
<u>N.J.S.A.</u> 18A:12-21 <u>et seq.</u>	<u>School Ethics Act</u>
<u>N.J.S.A.</u> 18A:18A-1 <u>et seq.</u>	Public School Contracts Law
<u>N.J.S.A.</u> 18A:54-20	Powers of board (county vocational schools)
<u>N.J.S.A.</u> 52:32-44	Business registration for providers of goods and services
<u>N.J.A.C.</u> 6A:7-1.8	Equality in employment and contract practices
<u>N.J.A.C.</u> 6A:23A-5.2	Public relations and professional services; board policies; efficiency
<u>N.J.A.C.</u> 6A:23A-6.3	Contributions to board members and contract awards
<u>N.J.A.C.</u> 6A:28-1.1 <u>et seq.</u>	School Ethics Commission
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts

Comprehensive Equity Plan, New Jersey State Department of Education

Possible

<u>Cross References:</u> *1250	Visitors
1313	Gifts to district employees
*1330	Use of school facilities
*2224	Nondiscrimination/affirmative action
*3320	Purchasing procedures
*4119.21/4219.21	Conflict of interest
*9270	Conflict of interest

*Indicates policy is included in the Critical Policy Reference Manual.

Alyssa Grosso	Step 4	9 to 5
Andrew Deegan	Step 3	8 to 6
Anthony Delaney	Step 2	theatre/ 1 to 6
Anthony Iachio	Step 4	11 to varies
Ashley Swick	Step 4	9 to 1
Ashley Taluba	Step 4	7:30 - 5
Bianca Ignacio	Step 1	9 to 5
Brandon Gould	Step 1	8:30 to 5:30
David O'Connor	Step 2	7:30 - 6:30
Devon Cunningham (nee McGillis)	Step 4	9 to 5
Doug Metzgar	Step 4	9 to 1
Erin O'Callahan	Step 3	8 to 5
Francis Maggio	Step 4	8 - 12:30
Jane Fuzo	Step 4	8 - 12:30
Jason Kaulfers	Step 3	7:30 to 5:30
Joyce McCoy	Step 4	8 to 12
Keith Appello	Step 2	8:30 - 5 (12 - 5 w/o 8.8.16)
Laura Bundy	Step 4	8:30 to 6
Lauren Corigliano	Step 2	9 to 5:30
Marina Margovskaya	Step 4	10:30 to 5:30
Matthew Acosta	Step 4	11 to 5
Peter Dercole	Step 4	9 to 6
Teresa Rose	Step 2	7:30 to 5:30
Tom Megles	Step 4	8 to 12:30
Aleigh Swirz	Step 4	7:30 - 6
Brian Lowe	Step 4	9 to 5
Chris Hedges	Step 4	1 to 4
Dmitry Chervinsky	Step 4	11 to 6
Ian Matten	Step 4	9 to 5:30
James Foy	Step 4	9:30 to 5
James Ragucci	Step 4	9 to 5?
Joanna Netta	Step 1	11 to 5
Keith Appello	Step 4	9 to 12 (w/o 8.8.16 only)
Kelly Dubasak	Step 4	1 to 4
Kevin Rodriguez	Step 4	10:30 to 6 (3 days)
Kimberly Haralambopoulos	Step 4	Tennis
Leah Sachs	Step 4	8:30 - 5:30
Linda Green	Step 4	Theatre
Merlin Almanzar	Step 4	9 to 12
Nancy Sturcke	Step 4	Tennis
Nicole Borsina	Step 4	11 to 5
Nikki Toccaceli (schreiber)	Step 4	7:30 to 6
Pat Appello	Step 4	8 to 6
Valentina Arango	Step 4	9 to 12
COLLEGE COUNSELORS		
Andina Meshi	Step 1	9 to 1
Anna Maria O'Connor	Step 3	11 to 5
Anthony DiLascio	Step 2	11 to 6

Ashley Moura	Step 2	9:30 - 3
Austin McCaffrey	Step 2	10 to 1 theatre
Brendan Leary	Step 4	8 to 5
Bridgette Maiorelli	Step 3	1 to 6
Carry Mimi	Step 1	11 - 6:30
Charlotte Sessions	Step 1	10 to 1 theatre
Christina Masucci	Step 2	10 to 1 Theatre
Deandra Dunn	Step 2	11 to 5
Jaclyn Wozniak	Step 2	9 to 5
Jacob O'Connell	Step 1	9 to 6:30
Jarryd Delaney	Step 1	10 to 1 theatre 1 to 5 camp
Joshua Gergich	Step 1	11 to 5
Kacie McHale	Step 4	8 to 1
Kaitlyn Heimall	Step 2	11 to 5
Katherine Jenkins	Step 2	9 to 1
Katherine Palacios	Step 1	8 to 5
Kelly Bulger	Step 3	theatre to 1, 1 to 5:30
Kimberly Damm	Step 1	11 to 3
Nicholas LaTorre	Step 1	11 to 5
Rebecca Bodtmann	Step 1	11 to 5
Robert Bamber	Step 1	11 to 5
Ryan Materante	Step 4	11 to 5
Samantha Leinberger	Step 1	10-1 - Theatre
Shaya Reyes	Step 2	9 to 5
Stephanie Taluba	Step 4	9 to 5
Tiffany Hunter	Step 2	11 to 5
Victoria Zamorski	Step 2	9 to 3
Arianna Adan	Step 1	10 to 4
Jordan Yousef	Step 1	theatre to 1, 1 to 5
Samantha Graves	Step 3	9 to 3
Sarah Krynicki	Step 2	1 to 5
Sarah Lance	Step 3	1 to 5
Shannen Garbaris	Step 3	11 to 5
Taylor Horne	Step 3	9 to 3
Tyler Crown	Step 1	11 to 3
Tyler Lieberman	Step 2	8:30 to 5
Victoria Jimenez	Step 3	9 to 3
Andrea Osorio	Step 4	10 to 5
Angelo Geronimo	Step 4	9 to 4
Fabian Victoria	Step 2	10 to 4:30
Gabrielle Falco	Step 4	9 to 5
Julia Califano	Step 4	9 to 4:30
Enrica Mercorelli	Substitute	sub
Nornette Jacobs	Regular	8 to 4

Salaries as per RPAA contract

2016-2017 SALARIES

ADMINISTRATION

NAME	STEP	TRK	SALARY	DEPARTMENT
<COSTA SARAH	OG	*	\$136,502.00	HS PRINCIPAL/ISSUING OFFICER/ATTENDANCE OFFICER
*SUCHANSKI RICHARD #	4	*	\$97,813.00	HS ASST PRINCIPAL (FOR ATHLETICS)+\$3000 differential
<CARLIN KATHLEEN	8	*	\$123,515.00	MIDDLE SCHOOL PRINCIPAL
<BACHERT ELLEN	5	*	\$100,513.00	HS ASST PRINCIPAL FOR ACADEMIC AFFAIRS/ANTI-BULLYING COOR.
<SHRINER JAMES	OG	*	\$120,698.00	MIDDLE SCHOOL ASSISTANT PRINCIPAL
KENNY FRANCES	OG	*	\$127,497.00	ROBERT GORDON PRINCIPAL
<SALVO JAMES	OG	*	\$120,233.00	DIR. CURR. INSTRUCTION & FUNDED PROGRAMS/MISSING/HOMELESS CHILDREN
<CARLSTROM SUSAN	OG	*	\$118,203.00	DIRECTOR GUIDANCE/TESTING/#504-ADA COMPLIANCE
<MORMELO MARIE	7	*	\$112,133.00	DIRECTOR OF SPECIAL SERVICES
*SICIGNANO HIPOLITA (PAULA)	3	*	\$80,164.00	ECC DIRECTOR/LITERACY COACH/AFFIRMATIVE ACTION OFFICER
*GLOMB DONNA	8	*	\$116,378.00	SHERMAN ELEMENTARY PRINCIPAL

Salary as per RP Administrator contract on file in business office

<12 month position /* Non-tenure /#\$3,000 differential for extra time & responsibilities

*Salaries as per RPAA contract from 2015-2016 remain in effect pending negotiations

TEACHERS *Non-tenure

NAME	STEP	TRK	SALARY	SCH/ GRADE/DEPT
AGOLIA NICHOLAS	Y(17)	2	\$74,713.00	MS PHYSICAL EDUCATION/HEALTH
ALMANZAR MERLIN	V(20)	3	\$80,884.00	HS SPANISH +1/7 ACADEMY
AMSHEYUS CHARLES	X(18)	3	\$79,308.00	HS ICS/RESOURCE ROOM
ANTONELLI (RICCITELLI) REBECCA	8	2	\$63,652.00	EJF-ALDENE 1ST GRADE
APPLEBY DIANE	L(30)	3	\$88,570.00	SHERMAN READING RECOVERY
*ARANGO-CORREA VALENTINA	2	2	\$59,627.00	HS ENGLISH
*ATTLESEY SCOTT	3	1	\$55,587.00	ROBERT GORDON COMPUTER TEACHER
BAIN TIFFANY A.	V(20)	2	\$77,417.00	HS/SOCIAL STUDIES
BALESTRINO AMY (Kane)	12	3	\$69,583.00	MS SP ED/MULTIPLY DISABLED
BANGS RAYMOND	E(37)	3	\$105,121.00	HS/SCIENCE
BARAN IRENE	M(29)	3	\$87,664.00	HS/MATHEMATICS
BASILE NATALIE	6	1	\$57,211.00	ROBERT GORDON 4TH GRADE
BATISTA AMANDA	5	2	\$60,873.00	ROBERT GORDON 5TH GRADE
BATTAGLIA (BOCCO) KRISTEN	6	2	\$61,785.00	MS RESOURCE
BEAVER CHRISTINE	12	1	\$59,406.00	ALDENE COMPUTERS
BENNETT (RESTREPO) JULY		2	\$64,570.00	RG INTERVENTIONIST
BERGESKI (MCCARTHY) LAUREN	12	2	\$64,570.00	MS MATHEMATICS
*BREWSTER, EMILY	4	1	\$55,798.00	MS SPECIAL EDUCATION
BURGOS JENNIFER (Wilds)	13	3	\$71,084.00	SHERMAN 3RD GRADE
BURKE (BROWN) CAROLYN	Y(17)	3	\$78,180.00	HS/ENGLISH
BURY JILL	7	2	\$62,694.00	PK ECC
CARBOTTI JOANNE	N(28)	3	\$86,823.00	MS TALENTED & GIFTED
CAREY-LYNCH KAREN	W(19)	2	\$76,612.00	MS ENGLISH
CARLSON JAMIE	7	1	\$57,929.00	MS LANGUAGE ARTS
CARROLL EILEEN	10	1	\$59,406.00	MS SCIENCE
CARROLL KEVIN G.	J(32)	1	\$78,753.00	ELEMENTARY PHYSICAL EDUCATION
CASHIN DINA	12	2	\$64,570.00	ALDENE KDG
CHIN JAMESON	8	1	\$58,691.00	HS TECHNOLOGY
CHOLANKERIL MICHELLE	W(19)	3	\$80,079.00	SHERMAN 2ND GRADE
CLAUSI JESSICA (DeLuca)	S(23)	2	\$78,702.00	HS MATHEMATICS
COGSWELL ALISON (Mullaney)	W(19)	2	\$76,612.00	ALDENE/SHERMAN MUSIC
CONNELL MARYBETH (Santora)	15	1	\$63,625.00	RG 3RD GRADE
CURE KATHY ANN	14	3	\$72,683.00	HS/MS FRENCH
DAGOUNIS DENNIS	16	3	\$77,060.00	HS BIOLOGY
DAWSON GERARD	L(30)	1	\$76,192.00	HS/SOCIAL STUDIES
DI LILLO KARINA	6	1	\$57,211.00	SHERMAN 5TH GRADE
DIMAKOS CHRISTOPHER	12	3	\$69,583.00	ALDENE RESOURCE CENTER
DI SARRO LORI	8	1	\$58,691.00	HS ENGLISH
DOUGHERTY CHRISTINE	16	3	\$77,060.00	SHERMAN COMPUTERS
DOWLING (OWENS) KARA	15	2	\$71,087.00	HS RESOURCE CENTER/ICS
DURKIN JENNIFER	12	2	\$64,570.00	ALDENE ELEMENTARY
DURNIAK (ADASE) CHARLENE	Y(17)	1	\$66,410.00	MS/SOCIAL STUDIES
EGER (CAPARRUVA) TRICIA	12	2	\$64,570.00	MS RESOURCE CENTER
EISNER THOMAS	X(18)	1	\$67,538.00	ACADEMY/HS SOCIAL STUDIES
ERBECK (RIDENTE) JEAN	8	1	\$58,691.00	RG 1st GRADE
FARIA GINA LYNN	R(24)	3	\$82,799.00	EJF-ALDENE 5TH GRADE
FERRY JENNIFER	15	3	\$74,857.00	MS SPECIAL EDUCATION RESOURCE CENTER
FESZCHAK STACY L.	V(20)	3	\$80,884.00	MS INSTRUMENTAL MUSIC
FLATLEY RYAN	6	3	\$66,589.00	HS MATHEMATICS
FLECCA JOHN	15	3	\$74,857.00	MS SCIENCE
*FOX SHANNA	3	2	\$59,838.00	MS MATH
FOY JAMES	W(19)	2	\$76,612.00	HS PHYSICAL EDUCATION
FOY JODI	U(21)	2	\$78,272.00	EJF-ALDENE 3RD GRADE
FRODEN PATRICIA	T(22)	3	\$81,789.00	HS RESOURCE CENTER/ICS
FUCCI VINCENT	Y(17)	2	\$74,713.00	HS SPANISH

1-Bachelors 2-Masters 3-Masters +30 credits (Salaries as per RPEA contract on file in Business Office)

38=D 37=E 36=F 35=G 34=H 33=I 32=J 31=K 30=L 29=M 28=N 27=O 26=P 25=Q 24=R 23=S 22=T 21=U 20=V 19=W 18=X 17=Y

GACCIONE (ROMANO) ANNMARIE	Y(17)	3	\$78,180.00	SHERMAN 2ND GRADE
GARAIO VANESSA	12	2	\$64,570.00	RG ESL
GARRETSON JANE	16	1	\$65,290.00	SHERMAN 4TH GRADE
*GAWRON KATHRYN	4	2	\$60,049.00	ECC SPECIAL EDUCATION
*GILCHRIST JESSICA	4	2	\$60,049.00	RG 5TH GRADE
*GOMEZ, STEPHANIE	5	2	\$60,873.00	SPEECH
GRECO RICHARD	6	1	\$57,211.00	HS CHEMISTRY
GRIECO GLENN J.	P(26)	1	\$72,542.00	HS/SCIENCE
GUARINO ISABEL	S(23)	3	\$82,169.00	EJF-ALDENE ESL
GUGGER MARY LOU	U(21)	2	\$78,272.00	EJF-ALDENE 4TH GRADE
HARALAMBOPOULOS (GUERCIO) KIMBERLY	12	2	\$64,570.00	MS MATHEMATICS
*HARDENBERG CHRISTOPHER	5	1	\$56,482.00	HS PHYS ED/HEALTH
*HARDMAN KELLY	3	1	\$55,587.00	SHERMAN 2ND GRADE
HARTZLER STACI	V(20)	1	\$69,114.00	MS PHYSICAL ED/HEALTH
*HEIMALL DIANE	4	1	\$55,798.00	RG GRADE 3
*HERNANDEZ, TINA	9	1	\$59,406.00	HS SPECIAL EDUCATION
HONRATH NICOLE	Y(17)	2	\$74,713.00	HS PHYS ED /FAMILY LIFE
HOWELL (MILLER) MICHELLE	12	1	\$59,406.00	MS LANGUAGE ARTS
*HRECCZY ANGELENA	4	2	\$60,049.00	HS TECHNICAL DRAWING /TECHNOLOGY
IGLESIAS-BLASQUEZ ROSA	12	2	\$64,570.00	EJF-ALDENE ESL
INGENITO (McELRATH) AMBER	14	3	\$72,683.00	SHERMAN KINDERGARTEN
IRIZARRY LISA	Q(25)	1	\$71,608.00	EJF-ALDENE RESOURCE CENTER
*JONES KATIE	5	1	\$56,482.00	SHERMAN 5TH GRADE
JONES TINA	14	1	\$62,030.00	MS ART/ Fine/Prac/Perf Arts
*KANACH, SARAH	10	1	\$59,406.00	ECC PRESCHOOL
*KANE KAREN	6	1	\$57,211.00	SHERMAN GRADE 1
KEPULADZE MAURA	W(19)	3	\$80,079.00	HS ESL
KLEMENS (PLUCHINO) LISA	12	3	\$69,583.00	MS MATHEMATICS
KOSTY CHELSEA	6	1	\$57,211.00	HS ENGLISH
KOWALSKI, KRISTIN	12	3	\$69,583.00	HS ENGLISH
KROBOTH KATHLEEN (Frees)	13	2	\$66,204.00	SHERMAN SPECIAL ED RESOURCE CENTER
KULBABA KRISTEN	12	1	\$59,406.00	ROBERT GORDON 4TH GRADE
KURZ JUDYTH	N(28)	2	\$84,184.00	HS/SPANISH/FRENCH
LACEY SHAUN	13	1	\$60,517.00	MS SCIENCE
*LANGEVIN (PARDO) RACHELLE	8	2	\$63,652.00	SPEECH
LECHNER TARA	Y(17)	3	\$78,180.00	SHERMAN 5TH GRADE
LEONARDIS STEPHANIE (COOK)	W(19)	2	\$76,612.00	ALDENE KDG
LONGO CHRISTY (ALLEN)	16	1	\$65,290.00	RG 1st GRADE
*LOPEZ, GRACE	3	2	\$59,838.00	ALDENE AUTISM GRADE 3-5
LOWE BRIAN	13	1	\$60,517.00	ROBERT GORDON PHYSICAL EDUCATION
LUGARA LISA (LAYDEN)	6	1	\$57,211.00	ROBERT GORDON SELF CONTAINED SPEC ED
LYNCH (RUGGIERO) MICHELLE	12	2	\$64,570.00	MS SPECIAL EDUCATION RESOURCE CENTER
MAGGIO FRANCIS A.	S(23)	3	\$82,169.00	HS/SOCIAL STUDIES
*MALONE MELISSA	5	2	\$60,873.00	EJF-ALDENE 1ST GRADE
MANNO JEFFREY S	N(28)	2	\$84,184.00	INSTRUMENTAL MUSIC ELEMENTARY
MARINO JOSEPHINE M.	N(28)	3	\$86,823.00	ROBERT GORDON 5TH GRADE
MARTINEZ (SMITH) SHANNON	12	1	\$59,406.00	HS PHYSICAL EDUCATION
MATARANTE DENISE	12	1	\$59,406.00	SHERMAN 3RD GRADE
MAWER PATRICIA	12	2	\$64,570.00	MS MATHEMATICS
MCDONALD TARA	9	3	\$69,583.00	RG SPEECH TEACHER
*MCEVOY, REBECCA	4	2	\$60,049.00	RG SELF CONTAINED SPECIAL ED TEACHER
MEGLES THOMAS	11	1	\$59,406.00	ACADEMY
MELO GIULIANA (Ambrosio)	V(20)	3	\$80,884.00	MS/LANGUAGE ARTS
METZGAR DOUGLAS	11	1	\$59,406.00	ALDENE PHYS ED
*MINGOIA KRISTEN	4	2	\$60,049.00	ROBERT GORDON KINDERGARTEN
MOONEY KATHLEEN	N(28)	3	\$86,823.00	HS ENGLISH
MORRISON ANNAMARIE	5	1	\$56,482.00	MS MATHEMATICS
(NASCIMENTO) ALEXANDRA MARTINHO	6	2	\$61,785.00	ALDENE 3RD GRADE
NESE JUDITH	12	1	\$59,406.00	EJF-ALDENE 4TH GRADE
*NETTA JOANNA	2	2	\$59,627.00	RG/HS ART
NEVITT (DARCY) JAMIE	13	2	\$66,204.00	MS MATHEMATICS
NITCHE ANN	K(31)	3	\$90,470.00	RG SPECIAL EDUCATION
NUNES (LATAWIEC) REBECCA	X(18)	2	\$75,841.00	EJF-ALDENE BASIC SKILLS
*O'DONNELL LAUREN	4	3	\$64,759.00	MS SPECIAL EDUCATION
*O'NEILL, KELLEY	3	1	\$55,587.00	ALDENE AUTISM GRADE K-2
O'REILLY SHEILA	Y(17)	1	\$66,410.00	EJF-ALDENE 2ND GRADE
ORTIZIO (FABBO) DINA	12	1	\$59,406.00	RG 3RD GRADE SPECIAL ED CO-TEACH
OTERO (SERRANO) DENISE	Y(17)	2	\$74,713.00	MS LANGUAGE ARTS
OZERI WENDY	R(24)	3	\$82,799.00	SHERMAN ESL
PARKER (MULLEN) CARLIE	14	2	\$68,643.00	SHERMAN 3RD GRADE
PARSONS KATHERINE	Y(17)	2	\$74,713.00	EJF-ALDENE READING RECOVERY
PASK RACHEL	7	1	\$57,929.00	ROBERT GORDON 2ND GRADE

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*PASTERNAK AMY	W(19)	3	\$80,079.00	ROBERT GORDON READING RECOVERY
PELAEZ GAIL	W(19)	3	\$80,079.00	RG ELEMENTARY BASIC SKILLS
PFEIFFER (HIRSCH) MICHELLE	14	3	\$72,683.00	SHERMAN KINDERGARTEN
PIRES TAMARA	U(21)	2	\$78,272.00	HS BIOLOGY
POLCE JUSTIN	6	2	\$61,785.00	HS MATHEMATICS
PROKOP, KARL	U(21)	1	\$69,969.00	HS SOCIAL STUDIES
QUAGLIA (STOUT) NICOLE	16	2	\$73,593.00	EJF-ALDENE 5TH GRADE
RAGUCCI JAMES	G(35)	3	\$100,180.00	HS GRAPHIC ARTS
RANIERI JOHN JR	V(20)	3	\$80,884.00	HS PHYSICAL EDUCATION/DRIVERS EDUCATION
REAGAN MARY F.	R(24)	3	\$82,799.00	SHERMAN SPEECH
*RICKERT CAROL	6	2	\$30,892.50	ROBERT GORDON BASIC SKILLS TEACHER 1/2 TIME
RIGGI LUCIANO	12	2	\$64,570.00	MS SOCIAL STUDIES
(RINALDI) MELISSA HAHN	Y(17)	2	\$74,713.00	HS MATHEMATICS
RIOS (PUSCHEL) JOSCELYN	16	1	\$65,290.00	HS SPANISH/WORLD LANGUAGE
RIPKA MEGAN	6	2	\$61,785.00	ECC PRESCHOOL
ROBINSON (REINER) ALISON	12	2	\$64,570.00	HS ENGLISH
ROBISON LISA	6	1	\$57,211.00	MS LANGUAGE ARTS
*ROCK, PATRICK	3	1	\$55,587.00	HS BUSINESS
RODRIGUEZ KEVIN	16	1	\$65,290.00	HS ATHLETIC TRAINER
BENNETT-RUBY KAREN	U(21)	2	\$78,272.00	HIGH SCHOOL SPEC ED
RUSSONIELLO (DAVEY) CARRIE	X(18)	3	\$79,308.00	ELEMENTARY ART-SHERMAN/ALDENE
RYAN ANN MARIE	W(19)	2	\$76,612.00	MS ENGLISH
SCHOLZ BERNARDINE A.	T(22)	3	\$81,789.00	SHERMAN 1ST GRADE
*SCUTRO MARIA TERESA	7	1	\$57,929.00	HS ART TEACHER
SEDELMAYER CRISTIN (CONNELLY)	16	3	\$77,060.00	MS COMPUTERS
SEIBERT HILTON	12	1	\$59,406.00	HS MATHEMATICS
*SHAUTE CHRISTINA (VEGA)	5	2	\$60,873.00	SHERMAN 4TH GRADE
SHEPS RANDI	7	1	\$57,929.00	SHERMAN 5TH GRADE
SILBERLIGHT JONATHAN	14	1	\$62,030.00	HS RESOURCE CENTER/ICS/BUSINESS
SILVER MICHAEL	12	2	\$64,570.00	HS RESOURCE CENTER/ICS
SINISI JOANN	16	2	\$73,593.00	HS BUSINESS
SKIERSKI (PALENCIA) GINA	13	3	\$71,084.00	MS SPECIAL EDUCATION RESOURCE CENTER
SLATTERY (GENOVESE) ALLISON	13	3	\$71,084.00	MS SOCIAL STUDIES
*SMITH-HARDY LORETTA	2	2	\$29,813.50	RG PT T&G TEACHER
SOUSA (FERREIRA) JENNIFER	11	2	\$64,570.00	HS MATHEMATICS
SPRICIGO MATTHEW J.	U(21)	3	\$81,739.00	HS/SOCIAL STUDIES
STEVENS NICOLE	Y(17)	2	\$74,713.00	SHERMAN RESOURCE CENTER
*SUAREZ-GANGUZZA DIANA	11	2	\$64,570.00	SHERMAN ESL
*SWIRZ ALEXANDRA	5	1	\$56,482.00	RG RESOURCE ROOM TEACHER
TERPENNING ARLENE M.	T(22)	2	\$78,322.00	ELEMENTARY TALENTED & GIFTED
*TEVAR-VENA HELIO	4	1	\$55,798.00	ELEMENTARY WORLD LANGUAGE
*TORTORELLI, LAURIE	5	3	\$65,665.00	BEHAVIORIST
TRAPANI CHERYL L.	X(18)	3	\$79,308.00	ROBERT GORDON SPECIAL EDUCATION
TREZZA ANTHONY	16	1	\$65,290.00	HS SOCIAL STUDIES
VIEIRA MARIA	V(20)	3	\$80,884.00	MS ESL
*VILLEGAS LUISA	4	1	\$55,798.00	MS SPANISH/WORLD LANGUAGE
VOGEL-HICKMAN KRISTEN	12	3	\$69,583.00	MS SCIENCE TEACHER
WARREN (VELTRE) DAWN MARIE	11	1	\$59,406.00	ROBERT GORDON KINDERGARTEN
WATSON ROBERT	P(26)	2	\$82,246.00	MS INDUSTRIAL ARTS
WEINGART BRIAN	12	1	\$59,406.00	MS PHYSICAL EDUCATION/HEALTH
WEINGART (LAYDEN) (EGER) JESSICA	12	3	\$69,583.00	MS MATHEMATICS
WILDS (AHMAD) DENA	15	3	\$74,857.00	SHERMAN 1ST GRADE
*WILLIAMSON ANDREW	3	1	\$55,587.00	HS/RG MUSIC
WITKOWSKI ERIC	14	2	\$68,643.00	HS MUSIC
WITKOWSKI FAY (LAZARIDES)	13	3	\$71,084.00	HS MATHEMATICS
GUIDANCE *non-tenure	STEP TRK	SALARY	SCH/ GRADE/DEPT	
^BAUMANN MARY	L(30)	3	\$88,570.00	HIGH SCHOOL
^PONS (ETLINGER) CATHLEEN	P(26)	3	\$84,891.00	MIDDLE SCHOOL LANGUAGE ARTS
^HALPERIN JAMIE	15	3	\$74,857.00	SHERMAN GUIDANCE
^KANAREK ALLISON	14	3	\$72,683.00	ROBERT GORDON GUIDANCE
^KOZODOY ANDREA	S(23)	3	\$82,169.00	HS CRISIS COUNSELOR
^MATARREDONA ANNA	L(30)	3	\$88,570.00	HIGH SCHOOL
^MOORE ANN	D(38)	3	\$110,250.00	HIGH SCHOOL
^OLLINICK, JOANNA	13	2	\$66,204.00	MS GUIDANCE
CHILD STUDY TEAM *non-tenure	STEP TRK	SALARY	SCH/ GRADE/DEPT	
^BECKER HEIDI	U(21)	2	\$78,272.00	SOCIAL WORKER
^CORDES DEBORAH	16	2	\$73,593.00	SHERMAN SOCIAL WORKER
FREUND JENNIFER	10	2	\$32,285.00	0.5 ACADEMY SOCIAL WORKER
*^KELLEIHAN, CHRISTINA	15	3	\$74,857.00	LDTC
^LONGO (Steffanelli) ANGELA	Y(17)	3	\$78,180.00	PSYCHOLOGIST/SAC
^MACDONALD KATHLEEN	L(30)	3	\$88,570.00	LDTC
^MULHOLLAND GINA	11	3	\$69,583.00	DISTRICT PSYCHOLOGIST

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DISTRICT OCCUPATIONAL THERAPIST	STEP	TRK	SALARY	SCH/ GRADE/DEPT
^DIETZOLD-MEYERS SUSAN	M(29)	1	\$75,055.00	OCCUPATIONAL THERAPIST
*IM KATIE		9	\$34,791.50	.5 Physical Therapist
§ 12 month employee				
^ Plus compensation of \$5788.50 for extra responsibilities and time				
NURSES	STEP	TRK	SALARY	SCH/ GRADE/DEPT
*CARTNICK KERRI		2	\$55,376.00	ROBERT GORDON
HADDAD JANICE	W(19)	3	\$80,079.00	HIGH SCHOOL
LITTERER BRENDA	Y(17)	1	\$66,410.00	MIDDLE SCHOOL/ACADEMY
MERWEDE, NANCY	T(22)	2	\$78,322.00	SHERMAN SCHOOL
*NERI TATIANA		2	\$59,627.00	ALDENE
LIBRARIANS	STEP	TRK	SALARY	SCH/ GRADE/DEPT
DUNCAN ROBERT F.	T(22)	3	\$81,789.00	.5 MS MEDIA SPECIALIST/.5 MS SPEC ED
SECRETARIES				
xBADILLO ANN		2	\$51,538.00	HS ASSISTANT PRINCIPAL FOR ACADEMICS
xBATTAGLIA WENDY	I(16)		\$57,108.00	HIGH SCHOOL GUIDANCE
xBELFORD KIMBERLY		5	\$53,263.00	MIDDLE SCHOOL
xCABRAL MARIANNE	H(17)		\$57,220.00	CURRICULUM
DEEGAN SANDRA	G(18)		\$51,955.00	SHERMAN
FUZO JANE	L(13)		\$51,353.00	EARLY CHILDHOOD CENTER
xGURA GERALDINE	N(11)		\$56,763.00	HS ASSISTANT PRINCIPAL FOR ATHLETICS
xHRUBIC MARY ANN	M(12)		\$56,899.00	SPECIAL SERVICES
HAHN CANDY	M(12)		\$51,340.00	ALDENE
KARLIK SUSAN	K(14)		\$51,378.00	ROBERT GORDON
SIGNORELLO ANTONETTE		4	\$47,574.00	MIDDLE SCHOOL
x 12 Month Employee				
ADMINISTRATIVE CLERKS				STARTING SALARY \$10.72
Melanie Canter			\$26.73	ENTERPRISE CLERK (paid through summer camp)
Laura Manzo			\$14.22	10 MTH/PT MS GUIDANCE
LEAVES OF ABSENCE	STEP	TRK	SALARY	SCH/ GRADE/DEPT
PADOVANO(LUGARA) JACQUELENE		12	\$64,570.00	SHERMAN 4TH GRADE (mat leave 5/16/16-11/28/16)
GLOMB, ROBERT	X(18)	2	\$75,841.00	MS SOCIAL STUDIES (med leave 5/3/16-6/30/16)
^SAS CHRISTINE		5	\$60,873.00	EJF-ALDENE GUIDANCE (mat leave 9/14/15-6/30/2016)
*non-tenure				
MAINTENANCE				
DUBASAK CLIFFORD			\$67,333.00	SKILLED MAINTENANCE
FUZO VICTOR			\$47,319.00	GENERAL MAINTENANCE
GJAKOVA ARZOT			\$25,542.00	0.5 SKILLED MAINTENANCE
MEDINA OSMAR			\$44,459.00	GENERAL MAINTENANCE/GARBAGE
CUSTODIAL				
BARRY ROBERT			\$56,180.00	CUSTODIAN High School Nights
BARTOLO BERKYS			\$38,369.00	CUSTODIAN Middle School Days
CARO LUIS			\$38,369.00	CUSTODIAN High School Nights
COHEN, BRIAN			\$38,369.00	CUSTODIAN Middle School & ECC Nights
DENIKE WILLIAM			\$38,369.00	CUSTODIAN Middle School Days
DJOKIC RUSTEM			\$38,369.00	CUSTODIAN
GJAKOVA ARZOT			\$19,184.00	.5 CUSTODIAN
GREGORY MICHAEL			\$56,180.00	CUSTODIAN Robert Gordon Days (retire 9/1/2016)
GROPPE WAYNE			\$68,999.00	CUSTODIAN High School Days
MCHALE JAMES			\$40,181.00	CUSTODIAN High School Days
NECHUTA TERRY			\$39,357.00	CUSTODIAN Sherman Nights
PALACIOS WILLIAM			\$44,302.00	CUSTODIAN Middle School Nights
PLESNIK PAUL			\$41,472.00	CUSTODIAN Aldene Days
SPERANZA ANDREW			\$38,369.00	CUSTODIAN Sherman Days
TANCREDI EMANUEL			\$39,357.00	CUSTODIAN RG Nights
UMANA JAIRO			\$40,181.00	CUSTODIAN High School Nights
YAWORSKI STEPHEN			\$42,594.00	CUSTODIAN/GARBAGE

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