



May 6, 2024  
Public Session

**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting May 6, 2024**  
**5:30 P.M. Executive Session**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**REVISED Agenda**

**I. ROLL CALL OF THE MEMBERS**

**II. NOTICE OF MEETING:**

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests are discussed or acted upon. In accordance with the provisions of the Act:

- A written notice was sent from the Office of the Secretary of the Board on January 8, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at [www.woboe.org](http://www.woboe.org)
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

**III. EXECUTIVE SESSION**

**WHEREAS:** The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

**RESOLVED:** The Board of Education adjourns to closed session to discuss personnel, legal and miscellaneous confidential matters. Be it further

**RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

**IV. PUBLIC SESSION AT 6:30 P.M.**

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF April 15, 2024**  
(Att. #1)

**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. Asian American Pacific Islander Heritage Month - Student Presentation
- B. Welcome Back Connie Salimbeno as the Director of Special Services



- C. Final Budget Presentation 2024-2025
- D. HIB Report

**IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS**

**A. PERSONNEL**

**1. Resignations / Retirements / Terminations**

- a.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Blenda Alexandre	.6 Liberty / .4 Hazel	School Psychologist	Resignation	6/30/24
Cheryl Butler	WOHS	Director of School Counseling	Retirement 13 years	9/1/24
Bridget Day	Gregory	Library Media Specialist	Resignation	6/30/24
Colleen Grandinetti	Mt. Pleasant / Special Services	Learning Disabilities Teacher - Consultant	Retirement 33 years	1/1/25
Maud Haddad	Roosevelt	French	Resignation	6/30/24
Antonina Mammana	WOHS	Mathematics	Resignation	6/30/24
Danielle Marino	Gregory	SEL Lunch Bunch: Grade 2	Resignation	4/3/24
Danielle Marino	Gregory	AM/PM After School Tutorial	Resignation	4/3/24
Nevin Mathew	WOHS	Science Teacher	Resignation	6/30/24
Kimberly Roman	Gregory	Special Education	Resignation	6/30/24
Anllileny Rosario	WOHS	English Language Arts	Resignation	6/30/24
Marjhani Simpson	Liberty	English Language Arts	Resignation	6/30/24
Diane Talman	Washington	Grade 2	Retirement 25 years	7/1/24

- b.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Gladies Exum	Transportation	Bus Monitor Part-time	Retirement	8/1/24 amended from 7/1/24
Luis Morales	WOHS	Custodian Night-Shift	Resignation	4/19/24

**2. Rescissions**

- a.** Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following rescission(s):



Name	Location	Position	Effective Date
Kim Carissimo	Liberty	Medical Leave Postponed	4/17/24
Jonathan Golich	Liberty	2024 ESY Program	4/26/24
Floyd Gray	Edison	2024 ESY Program	4/23/24

### 3. Appointments

#### a. 2023-2024 School Year

- 1) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certified staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Kristin Gogerty-Fitzgerald*	District	Supervisor of Special Education PK-5	Deas	Supervisor	OG	\$180,804 prorated includes longevity of \$9,254	6/3/24 - 6/30/24
Tracy Jones	Washington	Kindergarten Leave Replacement	Fitzpatrick	MA	N/A	\$375 per diem	4/8/24 - 6/19/24
Crystal Oliver	ECLC	Registered Nurse	Chernoff	MA	16	\$88,416 prorated	5/7/24 - 6/30/24

\*amended from previously approved transfer

- 2) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certified staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Clercant Clerjuste	Transportation	Bus Driver Part-time	New	N/A	N/A	\$26.37 per hour	5/7/24 - 6/19/24
Leshia Rosa	WOHS	Paraprofessional	New	BA	7	\$35,058 prorated	5/7/24 - 6/30/24

- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional teaching assignment(s):

Name	Location	Position	Effective Dates
Rebecca Kalenak	Roosevelt	Science Leave Replacement - Geraldo	5/28/24 - 6/19/24
Lauren Peacock	Roosevelt	Mathematics Leave Replacement - Geraldo	5/28/24 - 6/19/24
Lisa Rocha	Roosevelt	Mathematics Leave Replacement - Geraldo	5/28/24 - 6/19/24

- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated co-curricular assignment(s):



Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Daniel Marino	Gregory	SEL Lunch Bunch: Grade 2	\$750 prorated	2/26/24 - 4/3/24
Anna Sopranzetti	Gregory	SEL Lunch Bunch: Grade 2	\$750 prorated	4/4/24 - 6/30/24

- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Diana Ferrera	Gregory	AM/PM Afterschool Tutorial Instructor	\$55.20 per hour^ not to exceed 18 hours	4/15/24 - 6/30/24
Salma Hassan	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	2/26/24 - 5/31/24 amended from 2/26/24 - 6/6/24
Susan Hayward	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	2/26/24 - 5/31/24 amended from 2/26/24 - 6/6/24
Laura Johansen	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	2/26/24 - 5/31/24 amended from 2/26/24 - 6/6/24
William Keegan	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	2/26/24 - 5/31/24 amended from 2/26/24 - 6/6/24
Cecily Robinson	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	2/26/24 - 5/31/24 amended from 2/26/24 - 6/6/24
Kristen Paul	Roosevelt	After School Tutorial	\$1,331* amended from \$55.20 per hour* not to exceed 42 hours	3/19/24 - 5/31/24 amended from 3/19/24 - 6/6/24

^Funded via ESSER

\*Funded via ESEA Title I SIA

- 6) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2023-2024 Curriculum Writing assignment(s): (Att. #2)
- 7) Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Christopher Williams	Robert Morris University	WOHS	5/13/24 - 6/7/24

- 8) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2023-2024:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Julie DiGiacomo	Standard	X						
Kiina Dordoni	Standard	X						
Melissa Mohabir	N/A				X			



Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Shaliesha Murray	N/A							X
Samantha Pellegrini	N/A					X		

**a. 2024-2025 School Year**

- 1) Superintendent recommends approval to the Board of Education for the renewal of contracts for the following staff members for the 2024-2025 school year:
  - (a) Tenured and non-tenured certificated staff (Att. #3)
  - (b) Tenured and non-tenured administrators (Att. #4)
  - (c) Tenured and non-tenured administrative assistants (Att.#5)
  - (d) Tenured and non-tenured custodial/maintenance staff (Att. #6)
  - (e) Paraprofessional staff (Att. #7)
  - (f) Security staff (Att. #8)
  - (g) Transportation staff (Att. #9)
  - (h) Technology staff (Att. #10)
  - (i) Unaffiliated staff (Att. #11)
- 2) Superintendent recommends approval to the Board of Education of rates of pay for the additional assignments below for the 2024-2025 school year:
  - (a) All district certificated staff to provide home instruction, as assigned, at the WOEa contractual rate, \$85.11 per hour
  - (b) All district paraprofessional staff to provide assistance to students for after school activities/sports, as assigned, at the WOEa contractual rate, \$26.82 per hour
  - (c) All district staff to provide the following services, as assigned, at the WOEa contractual rates indicated:
    - (i) Afternoon Pick-up Duty: \$40.81 per diem
    - (ii) Breakfast Duty: \$40.81 per diem
    - (iii) Edison Aftercare Program: \$23.34 per hour (not to exceed 3.5 hours per day)
    - (iv) General Detention: \$40.81 per diem
    - (v) Morning Drop-off Duty: \$40.81 per diem
- 3) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certified staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Kalisha Dorlean	ECLC	Director of Early Childhood Education	New	Director	8	\$151,000	7/1/24 - 6/30/25
Kelly Palermo	Mt. Pleasant	Grade 5 Leave Replacement	Blazier	MA	5	\$70,363	9/3/24 - 6/30/25
Constance Salimbeno	Central Office	Director of Special Services, PK-12	Gogerty	Director	N/A	\$189,254 includes longevity of \$9,254	7/1/24 - 6/30/25



- 4) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer Child Study Team assignment(s): (Att. #12)
- 5) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Extended School Year staff amendment(s): (Att. #13)
- 6) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s): (Att. #14)
- 7) Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024-2025 Curriculum Writing assignment(s): (Att. #15)

#### 4. Leaves of Absence:

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for certificated staff:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
4787 Medical	St. Cloud	5/14/24 - 6/30/24	N/A	N/A	9/1/24
8502 Medical	WOHS	1/11/24 - 6/30/24 amended from 1/11/24 - 5/6/24	N/A amended from 5/7/24 - 6/30/24	N/A	9/1/24
8224 Family	Roosevelt	5/28/24 - 6/30/24 amended from 6/5/24 - 6/30/24	9/1/24 - 11/22/24	11/25/24 - 1/1/25	1/2/25
4730 Medical	Redwood	5/6/24 - 7/31/24 amended from 5/6/24 - 7/8/24	8/1/24 - 8/9/24 amended from 7/9/24 - 8/9/24	N/A	8/12/24
9049 Personal	ECLC	4/8/24 - 4/29/24 amended from 4/8/24 - 4/11/24	N/A	4/30/24 - 5/10/24 amended from 4/12/24 - 5/10/24	5/13/24

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for non-certificated staff:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
7436 Medical	Gregory	3/18/24 - 3/28/24 4/16/24 - 5/15/24 a.m. only amended from 3/18/24 - 3/28/24	4/1/24 - 4/15/24 5/15/24 p.m. only - 5/29/24	N/A	5/30/24 amended from 4/16/24
7690 Medical	Liberty	N/A	4/18/24 - 6/2/24	N/A	6/3/24
4175 Medical	WOHS	3/4/24 - 6/3/24 amended from 3/4/24 - 4/30/24	N/A	N/A	6/5/24 amended from 5/1/24
9250 FMLA	Redwood	4/22/24 - 4/23/24	4/15/24 - 4/19/24	N/A	4/24/24
9326 Personal	Transportation	N/A	N/A	5/20/24 - 5/24/24	5/28/24



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
5006 Medical	ECLC	N/A	4/8/24 - 4/19/24	NA	4/22/24

5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the attached Sidebar Agreement between the West Orange Administrators' Association and the West Orange Board of Education to temporarily fill administrative vacancies for the period of July 1, 2024 through August 31, 2024: (Att. #16)
6. Upon recommendation of the Superintendent of Schools; approval of the employment contract for Eveny de Mendez, Assistant Superintendent for Curriculum and Instruction, from July 1, 2024 to June 30, 2025. The Executive County Superintendent reviewed and approved the contract on April 15, 2024. (Att. #17)
7. Upon recommendation of the Superintendent of Schools; approval of the employment contract for Tonya Flowers, School Business Administrator, from July 1, 2024 to June 30, 2025. The Executive County Superintendent reviewed and approved the contract on April 15, 2024. (Att. #18)

## B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #19)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the overnight and out-of-state field trips for the 2023-2024 school year. (Att. #20)

## C. FINANCE

### a.) Special Services

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following out of district placements for the 2023 - 2024 and ESY 2024 - 2025 school year:

Student #	Placement	Tuition	Budgeted/Unbudgeted
2606059	The Arc of Essex County	\$9,240 28 days 7/1/24 - 8/29/24	Budgeted
2706115	The Gramon School	Tuition: \$104,914.56 212 days @ \$494.88/day  Extraordinary Svcs \$64,660 212 days @ \$305/day	Budgeted
2205120	Jardine Academy - Cerebral Palsy League	Tuition: \$10,055.04 48 days @ \$209.48/day 4/9/24 - 6/13/24	Unbudgeted



Student #	Placement	Tuition	Budgeted/Unbudgeted
1209103	The Phoenix Center	Tuition: \$89,056.44 198 days @ \$449.78/day  Extraordinary Aide: \$37,620 198 days @ \$190/day 7/1/24 - 6/30/25	Budgeted
1607079	The Phoenix Center	Tuition: \$89,056.44 198 days @ \$449.78/day  Extraordinary Aide: \$37,620 198 days @ \$190/day 7/1/24 - 6/30/25	Budgeted
1004086	Chancellor Academy	Tuition: \$93,207.45 203 days @ \$459.15 7/1/24 - 6/30/25	Budgeted
1308091	The Calais School	Tuition: \$30,643.50 75 days @ \$408.48/day	Budgeted
1608082	Cornerstone Day School	\$104,005.00 220 days @ \$472.75/day 7/8/24 - 6/30/25	Budgeted
1404031	Cornerstone Day School	\$104,005.00 220 days @ \$472.75/day 7/8/24 - 6/30/25	Budgeted
1304006	Cornerstone Day School	\$104,005.00 220 days @ \$472.75/day 7/8/24 - 6/30/25	Budgeted
2304117	Mount Carmel Guild Academy	Extraordinary Services (amended from 3/18/24 agenda, adjusted to 56 days/\$13,776 @\$246/day	Budgeted

2. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following tuition/extraordinary aide services adjustments as certificate by the State of NJ Division of Administration and Finance:

Student #	Provider	Type of Service	Cost	Not to Exceed	Budgeted/Unbudgeted
2706115	North Jersey Outreach	Home Instruction	Hourly Rate: \$125 66 Hours Total 7/1/24 - 8/31/24	\$8,250	Budgeted
2506098	North Jersey Outreach	ABA Therapy	Hourly Rate: \$85 104.5 Hours Total 4/1/24 - 8/15/24	\$8,882.50	Budgeted

3. Upon Recommendation of the Superintendent of Schools approval by the Board of Education for





the following approval of services for a Translator needed at Special Services Meetings for the 2023-2024 school year.

Provider	Description	Cost/Rate of Pay	Not to Exceed
Para-Plus Translations 2 Coleman Avenue Cherry Hill, NJ 08034	Arabic Interpreter	\$98.25 per hour	Not to exceed \$500.00

**b.) Business Office**

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following Proposed Budget Resolution:

**Be It Resolved**, that the proposed budget for the 2024-2025 School Year using the 2024-2025 State Aid figures and the Secretary to the Board of Education be authorized to submit the following proposed budget to the Executive County Superintendent of Schools for approval in accordance with the statutory deadline:

	General Fund	Special Revenues	Debt Service	Total
2024-2025 Total Appropriations	\$204,738,219	\$13,899,437	\$5,897,821	\$224,535,477
Less: Anticipated Revenues	\$48,904,846	\$13,899,437	\$812,169	\$63,616,452
Taxes to be raised	\$155,833,373	\$0	\$5,085,652	\$160,919,025

2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the May 6, 2024 Bills List in the amount of 11,640,046.06.
3. Upon recommendation of the Superintendent of Schools approval, by the Board of Education of the March 2024 transfers within the 2023-2024 budget in compliance with N.J.A.C. 6A:23-2.11(A)2. (Att. #21)
4. Upon recommendation of the Superintendent of Schools, acceptance by the Board of Education of the Board Secretary's financial report for the month of March 2024, based upon the certification of the Board Secretary, pursuant to N.J.A.C. 6A:23A-16.10(c) (3), that no major account or fund has been over-expended, and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year. (Att. #22)
5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education acknowledgement and acceptance of the Report of the Treasurer of School Monies for the month of March 2024, which report is in agreement with the Secretary's Report. (Att. #23)
6. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:



**BE IT RESOLVED**, that the West Orange Board of Education hereby approve and award the Food Service Management contract to Maschio's Food Services, Inc. for the 2024 – 2025 School Year, effective July 1, 2024 through June 30, 2025.

**Management Fee(s) / Guarantees**

**A. Management Fee**

**BE IT FURTHER RESOLVED**, that Maschio's Food Services, Inc. will charge a Flat Management Fee in the amount of \$200,000.00. This fee shall be payable in ten (10) monthly installments of \$20,000.00 per month commencing on September 1, 2024 and ending on June 30, 2025.

**BE IT FURTHER RESOLVED**, that the total estimated annual cost of the contract is \$3,786,077.52.

**B. Guarantee Return**

**BE IT FURTHER RESOLVED**, that Maschio's Food Services, Inc. guarantees a program profit of \$239,000.00 to the Local Education Agency for the 2024 - 2025 School Year. In the event the actual bottom line of the operational report (total revenue from all sources less program costs, including administrative / management fee) is below this amount, Maschio's Food Services, Inc. shall be responsible for any shortfall.

7. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education to allow for the Transfer of Current Year Surplus to subsidize the Food Service Fund to cover the deficit in the amount of \$350,000 for the 2023-2024 school year.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Consolidation Agreement with Classical Academy Charter School to effect the transfer and relinquishment of authority, duties and obligations for the Child Nutrition Programs to the West Orange Board of Education.
9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to reject the lowest bid for the Water Infiltration and Structural Repair at West Orange Administration Building, 179 Eagle Rock Avenue, West Orange, NJ 07052 project received from Apex Enterprises of Union, Inc, Neptune City, NJ 07753. The lowest bid substantially exceeds the cost estimates for the goods or services.
10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with West Orange Community House, located at 242 Main Street, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to



contract with Montclair Child Development Center, located at 33 Fulton Street, Montclair, to provide a minimum six-hour comprehensive preschool educational program for up to 45 three and four year old students as a qualified Head Start program for the 2024-2025 school year, to be funded by Preschool Expansion Aid.

12. Upon recommendation of the Superintendent approval by the Board of Education to contract with Montclair Child Development Center, Superintendent of Schools, located at 255 William Street, Orange, to provide a minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified Head Start program for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
13. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Tutor Time of West Orange, located at 481 Northfield Avenue, West Orange, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
14. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Valley Settlement House, located at 33-41 Tompkin Street, West Orange, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
15. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with West Essex YMCA Peanut Shell Early Childhood Learning, located at 321 South Livingston Street, Livingston, to provide a minimum six-hour comprehensive preschool educational program for up to 75 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
16. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Little Explorers Early Learning Academy, located at 346 E. Mount Pleasant Ave, Livingston, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
17. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with First Mountain Preschool, located at 270 Pleasant Valley Way, West Orange, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
18. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Roseland Child Development Center, located at 3 - A, Adp Blvd, Roseland, to provide a minimum six-hour comprehensive preschool educational program for up to 30 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.



19. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to contract with Primrose School, located at 555 Northfield Avenue, West Orange, to provide a minimum six-hour comprehensive preschool educational program for up to 15 three and four year old students as a qualified private preschool provider for the 2024-2025 school year, to be funded by Preschool Expansion Aid.
20. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to accept the withdrawal of the Helping Hands Childcare Center, located at 300 Pleasant Valley Way, West Orange, NJ, from the PEA Program. This recommendation was approved with the August 28, 2023 Board Meeting Minutes (found in the Finance Section, under Business Office, Item #9).
21. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to Extend the Current Master Agreement with Edustaff, LLC, to provide district Substitute Services effective July 1, 2024 through June 30, 2027. Both parties are satisfied with the current terms and conditions of the Master Agreement. (Att. #24)
22. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Cooperative Transportation guidelines and Agreement between Mercer County Special Services School District (MCSSSD) and the West Orange Board of Education for the 2024-2025 school year.
23. Upon the recommendation of the Superintendent of Schools, approval by the Board of Education of the Workers' Compensation claim in the matter of Employee #8278, pursuant to a settlement agreement.
24. Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the "Board"), desires to proceed with a school facilities project consisting generally of:

**ELECTRICAL UPGRADES**  
**at**  
**MT PLEASANT Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:**

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of the same to the Essex



County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

**25.** Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**ELECTRICAL UPGRADES**  
**at**  
**GREGORY Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED** BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of the same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.



26. Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**ELECTRICAL UPGRADES**  
**at**  
**HAZEL Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY,** as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of the same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

27. Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**ELECTRICAL UPGRADES**  
**at**  
**REDWOOD Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY,**



as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

**28.** Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**Partial Roof Replacement  
at  
St. Cloud Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY,** as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of the same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are





necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

29. Upon recommendation of the Superintendent of Schools, approval by the Board of Education:

**Whereas**, The Board of Education of West Orange Public School District in the County of Essex, New Jersey (the “Board”), desires to proceed with a school facilities project consisting generally of:

**Partial Roof Replacement  
at  
KELLY Elementary School**

**Whereas**, the Board now seeks to take the initial steps in order to proceed with the Project:

**NOW, THEREFORE, BE IT RESOLVED** BY THE BOARD OF EDUCATION OF WEST ORANGE PUBLIC School District IN THE COUNTY OF ESSEX, STATE OF NEW JERSEY, as follows:

Section 1. In accordance with the requirements of Section 6A:26-3 of the New Jersey Administrative Code, the Board hereby approves the Schematic Plans prepared in connection with the Project and the Board further authorizes the submission of the same to the Essex County Superintendent of Schools and the New Jersey Department of Education for approval.

Section 2. The Board hereby authorizes the amendment to its Long-Range Facilities Plan in order to reflect the proposed Project(s).

Section 3. The School Administration and such other officers and agents of the Board as are necessary, including the Board attorney, bond counsel and architect, are hereby authorized to perform such other acts, to execute such other documents and to do such other things as are necessary to implement the determinations of the Board set forth in this resolution.

Section 4. This project is being funded as an “other capital project” and will not require state funding and the District is not seeking a Grant.

Section 5. This resolution shall take effect immediately.

## **D. REPORTS**

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending May 6, 2024.

## **XI. PETITIONS AND HEARINGS OF CITIZENS**





**XII. NEXT BOARD MEETING to be held at 6:30 p.m. on June 17, 2024 at West Orange High School.**

**XIII. EXECUTIVE SESSION (as deemed necessary)**

**WHEREAS:** The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

**RESOLVED:** The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

**RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

**XIV. ADJOURNMENT**



**WEST ORANGE BOARD OF EDUCATION**  
**Public Board Meeting April 15, 2024**  
**5:30 P.M. Executive Session**  
**6:30 P.M. Public Session**  
**West Orange High School**  
**51 Conforti Avenue**

**Minutes**

**I. ROLL CALL OF THE MEMBERS**

**Present:** President Rock, Vice President Vera, Dr. Bryant, Mr. Ivker and Mr. Stevenson.  
**Absent:** None.

**II. NOTICE OF MEETING:**

The New Jersey Open Public Meetings Law was enacted to ensure the right of the public to have advance notice and to attend the meetings of public bodies at which any business affecting their interests are discussed or acted upon. In accordance with the provisions of the Act:

- A written notice was sent from the Office of the Secretary of the Board on February 27, 2024.
- That said notice was sent by regular mail to the West Orange Township Clerk and the Editors of the West Orange Chronicle and by email to the Star-Ledger.
- That said notice was posted in the lobby of the Administration Building of the Board of Education and posted on the district website at [www.woboe.org](http://www.woboe.org)
- Please be advised that this meeting is being recorded and may be broadcasted on local TV and the district's website at a future date.

**III. EXECUTIVE SESSION**

**WHEREAS:** The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

**RESOLVED:** The Board of Education adjourns to closed session to discuss personnel, legal and miscellaneous confidential matters. Be it further

**RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

**IV. PUBLIC SESSION AT 6:30 P.M.**

**V. PLEDGE OF ALLEGIANCE**

**VI. CONSIDERATION OF THE CLOSED AND PUBLIC MEETING MINUTES OF March 18, 2024, 2024 (Att. #1)**

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock



**VII. STUDENT LIAISON REPORT**

**VIII. SUPERINTENDENT/BOARD COMMITTEE REPORTS**

- A. WOHS Youth Advisory Board
- B. HIB Report

**IX. QUESTIONS FROM THE PUBLIC ON AGENDA ITEMS**

**X. REPORTS, DISCUSSIONS, AND RECOMMENDATIONS**

**A. PERSONNEL**

**1. Resignations / Retirements / Terminations**

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Cathy Del Tufo	Washington	Academic Support	Retirement 27 years	7/1/24
Ana Flores	Central Office	Assistant Business Administrator	Retirement 8 years	7/1/24
Lucia Forgione	Washington	Kindergarten	Resignation	3/18/24
Alyssa Gbur	St. Cloud	Grade 2	Resignation	6/30/24
Kaitlin Higgins	WOHS	Culinary Arts	Resignation	3/15/24 amended from 3/28/24
Matthew Salzman	WOHS	Special Education	Retirement 25 years	7/1/24
Annette Towson	Central Office	Acting Director of Human Resources / Assistant Principal	Retirement 26 years	9/1/24

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff resignation(s) / retirement(s):

Name	Location	Position	Reason	Effective Date
Ashley Langry	Gregory	Lunch Aide	Resignation	3/14/24
Lina Murillo	Mt. Pleasant	Lunch Aide	Resignation	3/14/24

- c. Superintendent recommends approval to the Board of Education for the following staff termination(s):

Employee #	Effective Date
8795	4/23/24





## 2. Appointments

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following certificated staff appointment(s).

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Emad AbuHakmeh	WOHS	Acting Assistant Principal / Supervisor of Mathematics 6-12	Mancarella	N/A	N/A	\$1,500 per month* for additional responsibilities	1/3/24 - 4/8/24 amended from 1/3/24 - 3/27/24
Dean Feldman EduStaff	WOHS	Culinary Arts Extended Assignment Substitute	Higgins	M/A	M/A	\$200 per diem	4/9/24 - 6/19/24

\*after having worked 20 days in the additional position

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following non-certificated staff appointment(s):

Name	Location	Position	Replacement / New	Guide	Step	Salary	Effective Dates
Jason Davidson	Kelly	Paraprofessional	Torres	BA	7	\$35,058 prorated	4/16/24 - 6/30/24
Sintya Falero	Central Office	Information Systems Manager	Ruder	ISM	2	\$124,611 prorated includes longevity of \$6,530	4/16/24 - 6/30/24
Kunithier Hudson	Transportation	Bus Driver Part-time	New	N/A	N/A	\$26.37 per hour	4/16/24 - 6/19/24
Rence Lowrie	BMELC	Paraprofessional	Somervil	Non Degree	3	\$31,678 prorated	4/16/24 - 6/30/24
Patricia Walker-Knight	Transportation	Bus Monitor Part-time	New	N/A	N/A	\$23.97 per hour	3/19/24 - 6/19/24

- c. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following negotiated co-curricular assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Kristin D'Arienzo	WOHS	Jets Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24
Gina Piserchio	WOHS	Jets Unified Flag Football Coach	\$1,500	4/1/24 - 6/19/24

- d. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer Enrichment Program assignment(s): (Att. #2)
- e. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Extended School Year Program assignment(s): (Att. #3)
- f. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer School Counseling assignment(s): (Att. #4)
- g. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following 2024 Summer SEL/Mental Health Program assignment(s): (Att. #5)



- h. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following additional assignment(s):

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Maria Ganduglia-Pirovano	Washington	Newcomer Parent Program Advisor	\$4,000 amended from \$3,000	11/1/23 - 6/1/24
Chauncey Riley	Kelly	Security Officer (10-month) to provide services for 2024 ESY	\$272.75 per diem	6/24/24 – 7/26/24

- i. Upon recommendation of the Superintendent of Schools, approval by the Board of Education for the following prorated Buildings and Grounds stipend(s) to be paid in June 2024:

Name	Location	DOH	Position	Stipend	Effective Dates
Michael Calderara	WOHS	3/19/24	Head Custodian	Black Seal Boilers \$1,150	3/19/24 - 6/30/24

- j. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following 2023-2024 Student Teacher assignment(s):

Student Teacher/ Intern Candidate	Affiliated University	Assigned School	Effective Dates
Monica Belous	Fordham University	WOHS	9/5/24 - 6/20/25
Brielle Castaldi	Rutgers University	WOHS	9/5/24 - 6/20/25
Elisa Fabrazzo	University of Phoenix	Kelly	9/5/24 - 6/20/25

- k. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following substitute appointment(s) at the appropriate substitute rates for 2023-2024:

Name	Certification Code	Administrator	Teacher	Paraprofessional	Administrative Assistant	Lunch Aide	Nurse	Custodian
Albert Baez	N/A							X
Momdou Waggeh	N/A							X

### 3. Leaves of Absence:

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for certificated staff:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
9268 Family	Mt. Pleasant	N/A	N/A	9/3/24 - 6/30/25	9/1/25
6045 Medical	Redwood	3/28/24 - 5/10/24	N/A	N/A	5/13/24
5149 Medical	Liberty	4/24/24 - 5/24/24	N/A	N/A	5/28/24
8518 Family	Hazel	9/4/24 - 10/11/24	10/14/24 - 1/10/25	1/13/25 - 1/31/25	2/3/25





Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8502 Medical	WOHS	1/11/24 - 5/6/24 amended from 1/11/24 - 5/3/24 a.m. only	5/7/24 - 6/30/24 amended from 5/3/24 p.m. only - 6/30/24	N/A	9/1/24
4859 Medical	Washington	2/21/24 - 6/30/24 amended from 2/21/24 - 4/5/24	N/A	N/A	9/1/24 amended from 4/8/24
8647 Family	Roosevelt	5/28/24 - 6/30/24	N/A	N/A 9/4/24 - 6/30/25	9/3/24 9/1/25
8354 Family	WOHS	12/1/23 - 1/8/24 4/1/24 - 4/12/24 amended from 12/1/23 - 1/8/24	1/9/24 - 3/31/24 4/15/24 - 4/30/24 amended from 1/9/24 - 4/30/24	N/A	5/1/24
4730 Medical	Redwood	5/6/24 - 7/8/24	7/9/24 - 8/9/24	N/A	8/12/24
4276 Medical	WOHS	2/8/24 - 6/30/24 amended from 2/8/24 - 5/31/24	N/A	N/A	6/30/24 amended from 6/3/24
4396 Medical	Gregory	4/22/24 - 6/30/24	N/A	N/A	9/1/24
8754 Medical	WOHS	5/30/24 - 6/30/24	N/A	N/A	9/1/24
9049 Personal	ECLC	4/8/24 - 4/11/24	N/A	4/12/24 - 5/10/24	5/13/24
4429 Medical	Gregory	2/9/24 - 4/5/24 amended from 2/9/24 - 3/21/24	N/A	N/A	4/8/24 amended from 3/22/24
7012 Family	St. Cloud	N/A	N/A	12/18/23 - 6/30/25 amended from 12/18/23 - 6/30/24	9/1/25 amended from 9/1/24

- b. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following leaves of absence for non-certificated staff:

Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
8222 Medical	WOHS	2/16/24 - 3/11/24 amended from 2/16/24 - 3/15/24	3/13/24 - 3/19/24 amended from 3/18/24 - 4/12/24	N/A	3/20/24 amended from 4/12/24
7436 Medical	Gregory	3/18/24 - 3/28/24	4/1/24 - 4/15/24	N/A	4/16/24
7655 Medical	WOHS	3/18/24 - 6/6/24	6/7/24 - 6/19/24	N/A	9/1/24
5177 Medical	Roosevelt	N/A	N/A	9/22/24 - 5/3/24 amended from 9/22/24 - 3/8/24	5/6/24 amended from 3/8/24
4175 Medical	WOHS	3/4/24 - 4/30/24 amended from 3/4/24 - 4/8/24	N/A	N/A	5/1/24 amended from 4/9/24
4756	Redwood	3/14/24 - 5/10/24	N/A	N/A	5/13/24



Employee #	Location	Paid Leave	Unpaid Leave with Benefits	Unpaid Leave without Benefits	Anticipated Return Date
Medical					
6629 Medical	Edison	1/2/24 - 4/8/24 amended from 1/2/24 - 3/21/24	N/A	N/A	4/9/24 amended from 3/22/24
7989 Medical	Transportation	9/8/23 - 9/21/23	N/A	9/22/24 - 3/22/24 amended from 9/22/23 - 6/30/24	3/25/24 amended from 9/1/24
4313 Medical	WOHS	N/A	4/11/24 - 5/10/24	N/A	5/13/24

#### 4. Transfer(s):

- a. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following transfer(s) of non-certificated staff:

Name	From	Position	To	Position	Effective Date
Samantha Preziosi Voluntary	Kelly	Paraprofessional	BMELC	Paraprofessional	3/19/24
Laura Urato Involuntary	BMELC	Paraprofessional	Kelly	Paraprofessional	3/19/24

5. Upon recommendation of the Superintendent of Schools approval by the Board of Education for the following job description(s): (Att. #6)

Job Description	New	Revised
Director of Human Resources and Personnel Management		X

6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Sidebar Agreement between the West Orange Board of Education and the West Orange Educators' Association for an amended position title and salary structure per the attached, effective for the period of April 16, 2024 through June 30, 2025. (Att. #7)

**MOTION:** Mr. Stevenson

**SECOND:** Dr. Bryant

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

#### B. CURRICULUM AND INSTRUCTION

1. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Applications for School Business requests. (Att. #8)
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following field trip destination for the 2023-2024 school year.





Destination	City	State
Van Saun County Park	Paramus	New Jersey

- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Career Education Summer Camp taking place at West Orange High School from July 8-July 11, 2024 in the amount of \$7,800.00 funded by ARP ESSER funds.

**MOTION:** Mr. Stevenson

**SECOND:** Mr. Ivker

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

## C. FINANCE

### a.) Special Services

- Upon recommendation of the Superintendent of Schools approval by the Board of Education of the following Out of District placements for 2023-2024 school year.

Student #	Placement	Tuition	Budgeted/Unbudgeted
2111004	NJ Commission for the Blind	Tuition: \$2,200.00 Sept. 1, 2023 - June 30, 2024	Budgeted
2908102	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted
2908103	Shepard Preparatory High School	Tuition: \$17,206.38 51 days @ \$337.38/day	Budgeted

### b.) Business Office

- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the April 15, 2024 Bills List in the amount of 24,563,639.48.
- Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #2301134 and the West Orange Board of Education.
- Upon recommendation of the Superintendent of Schools, approval by the Board of Education to the Stipulation of Agreement between the parents of Student #1706084 and the West Orange Board of Education.
- Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Transportation Resolution/Agreement between Union County Educational Services Commission (UCESC) and the West Orange Board of Education for the 2024-2025 school year.





5. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the Joint Transportation Agreement between Sussex County Regional Transportation Cooperative and the West Orange Board of Education for the 2024-2025 school year.
6. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

**WEST ORANGE BOARD OF EDUCATION  
A RESOLUTION CONCERNING**

**GROUP MEDICAL AND PRESCRIPTION DRUG BENEFITS**

The West Orange Board of Education hereby resolves effective July 1, 2024 to make the following changes relative to its group medical and rx drug benefits programs, as follows:

1. Terminate its group medical and prescription drug fully-insured programs with Aetna Life Insurance Company (medical) and Heartland Fidelity (Benecard/Rx).
2. Award its group medical & prescription drug benefits programs to Schools Health Insurance Fund (SHIF), (Aetna for medical and Express Scripts for prescription drug), per the SHIF proposal dated February 2024, which is incorporated herein as part of this resolution. Sufficient notice has been provided to the relevant collective bargaining units via written correspondence from the Board's Business Administrator, dated April 11, 2024.
3. Designate Brown & Brown Metro, LLC. as broker of record for these programs, with the following authority:
  1. To ensure with SHIF that benefits delivered are "equal to or better than" the Board's current group medical and rx drug insurance plans.
  2. To periodically market the Board's group benefit plans.
  3. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by employees first contacting SHIF/Aetna, SHIF/Express Scripts directly.
  4. To ensure all reporting provided to the Board or its administrators is compliant with HIPAA relative to protected health information (PHI).
  5. To advise the Board of Education relative to compliance with Federal and State regulations regarding self-insured group benefit plans.
  6. To accept commission payments from SHIF, per the enclosed proposals.

All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

7. Upon recommendation of the Superintendent of Schools, approval by the Board of



Education of the following resolution:

**RESOLUTION TO JOIN  
SCHOOLS HEALTH INSURANCE FUND**

**WHEREAS**, a number of school boards in the State of New Jersey have joined together to form the SCHOOLS HEALTH INSURANCE FUND hereafter referred to as "SHIF", as permitted N.J.S.A. 18A:18B-1 et seq., and;

**WHEREAS**, the SHIF has received approval by the Commissioner of the Department of Banking and Insurance on August 10, 2015;

**WHEREAS**, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a school board joint insurance fund;

**WHEREAS**, the governing body of West Orange Board of Education, hereinafter referred to as "SCHOOL BOARD" has determined that membership in the SHIF is in the best interest of said SCHOOL BOARD.

**NOW, THEREFORE, BE IT RESOLVED** that the governing body of the SCHOOL BOARD hereby agrees as follows:

- i. SCHOOL BOARD shall become a member of the SHIF for the period outlined in the SCHOOL BOARD's Indemnity and Trust Agreement.
- ii. SCHOOL BOARD will participate in the following type (s) of coverage(s):
  - a.) Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the SHIF's Bylaws, and the SHIF's Plan of Risk Management.
- iii. SCHOOL BOARD accepts and approves the SHIF's by-laws and agrees to be bound by the terms thereof.
- iv. SCHOOL BOARD shall execute an application for membership and any accompanying certifications.
- v. SCHOOL BOARD agrees to commit to the four principles of the SHIF which are:
  - a.) A long term philosophy on rates.
  - b.) A willingness to work with bargaining units to achieve plan design changes.
  - c.) Professional management with stability and commitment.
  - d.) Rating structure based on actuarial numbers.

**BE IT FURTHER RESOLVED** that the governing body of the SCHOOL BOARD is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the SHIF as required by the SHIF's Bylaws, and





to deliver these documents to the SHIF's Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the SCHOOL BOARD by the SHIF.
  - ii. Receipt by the SHIF of a Resolution from the SCHOOL BOARD accepting SCHOOL BOARD's SHIF assessment.
  - iii. Approval by the Commissioner of the New Jersey Department of Banking and Insurance of SCHOOL BOARD as a member of the SHIF.
8. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

#### **SCHOOLS HEALTH INSURANCE FUND**

**BE IT RESOLVED** by the West Orange Board of Education that Tonya M. Flowers is hereby appointed as Fund Commissioner to the Schools Health Insurance Fund, effective July 1, 2024, to represent the West Orange Board of Education

and

**BE IT FURTHER RESOLVED** that DeShawn Johnson be and is appointed as Alternate Fund Commissioner to the Schools Health Insurance Fund effective July 1, 2024.

9. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the following resolution:

#### **WEST ORANGE BOARD OF EDUCATION A RESOLUTION CONCERNING BENEFIT RISK MANAGER**

The Board of Education hereby resolves effective July 1, 2024, to designate James T. Finn, CLU, of Brown & Brown Metro, LLC. as its Benefit Risk Manager for our Schools Health Insurance Fund (SHIF) medical plan. Brown & Brown, Inc. is authorized as follows:

1. To assist employees and dependents in the resolution of elevated service issues that cannot be resolved by Aetna, Express Scripts, or SHIF.
2. To advise the Board of Education relative to compliance with Federal and State regulations regarding group benefit plans.
3. To review periodic SHIF financial reports and advise the Board of Education on the financial status of the SHIF and how that relates to the forecasting of future SHIF assessment rates.
4. To advise the Board of Education on the impact of current, proposed, and future changes to by-laws, procedures, or vendors associated with SHIF.



All appropriate Board of Education staff members are authorized to take such action and affect such documentation as necessary to implement these changes.

10. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of proposed Non Public Technology Aid Program expenditures funded through the Office of State Aid Entitlements and Payments to Non Public Schools (not local funds).

School	Description	Amount
Golda Och Lower School	• AC Adapter Chargers/HDMI Cables	\$123.67
Golda Och Lower School	• Screenbeam Presentation Platform(4)	\$2,040.76
Golda Och Upper School	• Screenbeam Presentation Platform(20)	\$10,353.80

11. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to rescind the approval of the Parental Contract for Student Transportation for Student #1913043, for the ESY 2023, in the amount of \$1,305.00, that was approved with the February 26, 2024 Board Meeting Minutes (found in the Finance Section, under Business Office, Item #5).
12. Upon recommendation of the Superintendent of Schools, approval by the Board of Education to approve the New Jersey Department of Education Waiver Application for the preschool classrooms that are slightly below the total space requirement of 950 square feet. (Att. #9)

**MOTION:** Mr. Stevenson

**SECOND:** Ms. Vera

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

#### **D. REPORTS**

1. Upon recommendation of the Superintendent of Schools approval by the Board of Education of the acceptance of the HIB Report ending April 15, 2024.
2. Upon recommendation of the Superintendent of Schools, approval by the Board of Education of the revised 2023-2024 District Calendar to accommodate one unused snow day. (Att. #10)

**MOTION:** Mr. Stevenson

**SECOND:** Dr. Bryant

**VOTE:** 5-0 (RC)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

#### **XI. PETITIONS AND HEARINGS OF CITIZENS**

#### **XII. NEXT BOARD MEETING to be held at 6:30 p.m. on May 6, 2024 at West Orange High School.**



**XIII. EXECUTIVE SESSION (as deemed necessary)**

**WHEREAS:** The Open Public Meetings Act, N.J.S.A. 10:4-11, permits the Board of Education to meet in closed session to discuss certain matters, now, therefore be it

**RESOLVED:** The Board of Education adjourns to closed session to personnel, legal and miscellaneous confidential matters. Be it further

**RESOLVED:** The minutes of this closed session will be made public when the need for confidentiality no longer exists.

**XIV. ADJOURNMENT at 7:39 p.m.**

**MOTION:** Mr. Stevenson

**SECOND:** Dr. Bryant

**VOTE:** 5-0 (VV)

Yes  
Bryant

Yes  
Ivker

Yes  
Stevenson

Yes  
Vera

Yes  
Rock

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Tonya M. Flowers".

**Tonya M. Flowers, Board Secretary**



**2023-2024 Curriculum Writing Projects Assignments**  
**English Language Arts**

<b>Writer's Name</b>	<b>Location</b>	<b>Title of Project</b>	<b>Stipend/Rate of Pay</b>	<b>Effective Dates</b>
Alyssa Definis	Mt. Pleasant	Reading & Writing Kindergarten Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Miriam Kargbo-Jackson	Redwood	Reading & Writing Kindergarten Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Nikole Santucci	St.Cloud	Reading & Writing First Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Jennifer Sissman	Hazel	Reading & Writing First Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Jennifer Paull	Redwood	Reading & Writing Second Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Danielle Secola	Redwood	Reading & Writing Second Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Robin Zanoni	Redwood	Reading & Writing Third Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Jessica Mofett-Lee	Redwood	Reading & Writing Third Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Tanya Gaborow	Mt. Pleasant	Reading & Writing Fourth Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Diana Ferrera	Gregory	Reading & Writing Fifth Grade Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Lexi Scalici	Kelly	Reading & Writing Differentiation Strategies for Special Education K-1 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
HeeSook Inn	Redwood	Reading & Writing Differentiation Strategies for Special Education 2-3 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Fanny Velandia	Redwood	Reading & Writing Differentiation Strategies for Special Education 4-5 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Romina Casenta	St. Cloud	Reading & Writing Differentiation Strategies for Multilingual Learners K-2 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Jennifer Moran	Gregory	Reading & Writing Differentiation Strategies for Multilingual Learners 3-5 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24

**2023-2024 Curriculum Writing Projects Assignments**  
**English Language Arts**

<b>Writer's Name</b>	<b>Location</b>	<b>Title of Project</b>	<b>Stipend/Rate of Pay</b>	<b>Effective Dates</b>
Rachel Confrancisco	Mt. Pleasant	Assessment Crosswalk K-1 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Amanda Goldman	Redwood	Assessment Crosswalk 2-3 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Olivia Batraki	Kelly	Assessment Crosswalk 4-5 Units 1 & 2	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24
Sophie Moyer	Mt. Pleasant	Social Studies Interdisciplinary Connections 3-5	\$43.93 per hour not to exceed 25 hours	6/24/24 – 6/28/24

**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
BMELC	CICERONE	JESSICA	Teacher	TEACHER MA+15	9	\$77,993.00				\$77,993.00	100.00	2024-2025
BMELC	CONNOLLY-SCHONER	LINDA	Teacher	TEACHER BA+30	18	\$109,768.00				\$109,768.00	100.00	2024-2025
BMELC	DICOSMO	MARYANN	School Psychologist	TEACHER MA+45	18	\$123,953.00	\$7,221.00	11/1/2024		\$131,174.00	100.00	2024-2025
BMELC	PORTER	LAUREN	Teacher	TEACHER MA+30	17	\$110,624.00	\$5,612.00			\$116,236.00	100.00	2024-2025
BMELC	RUBIN	ELIZABETH	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
BMELC	SMERAGLIUOLO	JACQUELINE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
BMELC	TILLIS	MERYL	Social Worker	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Central Office	DIETZ	BRITTANY	Teacher	TEACHER MA+45	13	\$87,883.00				\$87,883.00	100.00	2024-2025
Central Office	GIBBONS	ALLISON	Teacher	TEACHER MA+45	12	\$96,200.50				\$96,200.50	110.00	2024-2025
Central Office	GRANDINETTI	COLLEEN	LDTC	TEACHER MA+30	18	\$122,253.00	\$12,465.00			\$134,718.00	100.00	9/1/24-12/31/24
Central Office	THOMASSIE	TYNIA	Teacher	TEACHER MA	18	\$122,141.80	\$7,221.00			\$129,362.80	110.00	9/1/24-9/30/24
Edison	AHMAD	MAHEEN	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
Edison	AZZATO	BRYAN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	10/1/2024		\$131,174.00	100.00	2024-2025
Edison	AZZATO	KRISTEN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00	5/1/2025		\$129,474.00	100.00	2024-2025
Edison	BALUTA	WIOLETTA	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
Edison	BLUME	JENNIFER	Teacher	TEACHER MA	18	\$111,038.00	\$8,840.00			\$119,878.00	100.00	2024-2025
Edison	BOCHESE	SANDRA	Library Media Specialist	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	BORN	WENDY	Teacher	TEACHER MA	11	\$74,311.00				\$74,311.00	100.00	2024-2025
Edison	BREWER	JENNIFER	Teacher	TEACHER BA	18	\$96,937.00	\$5,612.00			\$102,549.00	100.00	2024-2025
Edison	BYRNE	JESSICA	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
Edison	CARRERA	ANTON	Teacher	TEACHER MA+45	16	\$101,104.00	\$5,612.00			\$106,716.00	100.00	2024-2025
Edison	COLABELLA	MEGHAN	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Edison	CORINO	JESSICA	Teacher	TEACHER MA+15	18	\$116,634.00	\$5,612.00			\$122,246.00	100.00	2024-2025
Edison	COVINGTON	KIMBERLY	Teacher	TEACHER MA+15	15	\$84,222.00				\$84,222.00	100.00	2024-2025
Edison	DEVOS	ERIKA	Teacher	TEACHER MA+15	15	\$84,222.00				\$84,222.00	100.00	2024-2025
Edison	EISEN	MOLLY	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Edison	ESCOBAR	YANIRA	Teacher	TEACHER BA	10	\$69,082.00				\$69,082.00	100.00	2024-2025
Edison	FARELLA	ALTHEA	Teacher	TEACHER MA	8	\$72,731.00				\$72,731.00	100.00	2024-2025
Edison	FATICA	WILLIAM	Teacher	TEACHER BA+15	9	\$69,378.00				\$69,378.00	100.00	2024-2025
Edison	FERINDE	CHRISTINA	Teacher	TEACHER MA+45	13	\$87,883.00				\$87,883.00	100.00	2024-2025
Edison	FIELDS-MURPHY	KIM	Speech Therapist	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	GIAQUINTO	CORINN	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
Edison	GROCHOWSKI	SUZANNE	Teacher	TEACHER BA+30	9	\$72,122.00				\$72,122.00	100.00	2024-2025
Edison	HALSTEAD-STEWART	PAMELA	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00	12/1/2024		\$131,174.00	100.00	2024-2025
Edison	HERNANDEZ	CARLENE	Social Worker	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	JACKSON	KATHY	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00	11/1/2024		\$134,605.00	100.00	2024-2025
Edison	JACKSON	KIMBERLY	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
Edison	JACKSON	SHENIECE	Teacher	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
Edison	LAFOON	JEFFREY	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	LEWIN	JUN	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Edison	LIU	ANGEL	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Edison	MAINS	ERIC	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Edison	MANTZAS	SPYRIDON	Teacher	TEACHER MA+30	9	\$83,481.00				\$83,481.00	100.00	2024-2025
Edison	MAUGHAN	SUSAN	LDTC	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Edison	MCENTEE	AMY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	MONCAYO	CLAUDIA	Teacher	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
Edison	PERRONE	THOMAS	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Edison	POMEROY	BONNIE	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Edison	RAMOS	ELIZABETH	School Nurse	TEACHER BA	18	\$96,937.00	\$5,612.00			\$102,549.00	100.00	2024-2025
Edison	ROMANCHUK	PAMELA	Teacher	TEACHER BA+15	15	\$74,517.00				\$74,517.00	100.00	2024-2025
Edison	ROMANO	JOSEPH	Teacher	TEACHER MA+30	18	\$122,253.00	\$10,471.00			\$132,724.00	100.00	2024-2025
Edison	THOMPSON	KARISSA	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
Edison	WATFORD	SYLVIA	Teacher	TEACHER BA	18	\$96,937.00	\$5,612.00			\$102,549.00	100.00	2024-2025
Edison	WILTON	KEVIN	Teacher	TEACHER BA+15	10	\$69,854.00				\$69,854.00	100.00	2024-2025
Gregory	BELOTT	LISA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Gregory	BONAGURA	THERESA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Gregory	CARSILLO	KELLIE	LDTC	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025



**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
Gregory	DABROSKI	CHERYL	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Gregory	DONOHUE	MAUREEN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Gregory	FERREIRA	MICHELLE	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Gregory	FERRERA	DIANA	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
Gregory	FORD	LEONARD	Teacher	TEACHER MA+30	12	\$85,503.00	\$5,612.00			\$91,115.00	100.00	2024-2025
Gregory	GARVEY	BRIDGET	Teacher	TEACHER BA+15	10	\$69,854.00				\$69,854.00	100.00	2024-2025
Gregory	GLOMB	CARLA	Teacher	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
Gregory	KELLY	KATHLEEN	Speech Therapist	TEACHER MA+15	10	\$78,528.00				\$78,528.00	100.00	2024-2025
Gregory	KELLY	ROSE MARIE	Teacher	TEACHER MA+15	18	\$116,634.00	\$5,612.00			\$122,246.00	100.00	2024-2025
Gregory	KRAFT	LAURA	Teacher	TEACHER MA+15	10	\$78,528.00				\$78,528.00	100.00	2024-2025
Gregory	LAGATIC	MARK	Teacher	TEACHER MA+30	15	\$89,260.00				\$89,260.00	100.00	2024-2025
Gregory	MARINO	DANIELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Gregory	PICINI-ASMAN	LISA	Teacher	TEACHER MA+30	18	\$122,253.00	\$12,465.00			\$134,718.00	100.00	2024-2025
Gregory	PORTUESE	CAITLIN	Teacher	TEACHER MA	15	\$79,714.00				\$79,714.00	100.00	2024-2025
Gregory	ROBINSON	DINEEN	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Gregory	SOPRANZETTI	ANNA MARIA	Teacher	TEACHER MA	9	\$73,265.00				\$73,265.00	100.00	2024-2025
Gregory	TRACI	SARAH	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
Gregory	VARHAUL	JANINE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Hazel	AKER	EILEEN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Hazel	ASQUI ARROBA	MERCEDES	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Hazel	BOLIVAR-TORRES	DIANA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00	11/1/2024		\$132,793.00	100.00	2024-2025
Hazel	BROWER	ANDREA	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
Hazel	CHIRICHIELLO	FLORENCE	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00	2/1/2025		\$131,174.00	100.00	2024-2025
Hazel	CIAGLIA	KAREN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Hazel	DIEGMANN	STEPHANIE	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Hazel	DIIANNI	DANIELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Hazel	GREENWALD	KIM	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00	5/1/2025		\$118,259.00	100.00	2024-2025
Hazel	ILLE	BRYAN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Hazel	IOSHPA	BORIS	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Hazel	JUNCHAYA	KRISTEN	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Hazel	LEDESMA	MICHELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Hazel	LOMBARDI	CYNTHIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Hazel	LOTT	KAREN	Teacher	TEACHER MA+45	18	\$123,953.00	\$12,465.00			\$136,418.00	100.00	2024-2025
Hazel	MCGEE	URSULA	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Hazel	NIGRO	TERESA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Hazel	O'GRADY	JUSTINE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Hazel	PAYNE-VENEZIA	NICOLE	Teacher	TEACHER MA	13	\$75,407.00				\$75,407.00	100.00	2024-2025
Hazel	PEPI-MARTOS	ROSEMARY	Teacher	TEACHER BA+30	9	\$72,122.00				\$72,122.00	100.00	2024-2025
Hazel	POPPLE	BARBARA	Teacher	TEACHER MA+45	17	\$112,528.00	\$7,221.00			\$119,749.00	100.00	2024-2025
Hazel	ROBERTS	JASON	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Hazel	SABATES	MARYBETH	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
Hazel	SARRACINO	NICOLE	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Hazel	SISSMAN	JENNIFER	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Hazel	SOTO	JOYCE	Library Media Specialist	TEACHER MA	10	\$73,768.00	\$5,612.00			\$79,380.00	100.00	2024-2025
Hazel	STEFANELLI	PAUL	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Hazel	TAYLOR	LESLIE	Teacher	TEACHER MA+15	13	\$80,273.00				\$80,273.00	100.00	2024-2025
Hazel	VARANELLI	STACIE	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Hazel	WARD	KEVONNA	Teacher	TEACHER MA	8	\$72,731.00				\$72,731.00	100.00	2024-2025
Kelly	ABDALLAH	ALYSON	Teacher	TEACHER MA+30	14	\$86,834.00				\$86,834.00	100.00	2024-2025
Kelly	AMENDOLA	LAURA	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Kelly	ANDREULA	JOYCE	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Kelly	BRATTOLI	LISA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00	6/1/2025		\$132,793.00	100.00	2024-2025
Kelly	CARSILLO	ANTHONY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	4/1/2025		\$131,174.00	100.00	2024-2025
Kelly	CLANCY	KELLY	Teacher	TEACHER MA+15	18	\$116,634.00	\$5,612.00	10/1/2024		\$122,246.00	100.00	2024-2025
Kelly	CLARK	MICHELE	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Kelly	COLLAZO	CAROLANN	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
Kelly	CONFORTI	ANABELA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025

**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
Kelly	COONEY	CYNTHIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00	1/1/2025		\$134,424.00	100.00	2024-2025
Kelly	DALLE-MOLLE	NICOLE	School Psychologist	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Kelly	DEBAUN-ORR	EMILY	Library Media Specialist	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
Kelly	DEPINHO	SEBASTIAN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Kelly	FIGUEIRAS	REBECCA	Teacher	TEACHER MA+15	11	\$79,105.00				\$79,105.00	100.00	2024-2025
Kelly	GABRIELE	VALENTINA	Teacher	TEACHER BA+15	OG	\$102,733.00	\$5,612.00			\$108,345.00	100.00	2024-2025
Kelly	GAMBUTI	KELLYANNE	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Kelly	GARCES	KRISTIN	Teacher	TEACHER MA+15	17	\$105,041.00	\$5,612.00			\$110,653.00	100.00	2024-2025
Kelly	GIACOPELLI	REBECCA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	1/1/2025		\$131,174.00	100.00	2024-2025
Kelly	GILL	JACLYN	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Kelly	GLEASON	KAREN	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Kelly	GRAY	LISA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00	6/1/2025		\$132,793.00	100.00	2024-2025
Kelly	HORAN	COLLEEN	Speech Therapist	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Kelly	IMPERIAL	JENNIFER	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Kelly	IORIO	DANA	Teacher	TEACHER MA	16	\$88,994.00				\$88,994.00	100.00	2024-2025
Kelly	JOHNSON	NATHANIEL	Occupational Therapist	TEACHER MA+15	18	\$116,634.00				\$116,634.00	100.00	2024-2025
Kelly	MACDONALD	KIMBERLY	Teacher	TEACHER MA	9	\$73,265.00	\$5,612.00	2/1/2025		\$78,877.00	100.00	2024-2025
Kelly	MALFETTANO	MELISSA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Kelly	MCCALL	TRACEY	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Kelly	MCGOVERN	KELLY	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Kelly	MELVIN	JOYCE	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
Kelly	MINDO	NICOLE	Teacher	TEACHER BA+30	12	\$73,868.00	\$5,612.00	6/1/2025		\$79,480.00	100.00	2024-2025
Kelly	MITAL	JACQUELINE	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
Kelly	NAVARRO	AMIE	Teacher	TEACHER BA	10	\$69,082.00				\$69,082.00	100.00	2024-2025
Kelly	NEWELL	CINDY	Social Worker	TEACHER MA+45	15	\$91,251.00	\$5,612.00	4/1/2025		\$96,863.00	100.00	2024-2025
Kelly	PAUL	WENDY	Teacher	TEACHER BA+15	18	\$103,352.00	\$7,221.00			\$110,573.00	100.00	2024-2025
Kelly	PHELAN	DIANE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Kelly	QUIROZ	MARY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Kelly	RODRIGUEZ	TONI	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
Kelly	ROSS	STEPHANIE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Kelly	RUDY	PATRICIA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Kelly	SCALICI	LEXI	Teacher	TEACHER MA+30	13	\$85,922.00	\$5,612.00	6/1/2025		\$91,534.00	100.00	2024-2025
Kelly	SCOTT	MELANIE	Teacher	TEACHER MA	12	\$75,040.00	\$5,612.00			\$80,652.00	100.00	2024-2025
Kelly	SIEBERT	NICOLE	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00	1/1/2025		\$129,474.00	100.00	2024-2025
Kelly	SORRENTI	PATRICIA	.5 Teacher	TEACHER BA+15	18	\$51,676.00	\$2,806.00			\$54,482.00	50.00	2024-2025
Kelly	SPRING-MORANO	JESSICA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Kelly	SWAN	MARIA	Teacher	TEACHER MA+15	18	\$116,634.00	\$5,612.00			\$122,246.00	100.00	2024-2025
Kelly	ZIMMER	JOSHUA	Teacher	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
Liberty	APPELLO	KEITH	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
Liberty	BRENNAN	CANDICE	Teacher	TEACHER MA	15	\$79,714.00				\$79,714.00	100.00	2024-2025
Liberty	BRIDGE	DANIELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	1/1/2025		\$131,174.00	100.00	2024-2025
Liberty	BRIDGE	MICHAEL	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00	11/1/2024		\$131,093.00	100.00	2024-2025
Liberty	BRYSON	STEPHANIE	School Counselor	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Liberty	CARDINALI	DIANNE	Teacher	TEACHER MA+45	17	\$112,528.00				\$112,528.00	100.00	2024-2025
Liberty	CARISSIMO	KIM	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	CENATUS	JEAN CLAUDE	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00	11/1/2024		\$116,989.00	100.00	2024-2025
Liberty	COHEN	DEBORAH	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	COHEN	TODD	LDTC	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	DAVID	MARIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Liberty	DEJESUS	VINCENT	Teacher	TEACHER BA	16	\$77,895.00				\$77,895.00	100.00	2024-2025
Liberty	DELLAVENTURA	KRISTEN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	DEMATTEO	MICHELE	Teacher	TEACHER MA+15	10	\$78,528.00				\$78,528.00	100.00	2024-2025
Liberty	DOWD	WILLIAM	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Liberty	FELICI	CARLO	Teacher	TEACHER BA	10	\$69,082.00				\$69,082.00	100.00	2024-2025
Liberty	GORDILLO	CARMEN	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
Liberty	HACK	PATRICIA	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
Liberty	IANNUCCI	ELENA	Teacher	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025

**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
Liberty	JACOB	JOHN	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Liberty	KOLKKA	SUE	Teacher	TEACHER BA+30	18	\$109,768.00	\$10,471.00	11/1/2024		\$120,239.00	100.00	2024-2025
Liberty	KRAYTON	DANIEL	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Liberty	KREWER	RYAN	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Liberty	LOPEZ	KRISTY	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Liberty	MARCUS	STACY	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Liberty	MARTINO	MELISSA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	MAZZOLA	STACY	Teacher	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
Liberty	MCMANUS	DANIEL	Teacher	TEACHER BA+30	9	\$72,122.00				\$72,122.00	100.00	2024-2025
Liberty	NOLAN	KENNETH	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	PASCARELLA	PETER	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Liberty	PATEL	SHRINA	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
Liberty	RABOY	DAWN	Social Worker	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
Liberty	RICHARDSON	PATRICIA	Teacher	LONGEVITY-TEACHER	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	RIMASSA	LISA	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Liberty	SALAZAR	THANY	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Liberty	SANTA	LISSETTE	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Liberty	SILVA	NANCY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	SILVAGNI	NICOLE	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Liberty	SMITH	ERIN	Teacher	TEACHER BA+30	10	\$72,618.00				\$72,618.00	100.00	2024-2025
Liberty	SOLIMO	MARYANN	Teacher	TEACHER BA+15	18	\$103,352.00	\$7,221.00			\$110,573.00	100.00	2024-2025
Liberty	SOLINO	CATHERINE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Liberty	SYLVESTER	ALYSSA	Teacher	TEACHER BA	11	\$69,590.00				\$69,590.00	100.00	2024-2025
Liberty	TAN	ROSEMARIE	School Nurse	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Liberty	TODD	CHRISTOPHER	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Liberty	TORIELLO	JAIME	Teacher	TEACHER BA+15	13	\$71,406.00	\$5,612.00			\$77,018.00	100.00	2024-2025
Liberty	TOUZEAU	LISA	Library Media Specialist	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Liberty	VILLALOBOS	LISSETTE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	11/1/2024		\$131,174.00	100.00	2024-2025
Liberty	VOLPE	LAUREN	School Counselor	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Mt Pleasant	BALZANO	MELISSA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Mt Pleasant	BARTA	JENNIFER	Teacher	TEACHER MA+45	15	\$91,251.00	\$5,612.00			\$96,863.00	100.00	2024-2025
Mt Pleasant	BATISTA	ELSA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Mt Pleasant	BATTISTA	PAIGE	Teacher	TEACHER MA+30	10	\$84,054.00				\$84,054.00	100.00	2024-2025
Mt Pleasant	BLEKE	JENNA	Library Media Specialist	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Mt Pleasant	CATENA	ANTONINA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Mt Pleasant	CERRIGONE	ELIZABETH	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Mt Pleasant	CERRIGONE	NICOLE	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Mt Pleasant	DEBLIECK	MICHELE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Mt Pleasant	DEFINIS	ALYSSA	Teacher	TEACHER MA	11	\$74,311.00				\$74,311.00	100.00	2024-2025
Mt Pleasant	DIFRANCISCO	ERIN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Mt Pleasant	DROST	AMY	School Psychologist	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
Mt Pleasant	EMMOLO	DANIELLE	Speech Therapist	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Mt Pleasant	FELDMAN	NANCY	School Nurse	TEACHER MA	18	\$111,038.00	\$10,471.00			\$121,509.00	100.00	2024-2025
Mt Pleasant	FERRERA	CECILIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Mt Pleasant	GALATI	THERESA	Teacher	TEACHER MA+30	17	\$110,624.00				\$110,624.00	100.00	2024-2025
Mt Pleasant	JAPAZ	WENDY	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00	10/1/2024		\$129,474.00	100.00	2024-2025
Mt Pleasant	JOHNSON	MEREDITH	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Mt Pleasant	LANDIS	KARYN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Mt Pleasant	LOMBARDY	JODI	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Mt Pleasant	MILLER	LAUREN	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
Mt Pleasant	MITCHELL	DEBORAH	Teacher	TEACHER BA+30	12	\$73,868.00				\$73,868.00	100.00	2024-2025
Mt Pleasant	POSTIGLIONE	JOSEPH	Teacher	TEACHER MA+45	16	\$101,104.00	\$5,612.00			\$106,716.00	100.00	2024-2025
Mt Pleasant	STEINER	ALISA	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Mt Pleasant	STRUBLE	DEBORAH	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Mt Pleasant	STRUNCIS	LISA	School Counselor	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Mt Pleasant	TAWIL	KIMBERLY	Teacher	TEACHER BA+30	14	\$75,016.00				\$75,016.00	100.00	2024-2025
Mt Pleasant	WEBBER	JASON	Teacher	TEACHER BA	18	\$96,937.00	\$8,840.00			\$105,777.00	100.00	2024-2025

**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
Mt Pleasant	WEITZ	SHARI	Occupational Therapist	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
Redwood	ABORISADE	OLUWAKEMI	School Nurse	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Redwood	BEUTEL	REBECCA	School Counselor	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025
Redwood	BOYD	LORI	Library Media Specialist	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Redwood	BRADLEY	TERESITA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	BURKE	PATRICIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	BURNETT	JOY	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	COMPOSTO	FRANCESCO	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Redwood	COZZOLINO	FRANCO	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	COZZOLINO	NICOLE	Teacher	TEACHER MA+45	15	\$91,251.00	\$5,612.00			\$96,863.00	100.00	2024-2025
Redwood	DANDREA	RACHAEL	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	DEMARTINIS	DENISE	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Redwood	DEMICHELE	LISA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	DIGLIO	LESLEY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	DUNLEAVY	KRISTEN	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Redwood	FIORY	IRENE	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	HALTER	MELISSA	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025
Redwood	HECHT	JAMIE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	HEGEDUS	AMANDA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Redwood	HOAIRE	AIMEE	Teacher	TEACHER BA+15	18	\$103,352.00	\$7,221.00			\$110,573.00	100.00	2024-2025
Redwood	KARGBO-JACKSON	MIRIAM	Teacher	TEACHER BA	8	\$68,078.00				\$68,078.00	100.00	2024-2025
Redwood	LANDAU	CHRISTIE	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Redwood	LAPOLLA	ADRIANA	Teacher	TEACHER MA+30	15	\$89,260.00	\$5,612.00	3/1/2025		\$94,872.00	100.00	2024-2025
Redwood	LASZLO	KATHLEEN	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
Redwood	LATTIMER	CHRISTINE	LDTC	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025
Redwood	LEVENBERG	ELIZABETH	School Psychologist	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	LOVEJOY	CARLY	Teacher	TEACHER MA+45	13	\$87,883.00	\$5,612.00			\$93,495.00	100.00	2024-2025
Redwood	MARGERUM	GARY	Teacher	TEACHER BA	10	\$69,082.00				\$69,082.00	100.00	2024-2025
Redwood	MCGUIRE	NATALIA	Teacher	TEACHER MA	11	\$74,311.00				\$74,311.00	100.00	2024-2025
Redwood	MCQUILLAN	EILEEN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	MINDO	KRISTIN	Teacher	TEACHER MA+45	13	\$87,883.00	\$5,612.00			\$93,495.00	100.00	2024-2025
Redwood	MOFFETT LEE	JESSICA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00	2/1/2025		\$118,259.00	100.00	2024-2025
Redwood	NICINSKI	DONNA	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
Redwood	OLIVER	LYNN ANN	Speech Therapist	TEACHER BA+30	18	\$109,768.00	\$5,612.00			\$115,380.00	100.00	2024-2025
Redwood	PAULL	JENNIFER	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	PORRECA	KAREN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	RACANELLI	MELANIE	Teacher	TEACHER BA	18	\$96,937.00	\$5,612.00			\$102,549.00	100.00	2024-2025
Redwood	RELLA	KRISTIN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	RISPOLIE	ANNE	Teacher	TEACHER MA+15	16	\$93,447.00				\$93,447.00	100.00	2024-2025
Redwood	ROMMEL	ANDREA	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
Redwood	SCHWARTZ	MEREDITH	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	3/1/2025		\$131,174.00	100.00	2024-2025
Redwood	SECOLA	DANIELLE	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Redwood	VANCAUWENBERGE	MARIANNE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Redwood	YONITCH	CHRISTOPHER	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Redwood	ZANONI	ROBIN	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Roosevelt	ACKERMAN	ELEONORA	School Nurse	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
Roosevelt	AMORIM	LEANNA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Roosevelt	BIELINSKI	ALISON	Occupational Therapist	TEACHER PHD/DOC	18	\$127,384.00				\$127,384.00	100.00	2024-2025
Roosevelt	BRYSON	ROGER	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Roosevelt	CAMERON	SAMANTHA	Teacher	TEACHER MA+30	11	\$84,673.00				\$84,673.00	100.00	2024-2025
Roosevelt	CATALDO	JENNIFER	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Roosevelt	CERUTTI	KIMBERLY	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Roosevelt	COWAN	ALYSSA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Roosevelt	EOON	NICOLE	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
Roosevelt	FRANOWICZ	MEARA	Library Media Specialist	TEACHER MA	13	\$75,407.00				\$75,407.00	100.00	2024-2025
Roosevelt	GARRELICK	LINDA	Speech Therapist	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Roosevelt	GEHER	MARGARET	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025



**Reappointments: WOEA Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
Roosevelt	GOLDFARB	JOSHUA	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
Roosevelt	GORDON	TRACY	Teacher	TEACHER BA+15	18	\$103,352.00	\$7,221.00			\$110,573.00	100.00	2024-2025
Roosevelt	GRAMMATICA	ANNA MARIA	Teacher	TEACHER BA	9	\$68,611.00				\$68,611.00	100.00	2024-2025
Roosevelt	HAINE	BRIDGET	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Roosevelt	JENNINGS	KIMBERLY	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
Roosevelt	JOHANSEN	LAURA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Roosevelt	KALENAK	REBECCA	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
Roosevelt	KEIGWIN	JENNIFER	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Roosevelt	LEE	SUZANNE	School Psychologist	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
Roosevelt	MARINO	JENNIFER	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Roosevelt	MARMOLEJOS	SANDRA	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
Roosevelt	MARTIN	COLLEEN	Teacher	TEACHER MA	13	\$75,407.00				\$75,407.00	100.00	2024-2025
Roosevelt	MCCRUDEN	SEAN	Teacher	TEACHER BA+30	17	\$98,645.00	\$5,612.00			\$104,257.00	100.00	2024-2025
Roosevelt	MCSHARRY	KELLY	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
Roosevelt	MOCARSKI	MONIKA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Roosevelt	NARDONE	TRACEY	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025
Roosevelt	NUNES	KIMBERLY	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Roosevelt	NUNES	TELMO	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Roosevelt	OLIVER	JANIS	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
Roosevelt	PAUL	KRISTIN	Teacher	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
Roosevelt	PEACOCK	LAUREN	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Roosevelt	PEREZ	DAVID	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
Roosevelt	PEYRAGROSSE	KAREN	School Counselor	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Roosevelt	ROCHA	LISA	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00	10/1/2024		\$118,608.00	100.00	2024-2025
Roosevelt	RODRIGUEZ	JULIAN	Teacher	TEACHER BA	10	\$69,082.00				\$69,082.00	100.00	2024-2025
Roosevelt	RUBENSTEIN	HILLARY	Teacher	TEACHER MA+15	18	\$116,634.00				\$116,634.00	100.00	2024-2025
Roosevelt	RUD	REBECCA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Roosevelt	SANTIMAURO	LAURA	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
Roosevelt	VANDERPLOEG	STEVEN	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Roosevelt	VITALE	ANTHONY	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Roosevelt	WALLACE	SAHKEENAH	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
Roosevelt	WECHT	JAY	Teacher	TEACHER MA+15	18	\$116,634.00	\$10,471.00			\$127,105.00	100.00	2024-2025
Roosevelt	YU	CHIAOHAN	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
St Cloud	ASH	DANIELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
St Cloud	AULETTA	FRANK	Teacher	TEACHER MA +15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
St Cloud	BRENNAN III	THOMAS	Teacher	TEACHER BA	8	\$68,078.00				\$68,078.00	100.00	2024-2025
St Cloud	BROWN	SHENA	School Nurse	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
St Cloud	CAPRA	TARA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
St Cloud	CASENTA	ROMINA	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
St Cloud	CHINA	TIFFANY	Teacher	TEACHER MA	13	\$75,407.00				\$75,407.00	100.00	2024-2025
St Cloud	COLVIN	CARRIE	.6 Teacher	TEACHER MA+15	18	\$69,980.40	\$4,332.60			\$74,313.00	60.00	2024-2025
St Cloud	DANZIG	AMY	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
St Cloud	DEROSA	LORI	Teacher	TEACHER MA	18	\$111,038.00	\$10,471.00			\$121,509.00	100.00	2024-2025
St Cloud	EPITROPAKIS	LAINIE	Teacher	TEACHER MA+15	18	\$116,634.00				\$116,634.00	100.00	2024-2025
St Cloud	FRANCK	GERARD	Teacher	TEACHER BA+30	18	\$109,768.00	\$10,471.00			\$120,239.00	100.00	2024-2025
St Cloud	GARCIA-REZIK	JENNY	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025
St Cloud	GERIN	MARISSA	Teacher	TEACHER MA+15	9	\$77,993.00				\$77,993.00	100.00	2024-2025
St Cloud	HALEN	LAURA	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
St Cloud	HOFFMAN	JILL	Speech Therapist	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
St Cloud	KEARNS	ELLEN	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
St Cloud	LORENZ	JILL	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
St Cloud	MARCHESI	JENNIFER	Teacher	TEACHER BA+30	18	\$109,768.00	\$10,471.00			\$120,239.00	100.00	2024-2025
St Cloud	MCINTOSH	SARAH	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
St Cloud	PALLANT	KIMBERLY	Library Media Specialist	TEACHER MA+45	13	\$87,883.00				\$87,883.00	100.00	2024-2025
St Cloud	SICONOLFI	ANNE	Teacher	TEACHER MA+30	12	\$85,503.00				\$85,503.00	100.00	2024-2025
St Cloud	SLOMKOWSKI	CAROLYN	Teacher	TEACHER BA+30	14	\$75,016.00				\$75,016.00	100.00	2024-2025
St Cloud	STECKLOW	LAURIE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025

**Reappointments: WOEa Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
St Cloud	TOMLIN	SCOTT	Teacher	TEACHER MA+30	18	\$122,253.00	\$10,471.00			\$132,724.00	100.00	2024-2025
St Cloud	TRIANO	MICHELE	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025
St Cloud	TURNER	VANESSA	Teacher	TEACHER MA	18	\$111,038.00	\$8,840.00			\$119,878.00	100.00	2024-2025
St Cloud	VANDERHOOF	ALYSSA	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
St Cloud	WEINBERGER	KRISTINE	.5 Teacher	TEACHER MA	18	\$55,519.00	\$2,806.00			\$58,325.00	50.00	2024-2025
Washington	BOHAN	SUSAN	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Washington	BOTTARINI	JENNIFER	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
Washington	BRENNAN	BRANDI	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Washington	CARLSON	CAITLIN	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
Washington	CATALANO	JENNIFER	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
Washington	COSTANTINO	JILLIAN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Washington	DEBELLONIA	KATHLEEN	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
Washington	DUARTE	JANINE	Teacher	TEACHER MA+30	10	\$84,054.00				\$84,054.00	100.00	2024-2025
Washington	DUGAN	DANIELLE	Teacher	TEACHER MA+45	13	\$87,883.00				\$87,883.00	100.00	2024-2025
Washington	EICHENBLATT	MARLA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Washington	FITZPATRICK	KATHERINE	Teacher	TEACHER MA+30	18	\$122,253.00	\$10,471.00			\$132,724.00	100.00	2024-2025
Washington	GANDUGLIA -PIROVANO	MARIA	Teacher	TEACHER MA+15	18	\$116,634.00	\$5,612.00			\$122,246.00	100.00	2024-2025
Washington	GIULIANO	WENDI	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Washington	HEDLUND	KATHERINE	Occupational Therapist	TEACHER MA+15	13	\$87,883.00				\$87,883.00	100.00	2024-2025
Washington	HEFFNER	ELIZABETH	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
Washington	JAKIMAS	AMY	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
Washington	KARMEL	BRITTANY	Teacher	TEACHER BA	13	\$70,619.00	\$5,612.00			\$76,231.00	100.00	2024-2025
Washington	KENNY	LAUREN	Teacher	TEACHER MA	10	\$73,768.00				\$73,768.00	100.00	2024-2025
Washington	KIRSCH	PAUL	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Washington	KLEIN	ANDREA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Washington	LATIMER	LUZ	Teacher	TEACHER MA+15	18	\$116,634.00	\$12,465.00			\$129,099.00	100.00	2024-2025
Washington	LLOYD	MICHELE	Teacher	TEACHER MA+15	13	\$80,273.00				\$80,273.00	100.00	2024-2025
Washington	MCARDLE	NICOLE	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
Washington	MITTERMAN	MARISA	Library Media Specialist	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
Washington	MOORE	JOSEPH	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
Washington	OAKLEY	ALBINA	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
Washington	OAKLEY	WAYNE	Teacher	TEACHER BA+30	17	\$98,645.00	\$7,221.00			\$105,866.00	100.00	2024-2025
Washington	RATUIS	DANELLE	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
Washington	RODINO	LISA	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
Washington	SARTAGES	ALMA	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Washington	SCARPA	SUSAN	Speech Therapist	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Washington	SCHALLER	MEGAN	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
Washington	SCHIAVO	MICHAEL	Teacher	TEACHER BA	14	\$71,366.00	\$7,221.00			\$78,587.00	100.00	2024-2025
Washington	SINISI	DIANE	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Washington	SOCCIO WILLEMSSEN	ALISON	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
Washington	SURIANO-POSTIGLIONE	NICOLE	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
Washington	TARULLO	JENNIFER	Teacher	TEACHER MA	18	\$111,038.00	\$8,840.00			\$119,878.00	100.00	2024-2025
Washington	VIAVATTINE	JESSICA	Teacher	TEACHER MA+15	13	\$80,273.00				\$80,273.00	100.00	2024-2025
Washington	WELLS	RENE	School Counselor	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
Washington	WHITMAN	SHARI	Social Worker	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
Washington	WYNN	KAREN	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
WOHS	ALCINDOR	VICTOR	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$8,840.00			\$136,224.00	100.00	2024-2025
WOHS	ALDWORTH	PATRICIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	ALESSI-OBANDO	DOMENICA	Teacher	TEACHER MA+30	9	\$83,481.00	\$5,612.00			\$89,093.00	100.00	2024-2025
WOHS	ALFANO	KIMBERLY	Teacher	TEACHER BA+30	18	\$109,768.00	\$5,612.00			\$115,380.00	100.00	2024-2025
WOHS	ANTICO	KATELYN	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
WOHS	ASCHER	SIMONA	Teacher	TEACHER MA+15	18	\$116,634.00	\$10,471.00			\$127,105.00	100.00	2024-2025
WOHS	AZAD	SAIRA	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
WOHS	BAGEN	LESLIE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	BAKER	ELICIA	Teacher	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025
WOHS	BASTIAO	SILVERIO	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
WOHS	BERBERIAN	ARA	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025

**Reappointments: WOE A Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
WOHS	BIDDLE	CHRISTINA	Teacher	TEACHER MA+30	17	\$110,624.00				\$110,624.00	100.00	2024-2025
WOHS	BINNS	CHRISTINA	Library Media Specialist	TEACHER MA	14	\$76,206.00				\$76,206.00	100.00	2024-2025
WOHS	BLANCO	MARIA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	BLUMKIN	TIMOTHY	Teacher	TEACHER MA+15	11	\$79,105.00				\$79,105.00	100.00	2024-2025
WOHS	BOLLOTTA	LORI	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	BRADY	JULIE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	5/1/2025		\$131,174.00	100.00	2024-2025
WOHS	BREVARD	DARA	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
WOHS	BRYANT	KATHERINE	Teacher	TEACHER MA+45	10	\$85,974.00				\$85,974.00	100.00	2024-2025
WOHS	BUCKLEY	KIMBERLY	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	CACCIACARNE	MARK	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
WOHS	CAPRIOLA	DANIEL	Teacher	TEACHER MA+30	16	\$98,995.00	\$5,612.00			\$104,607.00	100.00	2024-2025
WOHS	CASALE	ALDO	School Counselor	TEACHER MA+30	18	\$122,253.00	\$7,221.00	4/1/2025		\$129,474.00	100.00	2024-2025
WOHS	CELI	CINDY	Teacher	TEACHER MA+15	13	\$80,273.00				\$80,273.00	100.00	2024-2025
WOHS	CHAMPAGNE	CRAIG	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	CHIAROLANZIO	KIMBERLEE	Teacher	TEACHER MA+15	9	\$77,993.00				\$77,993.00	100.00	2024-2025
WOHS	CHIRICHIELLO	AMEDEO	SAC	TEACHER MA+15	18	\$116,634.00	\$5,612.00			\$122,246.00	100.00	2024-2025
WOHS	CLARK	APRIL	Teacher	TEACHER MA	18	\$111,038.00	\$8,840.00			\$119,878.00	100.00	2024-2025
WOHS	COEN	DEBRA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00	4/1/2025		\$132,793.00	100.00	2024-2025
WOHS	COHEN	LEE	School Psychologist	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
WOHS	CONNORS	CATHERINE	Teacher	TEACHER MA+45	12	\$87,455.00			\$4,927.33	\$92,382.33	100.00	2024-2025
WOHS	CORE	SHANNON	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	COWINS	DEMOND	Teacher	TEACHER BA	15	\$73,317.00				\$73,317.00	100.00	2024-2025
WOHS	CRUZ	JACQUELINE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
WOHS	D'ELIA	ANNA	School Counselor	TEACHER MA+30	17	\$110,624.00				\$110,624.00	100.00	2024-2025
WOHS	DA GRACA	LI	Teacher	TEACHER PHD/DOC	12	\$91,751.00				\$91,751.00	100.00	2024-2025
WOHS	DAHL	JENNIFER	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
WOHS	DAIEK	SHANE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
WOHS	DAQUIN	MATHIEU	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	DEANGELIS	MICHAEL	Teacher	TEACHER BA+15	18	\$103,352.00				\$103,352.00	100.00	2024-2025
WOHS	DEBARBIERI	MICHAEL	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
WOHS	DELANEY	CRISTINA	Teacher	TEACHER MA	16	\$88,994.00				\$88,994.00	100.00	2024-2025
WOHS	DELIA	DANIEL	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	DEMAIO	LAUREN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	DEMARCO	MALLORY	Teacher	TEACHER MA+45	13	\$87,883.00				\$87,883.00	100.00	2024-2025
WOHS	DENBURG	MICHAEL	Teacher	TEACHER MA+45	14	\$88,815.00				\$88,815.00	100.00	2024-2025
WOHS	DEVORE	SEAN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	DIAZ	OZZIE	Teacher	TEACHER MA+30	18	\$122,253.00	\$10,471.00	1/1/2025		\$132,724.00	100.00	2024-2025
WOHS	DILLON	BRIAN	Teacher	TEACHER BA+30	12	\$73,868.00				\$73,868.00	100.00	2024-2025
WOHS	DOWER	KELLY	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
WOHS	DU	CONGZHOU	Teacher	TEACHER MA	10	\$73,768.00				\$73,768.00	100.00	2024-2025
WOHS	DUCA	DANIEL	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
WOHS	GIAQUINTO	CHERYLANN	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$7,221.00			\$134,605.00	100.00	2024-2025
WOHS	EDELSTEIN	ANTHONY	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$5,612.00			\$132,996.00	100.00	2024-2025
WOHS	ELKADI	RANA	Dean	TEACHER MA	11	\$92,888.75				\$92,888.75	125.00	2024-2025
WOHS	EMOLO	KATHRYN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	1/1/2025		\$131,174.00	100.00	2024-2025
WOHS	EVANS	CHRISTOPHER	Teacher	TEACHER MA+30	18	\$122,253.00	\$10,471.00	12/1/2024		\$132,724.00	100.00	2024-2025
WOHS	FAHEY	MARGARET	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	FERNANDEZ- PEREZ	MADELIN	School Counselor	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	FICUCIELLO	PETER	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	FLECK	NICOLE	Teacher	TEACHER MA+45	10	\$85,974.00				\$85,974.00	100.00	2024-2025
WOHS	FRANGOS	MARIA	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00	4/1/2025		\$132,793.00	100.00	2024-2025
WOHS	FUREY	KATHRYN	School Counselor	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	GARCIA	MATTHEW	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
WOHS	GARDNER	CATHERINE	Teacher	TEACHER MA	10	\$73,768.00				\$73,768.00	100.00	2024-2025
WOHS	GARGIULO	THOMAS	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
WOHS	GIOIA	ALYSSA	Teacher	TEACHER MA	11	\$74,311.00				\$74,311.00	100.00	2024-2025
WOHS	GOHLICH	JONATHAN	Teacher	TEACHER MA+45	10	\$85,974.00				\$85,974.00	100.00	2024-2025

**Reappointments: WOE A Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
WOHS	GOLDSTEIN	JODIE	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
WOHS	GOODRICH	BARD	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
WOHS	GRAFF	CHRISTINA	Social Worker	TEACHER MA+45	17	\$112,528.00				\$112,528.00	100.00	2024-2025
WOHS	GRANT	DARNELL	Teacher	TEACHER MA+15	18	\$116,634.00			\$4,927.33	\$121,561.33	100.00	2024-2025
WOHS	GRAZIOSA	GINA	Teacher	TEACHER MA	13	\$75,407.00				\$75,407.00	100.00	2024-2025
WOHS	GREEN	KAREN	Teacher	TEACHER MA+45	14	\$88,815.00				\$88,815.00	100.00	2024-2025
WOHS	GROSSMAN	MAX	Teacher	TEACHER BA	12	\$70,273.00				\$70,273.00	100.00	2024-2025
WOHS	GUGLIELMO	ANDREW	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
WOHS	HANDLER	NICOLE	School Psychologist	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	HANSON	ANNE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	HARRIS	TERESA	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
WOHS	HARTLEY	MICHELLE	Teacher	TEACHER MA	14	\$76,206.00				\$76,206.00	100.00	2024-2025
WOHS	HEADLAM	JACLYN	School Counselor	TEACHER MA+45	17	\$112,528.00				\$112,528.00	100.00	2024-2025
WOHS	HELLYER	JOHN	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	HODGES	TANTANYA	Teacher	TEACHER MA	18	\$111,038.00				\$111,038.00	100.00	2024-2025
WOHS	HOFFER	FRANCESCA	Teacher	TEACHER MA+45	9	\$85,387.00				\$85,387.00	100.00	2024-2025
WOHS	IFTODE	MICHELLE	LDTC	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	JACKSON	JASONLAMONT	Teacher	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
WOHS	JACOBUS	TAGEN	Teacher	TEACHER MA+30	17	\$110,624.00	\$5,612.00			\$116,236.00	100.00	2024-2025
WOHS	JOHANSEN	JACLYN	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00	11/1/2024		\$131,093.00	100.00	2024-2025
WOHS	KAR	SANHITA	School Psychologist	TEACHER MA+45	18	\$123,953.00	\$8,840.00	1/1/2025		\$132,793.00	100.00	2024-2025
WOHS	KEHOE	MARY	School Counselor	TEACHER MA+45	14	\$88,815.00				\$88,815.00	100.00	2024-2025
WOHS	KELLEHER	ELIZABETH	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
WOHS	KELLY	LEWIS	Teacher	TEACHER MA	18	\$111,038.00	\$8,840.00	10/1/2024		\$119,878.00	100.00	2024-2025
WOHS	KICZEK	MEGAN	Teacher	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
WOHS	KIM	YOUNG	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	KIRCHENBAUER	MARK	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
WOHS	KRULIK	NICOLE	Teacher	TEACHER BA	18	\$96,937.00	\$8,840.00			\$105,777.00	100.00	2024-2025
WOHS	LAGATIC	ERIN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00	12/1/2024		\$131,174.00	100.00	2024-2025
WOHS	LAPENTA	DIANE	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
WOHS	LARDARO	DANIEL	Teacher	TEACHER MA	11	\$74,311.00				\$74,311.00	100.00	2024-2025
WOHS	LEACH	DAVID	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
WOHS	LEON-GUERRERO	SUSAN	Teacher	TEACHER MA+30	14	\$86,834.00				\$86,834.00	100.00	2024-2025
WOHS	LI	YAJING	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	LOMORIELLO	ROBERT	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	LOURENCO	AMY	Teacher	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025
WOHS	LYONS	DELINA	Teacher	TEACHER MA+45	9	\$85,387.00				\$85,387.00	100.00	2024-2025
WOHS	MACNETT	BREE	Teacher	TEACHER MA+30	16	\$98,995.00				\$98,995.00	100.00	2024-2025
WOHS	MANDAL	KRISHNAGOPAL	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$8,840.00			\$136,224.00	100.00	2024-2025
WOHS	MANISCALCO	MARK	Teacher	TEACHER PHD/DOC	18	\$159,230.00	\$8,840.00			\$168,070.00	125.00	2024-2025
WOHS	MANZO	CHARLES	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	MAPES	WENDY	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	MARCHESINI	JOSEPH	JR ROTC	TEACHER MA+30	18	\$122,253.00				\$122,253.00	100.00	2024-2025
WOHS	MATSAKIS	JAMES	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	MAZUREK	ARIELLE	Teacher	TEACHER BA+30	13	\$74,231.00				\$74,231.00	100.00	2024-2025
WOHS	MAZUREK	JEFFREY	Teacher	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
WOHS	MILANO	EILEEN	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
WOHS	MILLER	LARRY	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	MISKIMON	TIMOTHY	Teacher	TEACHER MA+30	18	\$122,253.00	\$8,840.00			\$131,093.00	100.00	2024-2025
WOHS	MORAIS-LAWRENCE	MICHELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	MORALES	JANELLE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
WOHS	MORANTE	JENNIFER	Teacher	TEACHER MA	18	\$111,038.00	\$5,612.00			\$116,650.00	100.00	2024-2025
WOHS	MULDROW	CHARLENE	Teacher	TEACHER MA+15	18	\$116,634.00	\$7,221.00			\$123,855.00	100.00	2024-2025
WOHS	MURAD	LISA	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00			\$104,158.00	100.00	2024-2025
WOHS	NELSON	KYLE	Teacher	TEACHER MA+45	12	\$87,455.00				\$87,455.00	100.00	2024-2025
WOHS	NEVINS	DOUGLAS	Teacher	TEACHER BA+30	18	\$109,768.00	\$8,840.00			\$118,608.00	100.00	2024-2025
WOHS	NICOLAS-MILLINGTON	GUERLYNE	School Counselor	TEACHER MA	14	\$76,206.00				\$76,206.00	100.00	2024-2025



**Reappointments: WOEa Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Effective Dates
WOHS	NORVILLE	ALLAN	Teacher	TEACHER MA+45	15	\$91,251.00	\$5,612.00			\$96,863.00	100.00	2024-2025
WOHS	NUZZI	JESSICA	Teacher	TEACHER PHD/DOC	15	\$98,635.00	\$5,612.00	5/1/2025		\$104,247.00	100.00	2024-2025
WOHS	ORTIZ	SHARON	Teacher	TEACHER BA+30	18	\$109,768.00	\$5,612.00			\$115,380.00	100.00	2024-2025
WOHS	PALATIANOS	EUGENE	Teacher	TEACHER MA+45	18	\$154,941.25	\$7,221.00			\$162,162.25	125.00	2024-2025
WOHS	PALLANTE	LOUIS	School Counselor	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
WOHS	PARADISO	GINA	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
WOHS	PATSCHER	RYAN	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	PEART	DANA	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$5,612.00			\$132,996.00	100.00	2024-2025
WOHS	PERCONTI	ANTHONY	Teacher	TEACHER BA+30	18	\$109,768.00	\$7,221.00			\$116,989.00	100.00	2024-2025
WOHS	PERES	ELENA	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$5,612.00			\$132,996.00	100.00	2024-2025
WOHS	PEREZ	CARLOS	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
WOHS	PETRELLA	RUDOLPH	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	PFINGST	KERRY	Teacher	TEACHER BA	11	\$69,590.00				\$69,590.00	100.00	2024-2025
WOHS	PRASA	ANTHONY	Teacher	TEACHER MA+15	18	\$116,634.00	\$8,840.00			\$125,474.00	100.00	2024-2025
WOHS	RIBARDO	BRYAN	Teacher	TEACHER MA+45	18	\$123,953.00	\$7,221.00			\$131,174.00	100.00	2024-2025
WOHS	RIBEIRO-SHAW	ANA	Social Worker	TEACHER MA+30	18	\$122,253.00	\$7,221.00	10/1/2024		\$129,474.00	100.00	2024-2025
WOHS	RIVERA	NORAH	Teacher	TEACHER MA	10	\$73,768.00				\$73,768.00	100.00	2024-2025
WOHS	ROBINSON	KIMBERLY	Teacher	TEACHER MA+45	11	\$86,606.00				\$86,606.00	100.00	2024-2025
WOHS	ROMANYSHYN	KRISTA	Teacher	TEACHER BA+15	18	\$103,352.00	\$7,221.00			\$110,573.00	100.00	2024-2025
WOHS	RONCERO	JUAN	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	ROSEN	RACHEL	School Counselor	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
WOHS	ROXAS	ASHLEY	Teacher	TEACHER BA	9	\$68,611.00				\$68,611.00	100.00	2024-2025
WOHS	SANDE	MELISSA	Teacher	TEACHER MA+15	12	\$79,881.00				\$79,881.00	100.00	2024-2025
WOHS	SANTOS	ROSSANNA	School Counselor	TEACHER MA+30	13	\$85,922.00				\$85,922.00	100.00	2024-2025
WOHS	SAUL	GREGORY	Teacher	TEACHER MA	12	\$75,040.00				\$75,040.00	100.00	2024-2025
WOHS	SCHULTZ	MICHELE	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	SHAH	SHAAN	Teacher	TEACHER MA+45	16	\$101,104.00	\$5,612.00			\$106,716.00	100.00	2024-2025
WOHS	SIVO	ASHLEY	Teacher	TEACHER MA+45	12	\$109,318.75				\$109,318.75	125.00	2024-2025
WOHS	SPINA	JOE	Teacher	TEACHER MA+30	18	\$122,253.00	\$5,612.00			\$127,865.00	100.00	2024-2025
WOHS	STERNBERG	ERIC	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	STEWART	HOPE	Teacher	TEACHER BA	18	\$96,937.00	\$7,221.00	12/1/2024		\$104,158.00	100.00	2024-2025
WOHS	SULLIVAN	JANINE	Teacher	TEACHER PHD/DOC	13	\$92,199.00				\$92,199.00	100.00	2024-2025
WOHS	SZALKAI	KIMBERLY	Teacher	TEACHER MA+45	18	\$123,953.00	\$10,471.00	5/1/2025		\$134,424.00	100.00	2024-2025
WOHS	TAVARONE	PAUL	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
WOHS	THOMPSON	JILL	Teacher	TEACHER MA+45	16	\$101,104.00				\$101,104.00	100.00	2024-2025
WOHS	TICK	JONATHAN	Teacher	TEACHER MA+45	16	\$101,104.00	\$5,612.00			\$106,716.00	100.00	2024-2025
WOHS	TOMASZEWSKI	JOHN	Teacher	TEACHER MA+45	15	\$91,251.00				\$91,251.00	100.00	2024-2025
WOHS	TOURIAN	PETER	Teacher	TEACHER MA+45	18	\$123,953.00				\$123,953.00	100.00	2024-2025
WOHS	TRACY	DANIELLE	Teacher	TEACHER MA+45	18	\$123,953.00	\$8,840.00			\$132,793.00	100.00	2024-2025
WOHS	UGBENIN	SANDRA	Teacher	TEACHER MA+30	14	\$86,834.00				\$86,834.00	100.00	2024-2025
WOHS	VALENTINO	MELANIE	Teacher	TEACHER MA+45	16	\$101,104.00	\$5,612.00			\$106,716.00	100.00	2024-2025
WOHS	VILLAVECCHIA	RACHEL	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	VIQUEIRA	BEGONA	Teacher	TEACHER MA	18	\$111,038.00	\$7,221.00			\$118,259.00	100.00	2024-2025
WOHS	VITALE	MARCELLA	Teacher	TEACHER MA+30	18	\$122,253.00	\$7,221.00			\$129,474.00	100.00	2024-2025
WOHS	WEIDENBORNER	JAMES	Teacher	TEACHER PHD/DOC	18	\$127,384.00	\$8,840.00			\$136,224.00	100.00	2024-2025
WOHS	WERNER	MADELAINE	Speech Therapist	TEACHER MA+45	18	\$123,953.00	\$10,471.00			\$134,424.00	100.00	2024-2025
WOHS	WERZEN	DENISE	School Nurse	TEACHER PHD/DOC	18	\$127,384.00	\$5,612.00			\$132,996.00	100.00	2024-2025
WOHS	WILLIAMS	CANIECE	Teacher	TEACHER MA+45	18	\$123,953.00	\$5,612.00			\$129,565.00	100.00	2024-2025
WOHS	YATES	HEATHER	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025
WOHS	YOUNG	HEATHER	Teacher	TEACHER BA+15	18	\$103,352.00	\$8,840.00	10/1/2024		\$112,192.00	100.00	2024-2025
WOHS	ZAMLOOT	ROSANNA	Teacher	TEACHER MA+45	17	\$112,528.00	\$5,612.00			\$118,140.00	100.00	2024-2025

# Reappointment: WOE Non Tenure Certificated Staff for the 2024-2025 School Year

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Stipend	Calculated Salary	FTE %	Effective Dates
BMELC	CATANZARITI	GIULIA	Teacher	TEACHER MA+45	9	\$85,387.00		\$85,387.00	100.00	2024-2025
BMELC	DUGAN-ANDRADE	JENNIFER	Teacher	TEACHER MA+45	17	\$112,528.00		\$112,528.00	100.00	2024-2025
BMELC	MORRELL	KAITLIN	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
BMELC	PODVEY	MARCIA	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
BMELC	SHAW	HEATHER	Teacher	TEACHER MA	10	\$73,768.00		\$73,768.00	100.00	2024-2025
BMELC	SOBERMAN	DARA	Teacher	TEACHER MA+45	16	\$101,104.00		\$101,104.00	100.00	2024-2025
BMELC	ZIELKE	ALEXA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Central Office	LEWIS	JANIS	Registered Nurse	TEACHER BA	18	\$96,937.00		\$96,937.00	100.00	2024-2025
Central Office	NEGASI	MIRIAM	School Psychologist	TEACHER MA+45	7	\$84,264.00		\$84,264.00	100.00	2024-2025
Edison	AHMAD	ZARAH	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Edison	ALMEIDA	MAGDALENA	Teacher	TEACHER MA	7	\$72,303.00		\$72,303.00	100.00	2024-2025
Edison	ALVINE	BROOKE	Teacher	TEACHER BA+15	6	\$67,876.00		\$67,876.00	100.00	2024-2025
Edison	BAY	GIOVANNA	Teacher	TEACHER BA+15	5	\$66,628.00		\$66,628.00	100.00	2024-2025
Edison	CLATWORTHY	MARCELLA	Teacher	TEACHER MA	17	\$100,016.00		\$100,016.00	100.00	2024-2025
Edison	DUFRESNE	DAN	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Edison	GRAY	FLOYD	Teacher	TEACHER BA+30	12	\$73,868.00		\$73,868.00	100.00	2024-2025
Edison	KAISER	JACQUELINE	Teacher	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
Edison	ROCCO	FRANCIS	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Edison	RODRIGUEZ	ARTURO	Teacher	TEACHER MA+30	12	\$85,503.00		\$85,503.00	100.00	2024-2025
Edison	SANTUCCI	JOSEPH	Teacher	TEACHER MA+45	12	\$87,455.00		\$87,455.00	100.00	2024-2025
Edison	SCHOTT	CASEY	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Gregory	BARCZ	CRISTIANNA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Gregory	COLAVITO	ALYSSA	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Gregory	COLMANETTI	SAMANTHA	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Gregory	CORDASCO	VINCENT	Teacher	TEACHER MA+15	6	\$76,305.00		\$76,305.00	100.00	2024-2025
Gregory	DELISA	KENDALL	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Gregory	DUBOIS	HANNAH	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Gregory	EASON	KELI	Teacher	TEACHER MA+15	7	\$76,967.00		\$76,967.00	100.00	2024-2025
Gregory	FLANNELLY	ANDREA	School Psychologist	TEACHER MA+30	8	\$82,872.00		\$82,872.00	100.00	2024-2025
Gregory	FURMAN	ALISON	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Gregory	HAMILTON	ALEC	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Gregory	JAMES	AMANDA	School Counselor	TEACHER MA+15	6	\$76,305.00		\$76,305.00	100.00	2024-2025
Gregory	KORNEGAY	MUNEERAH	School Nurse	TEACHER BA	18	\$96,937.00		\$96,937.00	100.00	2024-2025
Gregory	KOSE	HULYA	Teacher	TEACHER MA	16	\$88,994.00		\$88,994.00	100.00	2024-2025
Gregory	KUSER	NICOLE	Teacher	TEACHER MA	7	\$72,303.00		\$72,303.00	100.00	2024-2025
Gregory	LANDOSCA	KRISTEN	Teacher	TEACHER BA	8	\$68,078.00		\$68,078.00	100.00	2024-2025
Gregory	MCBRINN	LAUREN	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Gregory	MORAN	JENNIFER	Teacher	TEACHER MA	12	\$75,040.00		\$75,040.00	100.00	2024-2025

# Reappointment: WOE Non Tenure Certificated Staff for the 2024-2025 School Year

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Stipend	Calculated Salary	FTE %	Effective Dates
Gregory	OXLEY-NOWAK	ANN	Teacher	TEACHER BA	11	\$69,590.00		\$69,590.00	100.00	2024-2025
Gregory	SALVATO	GABRIELLE	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Gregory	SUAREZ	ASHLEY	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
Gregory	UVENIO	NICOLE	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Gregory	VEGA	GABRIELLE	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Gregory	VINPA	MAX	Teacher	TEACHER MA+30	7	\$82,384.00		\$82,384.00	100.00	2024-2025
Hazel	CASTIGLIONE	GIOVANNA	Teacher	TEACHER BA	9	\$68,611.00		\$68,611.00	100.00	2024-2025
Hazel	DAL BO	GISSELLE	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
Hazel	KIVLON	JEANNIE	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Hazel	MASSOT	DANIELLE	School Counselor	TEACHER MA	17	\$100,016.00		\$100,016.00	100.00	2024-2025
Hazel	ROMAIN	FRANCESCA	Teacher	TEACHER MA	13	\$75,407.00		\$75,407.00	100.00	2024-2025
Kelly	ARRUDA	KARLA	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Kelly	BATRAKI	OLIVIA	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Kelly	BOYLE	EMILY	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Kelly	CAMPBELL	SUSAN	LDTC	TEACHER MA+45	18	\$123,953.00		\$123,953.00	100.00	2024-2025
Kelly	CONVERY	KAREN	Speech Therapist	TEACHER MA	13	\$75,407.00		\$75,407.00	100.00	2024-2025
Kelly	CUELLAR	STEFANIE	Teacher	TEACHER BA+15	14	\$72,162.00		\$72,162.00	100.00	2024-2025
Kelly	DIDYK	PAULA	Teacher	TEACHER MA	13	\$75,407.00		\$75,407.00	100.00	2024-2025
Kelly	ELBANNA	HANEEN	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Kelly	FALZARANO	MICHAEL	Teacher	TEACHER MA+15	6	\$76,305.00		\$76,305.00	100.00	2024-2025
Kelly	FONDACARO	MONICA	School Psychologist	TEACHER MA+30	5	\$80,174.00		\$80,174.00	100.00	2024-2025
Kelly	FORTNA	LOREN	Teacher	TEACHER PHD/DOC	18	\$127,384.00		\$127,384.00	100.00	2024-2025
Kelly	GORDON	KAVITA	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Kelly	IORIO	JADE	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
Kelly	JONES	THERESA	Teacher	TEACHER MA	8	\$72,731.00		\$72,731.00	100.00	2024-2025
Kelly	LAMPLEY	ALICIA	Teacher	TEACHER MA+30	16	\$98,995.00		\$98,995.00	100.00	2024-2025
Kelly	LASKARIS	JESSICA	Registered Nurse	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
Kelly	MULEE	FELICIA	Teacher	TEACHER MA+30	18	\$122,253.00		\$122,253.00	100.00	2024-2025
Kelly	PLOTNICKI	ASHLEY	Teacher	TEACHER MA+30	13	\$85,922.00		\$85,922.00	100.00	2024-2025
Kelly	RALSTON	KRISTEN	Teacher	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
Liberty	BEJIAN	EDWARD	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Liberty	ETHE	GINA	Teacher	TEACHER MA	7	\$72,303.00		\$72,303.00	100.00	2024-2025
Liberty	FLYNN	KRISTEN	Teacher	TEACHER MA+15	16	\$93,447.00		\$93,447.00	100.00	2024-2025
Liberty	GONZALEZ	DANIELLA	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Liberty	GUZMAN	ALEXA	Teacher	TEACHER BA+30	7	\$71,173.00		\$71,173.00	100.00	2024-2025
Liberty	LAVALLE	JOSEPH	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
Liberty	MCGURRIN	THEODORE	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
Liberty	MILLER	SAMANTHA	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025

# Reappointment: WOE Non Tenure Certificated Staff for the 2024-2025 School Year

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Stipend	Calculated Salary	FTE %	Effective Dates
Liberty	MOSES	SCOTT	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Liberty	PENSADO	LUZ	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Liberty	TAMMONE	ALEXA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Liberty	TIMEN	EZEKIEL	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Liberty	URGILES	FRANKLIN	School Counselor	TEACHER MA+45	12	\$87,455.00		\$87,455.00	100.00	2024-2025
Liberty	ZENGWALD	BRIAN	Teacher	TEACHER MA	16	\$88,994.00		\$88,994.00	100.00	2024-2025
Mt Pleasant	ATAIDE	JANINE	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
Mt Pleasant	BLAZIER	VERONICA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Mt Pleasant	CONAHAN	LAUREN	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Mt Pleasant	CONFRANCISCO	RACHEL	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Mt Pleasant	GABOROW	TANYA	Teacher	TEACHER MA+30	16	\$98,995.00		\$98,995.00	100.00	2024-2025
Mt Pleasant	JENKINS	MELISSA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Mt Pleasant	KURBANSADE	AUSTIN	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Mt Pleasant	LEE	MIJI	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Mt Pleasant	MCBURROWS-CALHOUN	JAILYN	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
Mt Pleasant	MOYER	SOPHIE	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Mt Pleasant	MOYET	KRISTINA	Teacher	TEACHER MA	9	\$73,265.00		\$73,265.00	100.00	2024-2025
Redwood	CUOZZO	DANIELLE	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Redwood	GOLDMAN	AMANDA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Redwood	INN	HEE SOOK	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Redwood	LOUIE	AMY	Teacher	TEACHER BA+15	5	\$66,628.00		\$66,628.00	100.00	2024-2025
Redwood	MCALOON	JACQUELINE	Teacher	TEACHER MA	17	\$100,016.00		\$100,016.00	100.00	2024-2025
Redwood	MORRIS	ASHLEY	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Redwood	NEAMAN	ALLISON	Teacher	TEACHER MA+15	15	\$84,222.00		\$84,222.00	100.00	2024-2025
Redwood	SANTUCCI	JACQUELYN	Teacher	TEACHER MA+45	10	\$85,974.00		\$85,974.00	100.00	2024-2025
Redwood	VELANDIA	FANNY	Teacher	TEACHER MA+30	13	\$85,922.00		\$85,922.00	100.00	2024-2025
Roosevelt	ARROYO-MERINO	STEPHANIE	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Roosevelt	CAPLETTE	CHELSEA	Social Worker	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Roosevelt	HASSAN	SALMA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
Roosevelt	HAYWARD	SUSAN	Teacher	TEACHER PHD/DOC	16	\$106,403.00		\$106,403.00	100.00	2024-2025
Roosevelt	HUNKO	VOLODYMYR	Teacher	TEACHER MA+30	17	\$110,624.00		\$110,624.00	100.00	2024-2025
Roosevelt	KEEGAN	WILLIAM	Teacher	TEACHER BA+30	18	\$109,768.00		\$109,768.00	100.00	2024-2025
Roosevelt	LEVENDUSKY	MELINDA	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
Roosevelt	MASIN	TAYLOR	Teacher	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
Roosevelt	MENA	MICHELLE	Teacher	TEACHER BA	12	\$70,273.00		\$70,273.00	100.00	2024-2025
Roosevelt	MENSAH	SARAH	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
Roosevelt	MILLER	YEVGENIYA	Teacher	TEACHER MA+30	18	\$122,253.00		\$122,253.00	100.00	2024-2025
Roosevelt	NIEVES	JACQUELINE	Teacher	TEACHER MA	10	\$73,768.00		\$73,768.00	100.00	2024-2025

**Reappointment: WOE Non Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Stipend	Calculated Salary	FTE %	Effective Dates
Roosevelt	ORTEGA	YURIDALVA	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
Roosevelt	ROBINSON	CECILY	Teacher	TEACHER MA+45	17	\$112,528.00		\$112,528.00	100.00	2024-2025
Roosevelt	TENN	GABRIELLE	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
Roosevelt	WELSH	TAYLOR	School Counselor	TEACHER MA+15	6	\$76,305.00		\$76,305.00	100.00	2024-2025
St Cloud	JOHNSON	KRISTA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
St Cloud	KING	ROSEMARY	Teacher	TEACHER MA	5	\$70,363.00		\$70,363.00	100.00	2024-2025
St Cloud	LASZLO	JENNA	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
St Cloud	MASSAKER	AMANDA	School Psychologist	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
St Cloud	MORAN	CAROLINE	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
St Cloud	PACIFICO	EMMA	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
St Cloud	SANTUCCI	NIKOLE	Teacher	TEACHER MA+30	8	\$82,872.00		\$82,872.00	100.00	2024-2025
St Cloud	SELBY	LOUELLA	Teacher	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
St Cloud	SLUHOCKI	SAMANTHA	Teacher	TEACHER BA+30	5	\$69,264.00		\$69,264.00	100.00	2024-2025
St Cloud	SWART	ADAM	Teacher	TEACHER MA+30	6	\$81,674.00		\$81,674.00	100.00	2024-2025
Washington	ANTUNES	NICOLE	Teacher	TEACHER BA	9	\$68,611.00		\$68,611.00	100.00	2024-2025
Washington	HASTINGS	CAROLINE	Teacher	TEACHER BA	5	\$65,893.00		\$65,893.00	100.00	2024-2025
Washington	KIM	CONNIE	Teacher	TEACHER MA+15	6	\$76,305.00		\$76,305.00	100.00	2024-2025
Washington	LOUIE	SUZY	Teacher	TEACHER BA+15	6	\$67,876.00		\$67,876.00	100.00	2024-2025
Washington	MOSS	ELIZABETH	Registered Nurse	TEACHER BA	13	\$70,619.00		\$70,619.00	100.00	2024-2025
Washington	PEREIRA-SPAIN	JANET	Teacher	TEACHER BA	18	\$96,937.00		\$96,937.00	100.00	2024-2025
Washington	VECCHIO	SUSAN	Teacher	TEACHER BA	16	\$77,895.00		\$77,895.00	100.00	2024-2025
Washington	VENEZIANO	JESSICA	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
WO-ECLC	DEMPSEY	AMANDA	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
WO-ECLC	MAMROUD	MARA	Speech Therapist	TEACHER MA+30	17	\$110,624.00		\$110,624.00	100.00	2024-2025
WO-ECLC	NAREPECHA	CAROLYN	Teacher	TEACHER BA+15	6	\$67,876.00		\$67,876.00	100.00	2024-2025
WO-ECLC	O'NEILL	MORGAN	Teacher	TEACHER MA+30	5	\$80,174.00		\$80,174.00	100.00	2024-2025
WO-ECLC	SARRIA	JILLIAN	Teacher	TEACHER BA+15	6	\$67,876.00		\$67,876.00	100.00	2024-2025
WO-ECLC	TORRES	MARIA	Teacher	TEACHER MA+15	14	\$81,123.00	#####	\$86,050.33	100.00	2024-2025
WOHS	ALVES	ROCHELL	Teacher	TEACHER MA+15	17	\$105,041.00		\$105,041.00	100.00	2024-2025
WOHS	AUGUSTINE	SARAH	Registered Nurse	TEACHER BA	16	\$77,895.00		\$77,895.00	100.00	2024-2025
WOHS	BECKHAM	YASMEEN	JR ROTC	TEACHER BA	18	\$96,937.00		\$96,937.00	100.00	2024-2025
WOHS	BINNS	CLIVE	Teacher	TEACHER MA+30	13	\$85,922.00		\$85,922.00	100.00	2024-2025
WOHS	CIACCIARELLI	CHRISTINA	Teacher	TEACHER BA+15	7	\$68,465.00		\$68,465.00	100.00	2024-2025
WOHS	DUCHEINE	DANIELLE	School Nurse	TEACHER MA+30	18	\$122,253.00		\$122,253.00	100.00	2024-2025
WOHS	DUQUE-ARBELO	LUISA	Teacher	TEACHER MA	18	\$111,038.00		\$111,038.00	100.00	2024-2025
WOHS	FOSTER	ORANE	Teacher	TEACHER BA+30	8	\$71,595.00		\$71,595.00	100.00	2024-2025
WOHS	GAVRIELI	DANNIEL	Teacher	TEACHER BA	6	\$67,126.00		\$67,126.00	100.00	2024-2025
WOHS	HARBIN	CYRUS	Teacher	TEACHER BA+30	11	\$73,152.00		\$73,152.00	100.00	2024-2025



**Reappointment: WOE Non Tenure Certificated Staff for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Stipend	Calculated Salary	FTE %	Effective Dates
WOHS	HELLER	SAMANTHA	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
WOHS	HOUTAN	SOLMAAZ	Teacher	TEACHER MA	11	\$74,311.00		\$74,311.00	100.00	2024-2025
WOHS	KELLY	JOHN	Teacher	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025
WOHS	KONNER	MARGARET	Teacher	TEACHER MA+45	14	\$88,815.00		\$88,815.00	100.00	2024-2025
WOHS	LAMBERSON	ANDREW	Teacher	TEACHER MA	8	\$72,731.00		\$72,731.00	100.00	2024-2025
WOHS	LANDOSCA	LISA	Teacher	TEACHER MA+30	13	\$85,922.00		\$85,922.00	100.00	2024-2025
WOHS	LI	DONGMEI	Teacher	TEACHER BA	13	\$70,619.00		\$70,619.00	100.00	2024-2025
WOHS	MAFFETTONE	MEGAN	Teacher	TEACHER MA+30	15	\$89,260.00		\$89,260.00	100.00	2024-2025
WOHS	MOLINARE	COURTNEY	Teacher	TEACHER MA	9	\$73,265.00		\$73,265.00	100.00	2024-2025
WOHS	MOUND	CHARLES	Teacher	TEACHER BA	18	\$96,937.00		\$96,937.00	100.00	2024-2025
WOHS	PETERSON	EMILY	Teacher	TEACHER MA+15	14	\$81,123.00		\$81,123.00	100.00	2024-2025
WOHS	PINKNEY	EUGENE	Teacher	TEACHER MA+30	16	\$98,995.00		\$98,995.00	100.00	2024-2025
WOHS	PORCELLO	DONNA MARIE	Teacher	TEACHER MA+30	17	\$110,624.00		\$110,624.00	100.00	2024-2025
WOHS	REDDEN	WILLIAM	Teacher	TEACHER MA+45	12	\$87,455.00		\$87,455.00	100.00	2024-2025
WOHS	RHONE	DAVID	Teacher	TEACHER BA+30	17	\$98,645.00		\$98,645.00	100.00	2024-2025
WOHS	ROMANO	VALERIE	Teacher	TEACHER BA+30	9	\$72,122.00		\$72,122.00	100.00	2024-2025
WOHS	SALAAM	DANAAYAAL	Teacher	TEACHER BA+30	13	\$74,231.00		\$74,231.00	100.00	2024-2025
WOHS	SEHWAIL	AHMAD	Teacher	TEACHER BA	7	\$67,709.00		\$67,709.00	100.00	2024-2025
WOHS	SMITH	TIMOTHY	Teacher	TEACHER MA+30	9	\$83,481.00		\$83,481.00	100.00	2024-2025
WOHS	TEXIDOR-LEVERETT	NYDIA	Teacher	TEACHER MA+15	15	\$84,222.00		\$84,222.00	100.00	2024-2025
WOHS	THOMPSON	STEVEN	Library Media Specialist	TEACHER MA	6	\$71,680.00		\$71,680.00	100.00	2024-2025

## Reappointment: Tenure Contract Certificated Staff for the 2024-2025 School Year

Location	Last Name	First Name	Position	Salary Guide	Step	Base Salary	Longevity	Calculated Salary	FTE %	Effective Dates
BMELC	LAURICELLA	MARIA	LDTC	TEACHER MA+45	13	87,883.00	5,612.00	93,495.00	100.00	2024-2025
Edison	SHIPITOFISKY	NICOLE	Teacher	TEACHER MA+15	9	77,993.00		77,993.00	100.00	2024-2025
Gregory	ROZANSKI	HANNAH	Teacher	TEACHER BA+30	7	71,173.00		71,173.00	100.00	2024-2025
Hazel	ALLOTEY	PATIENCE	School Nurse	TEACHER BA+15	17	93,020.00		93,020.00	100.00	2024-2025
Liberty	CAMPANARO	CHELSEA	Teacher	TEACHER MA+15	14	81,123.00		81,123.00	100.00	2024-2025
Liberty	JORDAN	VERONICA	Teacher	TEACHER PHD/DOC	7	88,403.00		88,403.00	100.00	2024-2025
Roosevelt	GERALDO	LIZANDRA	Teacher	TEACHER MA	7	72,303.00		72,303.00	100.00	2024-2025
WOHS	ABRAMO	JEANINA	Teacher	TEACHER BA	7	67,709.00		67,709.00	100.00	2024-2025
WOHS	D'ARIENZO	KRISTIN	Teacher	TEACHER MA+30	14	86,834.00		86,834.00	100.00	2024-2025
WOHS	DECARO	EILEEN	Teacher	TEACHER PHD/DOC	18	127,384.00		127,384.00	100.00	2024-2025

**Reappointments: WOOA Tenure Administrators for the 2024-2025 School Year**

Location	Last Name	First Name	Position	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Salary	FTE %	Dates
Central Office	BERG	DARLENE	SUPERVISORS	OG	\$152,500.00	\$9,254.00			\$161,754.00	100.00	2024-2025
Central Office	GOGERTY-FITZGERALD	KRISTIN	SUPERVISORS	OG	\$171,550.00	\$9,254.00			\$180,804.00	100.00	2024-2025
Central Office	HANRATTY	BEATRICE	SUPERVISORS	6	\$124,500.00				\$124,500.00	100.00	2024-2025
Central Office	PLATA	FELIX	SUPERVISORS	OG	\$166,400.00			\$4,000.00	\$170,400.00	100.00	2024-2025
Central Office	QUAGLIATO	LOUIS	DIRECTOR	OG	\$192,933.00	\$9,254.00			\$202,187.00	100.00	2024-2025
Central Office	TOWSON	ANNETTE	ACTING DIRECTOR OF HR	OG	\$184,920.00	\$10,679.00			\$195,599.00	100.00	7/1/2024-8/31/2024
Edison	MELENDEZ	ESTEBAN	ELEM & MIDDLE PRINCIPAL	OG	\$180,400.00	\$10,679.00			\$191,079.00	100.00	2024-2025
Gregory	HEWITT	MAKEIDA	ELEM & MIDDLE PRINCIPAL	10	\$154,000.00	\$6,404.00			\$160,404.00	100.00	2024-2025
Liberty	FITZGERALD	XAVIER	ELEM & MIDDLE PRINCIPAL	OG	\$195,611.00	\$9,254.00			\$204,865.00	100.00	2024-2025
Liberty	OLSHALSKY	STEPHEN	ELEM & MIDDLE ASST. PRINCIPAL	9	\$140,000.00	\$10,679.00			\$150,679.00	100.00	2024-2025
Roosevelt	JACKSON	KIMYA	ELEM & MIDDLE PRINCIPAL	10	\$154,000.00	\$6,404.00			\$160,404.00	100.00	2024-2025
Roosevelt	HUSH	LIONEL	ELEM & MIDDLE PRINCIPAL	OG	\$190,760.00	\$9,254.00			\$200,014.00	100.00	2024-2025
St Cloud	PRICE	ERIC	ELEM & MIDDLE PRINCIPAL	OG	\$196,564.00	\$9,254.00			\$205,818.00	100.00	2024-2025
Washington	DE MAIO	MARIE	ELEM & MIDDLE PRINCIPAL	OG	\$210,774.00	\$12,104.00			\$222,878.00	100.00	2024-2025
WOHS	ABU-HAKMEH	EMAD	SUPERVISORS	OG	\$173,231.00	\$6,404.00			\$179,635.00	100.00	2024-2025
WOHS	ALVINE	KEVIN	SUPERVISORS	OG	\$169,900.00	\$10,679.00			\$180,579.00	100.00	2024-2025
WOHS	BOYD BUTLER	CHERYL	DIRECTOR	OG	\$201,782.00	\$6,404.00			\$208,186.00	100.00	7/1/2024-8/31/2024
WOHS	CHUNG	LESLEY	HS ASSISTANT PRINCIPAL	OG	\$165,000.00	\$9,254.00	12/1/2024		\$174,254.00	100.00	2024-2025
WOHS	DELGUERCIO	RYAN	ACTING HS ASSISTANT PRINCIPAL	OG	\$169,921.00	\$9,254.00			\$179,175.00	100.00	2024-2025
WOHS	DELLAPIA	LOUIS	HS ASSISTANT PRINCIPAL	OG	\$174,965.00	\$10,679.00	2/1/2025		\$185,644.00	100.00	2024-2025
WOHS	FIGUEIREDO	MICHAEL	SUPERVISORS	10	\$140,500.00	\$6,404.00			\$146,904.00	100.00	2024-2025
WOHS	MANCARELLA	KIMBERLY	HS ASSISTANT PRINCIPAL	OG	\$213,302.00	\$10,679.00	1/1/2025		\$223,981.00	100.00	2024-2025
WOHS	MULLIN	NANCY	SUPERVISORS	OG	\$177,548.00	\$10,679.00		\$4,000.00	\$192,227.00	100.00	2024-2025
WOHS	RIBEIRO	DAWN	SUPERVISORS	OG	\$169,900.00	\$10,679.00			\$180,579.00	100.00	2024-2025
WOHS	VENEZIANO	ELIZABETH	SUPERVISORS	OG	\$181,095.00	\$6,404.00			\$187,499.00	100.00	2024-2025
WOHS	ZICHELLA	STEPHAN	DIRECTOR	12	\$167,000.00	\$6,404.00			\$173,404.00	100.00	2024-2025



**Reappointments: WOOA Non-Tenure Administrators for the 2024-2025 School Year**

Location	Last Name	First Name	Definition	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary	FTE %	Dates
Central Office	MARTINO	MICHELLE	DIRECTOR	9	\$155,000.00	6,404.00			\$161,404.00	100.00	2024-2025
Edison	ORANGE-JONES	KERI	ELEM & MIDDLE ASST. PRINCIPAL	8	\$136,000.00	6,404.00			\$142,404.00	100.00	2024-2025
Hazel	CASTILLO	JOEL	ELEM & MIDDLE PRINCIPAL	9	\$150,000.00				\$150,000.00	100.00	2024-2025
Kelly	MARION	DAVID	ELEM & MIDDLE PRINCIPAL	14	\$170,000.00				\$170,000.00	100.00	2024-2025
Mt Pleasant	LAWRENCE	MARC	ELEM & MIDDLE PRINCIPAL	OG	\$174,000.00	9,254.00			\$183,254.00	100.00	2024-2025
Roosevelt	BETANCES	OLIVIA	ELEM & MIDDLE ASST. PRINCIPAL	6	\$128,000.00				\$128,000.00	100.00	2024-2025
WOHS	COSTANZA	JODI	SUPERVISORS	2	\$108,500.00				\$108,500.00	100.00	2024-2025
WOHS	GUERRERO	OSCAR	HS PRINCIPAL	OG	\$190,000.00				\$190,000.00	100.00	2024-2025

**2024-2025 Tenured Non-Certificated Staff Administrative Assistants**

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend A	Stipend B	Stipend C	Stipend D	BA Stipend	Salary
BMELC	MCCAMBLEY	ROSA	SECRETARY LEVEL 2-12 MONTH	9	\$55,566.00							\$1,385.15	\$56,951.15
Central Office	CARONIA	JENNIFER	SECRETARY LEVEL 4-12 MONTH	13	\$90,165.00								\$90,165.00
Central Office	DELBARBA	LAURA	SECRETARY LEVEL 4-12 MONTH	12	\$86,824.00			\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32		\$95,155.92
Central Office	DUFFY	PAULA	SECRETARY LEVEL 4-12 MONTH	14	\$98,519.40								\$98,519.40
Central Office	HARRIS	CHERI	SECRETARY LEVEL 4-12 MONTH	15	\$97,491.00	\$6,530.00	9/1/2024	\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$113,738.07
Central Office	HERNANDEZ	KARLA	SECRETARY LEVEL 3-12 MONTH	15	\$87,273.00	\$6,530.00	5/1/2025		\$1,424.80	\$2,893.90	\$1,119.32		\$99,241.02
Central Office	HUNT	JILL	SECRETARY LEVEL 3-12 MONTH	15	\$87,273.00								\$87,273.00
Central Office	KUBU	GINA	SECRETARY LEVEL 4-12 MONTH	10	\$75,426.00			\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32		\$83,757.92
Central Office	MACHUCA	MADELINE	SECRETARY LEVEL 3-12 MONTH	14	\$79,656.00								\$79,656.00
Central Office	NEVINS	ANGELA	SECRETARY LEVEL 4-12 MONTH	11	\$82,763.00			\$2,893.90	\$1,424.80				\$87,081.70
Central Office	PHILLIPS	STACY	SECRETARY LEVEL 4-12 MONTH	15	\$102,365.55			\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$112,082.62
Central Office	ROSADO-FIGUEROA	ANGELA	SECRETARY LEVEL 4-12 MONTH	11	\$82,763.00				\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$89,586.17
Central Office	TORRISI	LINDA	SECRETARY LEVEL 4-12 MONTH	15	\$102,365.55	\$6,530.00	7/1/2024						\$108,895.55
Central Office	TORRISI	NICOLE	SECRETARY LEVEL 4-12 MONTH	6	\$57,024.00							\$1,385.15	\$58,409.15
Central Office	VAUGHAN	SUSAN	SECRETARY LEVEL 4-12 MONTH	15	\$97,491.00	\$4,911.00							\$102,402.00
Central Office	WINSTON	KATHRYN	SECRETARY LEVEL 4-12 MONTH	15	\$102,365.55	\$8,203.00	8/1/2024	\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$120,285.62
Edison	ALY AHMED	ANN	SECRETARY LEVEL 2-12 MONTH	11	\$58,848.00								\$58,848.00
Edison	GIL	CAROLINA	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00			\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$94,116.07
Edison	MEDLEY	JEAN	SECRETARY LEVEL 2-12 MONTH	13	\$69,667.00							\$1,385.15	\$71,052.15
Hazel	MALIA	MEGAN	SECRETARY LEVEL 2-12 MONTH	9	\$55,566.00								\$55,566.00
Liberty	COPPOLA	JANET	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$6,530.00	8/1/2024	\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32		\$99,260.92
Liberty	LAMBERT	DENISE	SECRETARY LEVEL 3-12 MONTH	9	\$57,458.00				\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$64,281.17
Redwood	MARTINEZ	DAYNA	SECRETARY LEVEL 2-12 MONTH	9	\$55,566.00								\$55,566.00
Roosevelt	BRINSON	ARMANI	SECRETARY LEVEL 2-12 MONTH	10	\$55,975.00								\$55,975.00
Roosevelt	FASTIGGI	CAROL	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00								\$84,399.00
St Cloud	DAVIS-WILLIAMS	CHARLENE	SECRETARY LEVEL 2-12 MONTH	8	\$54,891.00							\$1,385.15	\$56,276.15
Transportation	AQUINO	NORA	SECRETARY LEVEL 3-12 MONTH	5	\$55,473.00								\$55,473.00
Washington	NELSON	ELLEN	SECRETARY LEVEL 1-10 MONTH	15	\$68,597.00	\$4,911.00							\$73,508.00
WOHS	BRADFORD	MONTRISA	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$6,530.00	9/1/2024						\$90,929.00
WOHS	COLON	LILLIAN	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$4,911.00		\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$99,027.07
WOHS	COWINS	STACI	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00								\$84,399.00
WOHS	CRUZ	MELISSA	SECRETARY LEVEL 2-12 MONTH	14	\$77,033.00	\$4,911.00		\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$91,661.07
WOHS	DELLOSSO	PATRICIA	SECRETARY LEVEL 2-12 MONTH	13	\$69,667.00								\$69,667.00
WOHS	DUNCAN	JOANNE	SECRETARY LEVEL 2-12 MONTH	8	\$54,891.00			\$2,893.90	\$1,424.80	\$2,893.90	\$1,119.32	\$1,385.15	\$64,608.07
WOHS	GONZALEZ	ANGELA	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$6,530.00		\$2,893.90					\$93,822.90
WOHS	KEASTAD	DENISE	SECRETARY LEVEL 2-12 MONTH	OG	\$95,709.60	\$6,530.00							\$102,239.60
WOHS	LOGUIDICE	NOREEN	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$6,530.00							\$90,929.00
WOHS	PEREZ	ERIDANIA	SECRETARY LEVEL 2-12 MONTH	14	\$77,033.00	\$4,911.00		\$2,893.90					\$84,837.90
WOHS	RYFA	MARGARET	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00	\$8,203.00	1/1/2025	\$2,893.90					\$95,495.90
WOHS	SACCENTE	SUSAN	SECRETARY LEVEL 2-12 MONTH	9	\$55,566.00								\$55,566.00
WOHS	SPITZER	HELAINÉ	SECRETARY LEVEL 2-12 MONTH	13	\$69,667.00			\$2,893.90	\$1,424.80				\$73,985.70

**WOEA Non-Tenured Non-Certificated Staff Administrative Assistants 2024-2025**

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Stipend A	Stipend B	Stipend C	Stipend D	BA Stipend	Salary
Central Office	DANIELS	GLORIA	SECRETARY LEVEL 4-12 MONTH	8	\$62,784.00								\$62,784.00
Central Office	JEFFERSON	CANDACE	SECRETARY LEVEL 4-12 MONTH	11	\$82,763.00							\$1,385.15	\$84,148.15
Central Office	REILLY	JOAN	SECRETARY LEVEL 4-12 MONTH	15	\$102,365.55							\$1,385.15	\$103,750.70
Central Office	TOLER-STOUTE	AMIRAH	SECRETARY LEVEL 4-12 MONTH	10	\$75,426.00								\$75,426.00
Gregory	BRENNAN	DAWN	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00								\$84,399.00
Kelly	CONTRERAS	JULIETTE	SECRETARY LEVEL 2-12 MONTH	5	\$53,647.00								\$53,647.00
Liberty	MENDOZA	SENDI	SECRETARY LEVEL 2-12 MONTH	12	\$62,624.00								\$62,624.00
Mt Pleasant	MORGAN	APRIL	SECRETARY LEVEL 2-12 MONTH	15	\$84,399.00							\$1,385.15	\$85,784.15
Transportation	HOLLAWAY	ANGEL	SECRETARY LEVEL 3-12 MONTH	8	\$56,760.00								\$56,760.00
Transportation	SCHAAF	MICHAEL	SECRETARY LEVEL 3-12 MONTH	11	\$60,852.00							\$1,385.15	\$62,237.15
Transportation	WASHINGTON	JELISSA	SECRETARY LEVEL 3-12 MONTH	3	\$54,459.00								\$54,459.00
WO-ECLC	ESTRADA	NOURA	SECRETARY LEVEL 1-10 MONTH	8	\$44,614.00								\$44,614.00
WOHS	BASHKOFF	NICOLE	SECRETARY LEVEL 2-12 MONTH	7	\$54,223.00							\$1,385.15	\$55,608.15

**2024-2025 Reappointments: Tenured Maintenance/Custodial Staff**

Location	Last Name	First Name	Job Title	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary
BMELC	FERNANDEZ-BATISTA	ANTONIO	ES Head Custodian	7	\$72,197.00	\$3,623.00			\$75,820.00
Central Office	ALLEN	TIMOTHY	Maintenance	14	\$69,599.00	\$4,618.00			\$74,217.00
Central Office	CONTRERAS VELOZ	RAUL	Maintenance	9	\$55,822.00				\$55,822.00
Central Office	FACCHIANO	MICHAEL	Custodian	32	\$81,954.00	\$6,774.00		\$580.00	\$89,308.00
Central Office	FLORES	JUAN	Utility	16	\$62,522.00	\$3,623.00			\$66,145.00
Central Office	FORMEY	NOAH	Maintenance	13	\$67,556.00				\$67,556.00
Central Office	KEARNS	BRIAN	ES Head Custodian	7	\$72,197.00				\$72,197.00
Central Office	MARTIN	IKE	Utility	13	\$56,071.00	\$3,623.00			\$59,694.00
Central Office	MCCORMICK	NICHOLAS	Maintenance	13	\$67,556.00				\$67,556.00
Central Office	TEMPLE	WILLIAM	Maintenance	17	\$78,734.00	\$4,618.00			\$83,352.00
Central Office	WALSH	RICHARD	Maintenance	11	\$63,343.00				\$63,343.00
Edison	ROTBAUM	WALDIMIR	Custodian	13	\$52,850.00	\$3,623.00		\$580.00	\$57,053.00
Edison	VELOZ	GIOVANNI	MS Head Custodian	10	\$81,708.00	\$4,618.00			\$86,326.00
Gregory	CONTRERAS	GUSTAVO	Custodian	9	\$44,852.00			\$285.00	\$45,137.00
Gregory	SABINO	ROBERT	ES Head Custodian	7	\$72,197.00				\$72,197.00
Hazel	COLON	JUAN	Custodian-07/2016	6	\$41,776.00			\$285.00	\$42,061.00
Hazel	COMPANION JR	GERARD	ES Head Custodian	7	\$72,197.00	\$3,623.00			\$75,820.00
Hazel	KHAN	FAZAL	Custodian	21	\$63,608.00	\$6,774.00		\$580.00	\$70,962.00
Kelly	RAGLIEVICH	CLAUDIO	Custodian	24	\$78,892.00	\$5,723.00		\$285.00	\$84,900.00
Liberty	PANTALEO	VITO	MS Head Custodian	10	\$81,708.00	\$5,723.00			\$87,431.00
Liberty	SALAZAR	ANGELA	Custodian	13	\$52,850.00	\$3,623.00		\$580.00	\$57,053.00
Liberty	SHAKHSHIR	GHASSAN	Custodian	9	\$44,852.00			\$580.00	\$45,432.00
Mt. Pleasant	SANDERS	LARRY	ES Head Custodian	7	\$72,197.00				\$72,197.00
Redwood	BERMUDEZ	LUZ	ES Head Custodian	2	\$59,730.00	\$3,623.00			\$63,353.00
Roosevelt	MITCHELL	MOSHE	MS Head Custodian	7	\$73,698.00				\$73,698.00
Roosevelt	SAKER	JUAN	Custodian	13	\$52,850.00	\$3,623.00		\$580.00	\$57,053.00
Roosevelt	TORRES	EDWIN	Custodian	16	\$56,027.00			\$580.00	\$56,607.00
St. Cloud	MIRIC	ZELJKO	ES Head Custodian	10	\$80,044.00	\$4,618.00			\$84,662.00
Washington	LOPEZ	CHRISTIAN	ES Head Custodian	7	\$72,197.00				\$72,197.00
Washington	WILLIAMS	ROBERT	Custodian	9	\$44,852.00			\$580.00	\$45,432.00
WOHS	CASSIDY	EDWARD	Maintenance	17	\$78,734.00	\$6,774.00		\$580.00	\$86,088.00
WOHS	CHARLES	HENRY	Custodian	21	\$63,608.00	\$6,774.00		\$580.00	\$70,962.00
WOHS	CIAMILLO	ELMER	Maintenance	17	\$78,734.00	\$4,618.00			\$83,352.00
WOHS	CRUZ	DELMi	Custodian	13	\$52,850.00	\$4,618.00		\$285.00	\$57,753.00
WOHS	ESQUIVEL	CESAR	Utility	12	\$53,952.00	\$3,623.00			\$57,575.00
WOHS	HIDALGO	MERCEDES	Custodian	9	\$44,852.00			\$580.00	\$45,432.00
WOHS	LOUIGENE	CLAUDY	Custodian	13	\$52,850.00	\$4,618.00		\$580.00	\$58,048.00
WOHS	MICIC	BRANO	Custodian	15	\$54,947.00	\$4,618.00		\$580.00	\$60,145.00
WOHS	NARCISSE	GERARD	Custodian	31	\$74,675.00	\$6,774.00		\$580.00	\$82,029.00

### 2024-2025 Reappointments: Tenured Maintenance/Custodial Staff

Location	Last Name	First Name	Job Title	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary
WOHS	PEREZ	JOSE	Custodian	13	\$52,850.00	\$3,623.00		\$285.00	\$56,758.00
WOHS	PEREZ VELEZ	LEONIDES	Custodian	9	\$44,852.00			\$580.00	\$45,432.00
WOHS	SALAZAR	CARLOS	Custodian	13	\$52,850.00	\$3,623.00			\$56,473.00



## 2024-2025 Reappointments: Non-Tenured Maintenance/Custodial Staff

Location	Last Name	First Name	Job Title	Step	Base Salary	Longevity	Longevity Effective Date	Stipend	Calculated Salary
Central Office	ANDRADE PINEYRO	JOSEPH	Maintenance - 7/2016	4	\$50,000.00				\$50,000.00
Central Office	LIPNICKI	RONALD	Utility - 7/2016	13	\$56,071.00				\$56,071.00
Central Office	LOPEZ	JUAN	Utility - 7/2016	9	\$47,394.00				\$47,394.00
Central Office	NELSON	JONATHAN	Maintenance - 7/2016	13	\$67,556.00				\$67,556.00
Edison	FEBRERO ALVES	JUAN	Custodian-07/2016	4	\$41,320.00			\$285.00	\$41,605.00
Edison	MOLINA MARTINEZ	DAVID	Custodian-07/2016	5	\$41,320.00			\$580.00	\$41,900.00
Gregory	FLEMING	GARRY	Custodian-07/2016	21	\$63,608.00			\$580.00	\$64,188.00
Gregory	MORALES LAUZURIQUE	YAILI	Custodian-07/2016	3	\$40,870.00			\$580.00	\$41,450.00
Kelly	BASSOLINO	CARMINE	ES Head Custodian	5	\$68,053.00				\$68,053.00
Kelly	CARTAGENA MALDONADO	AMNELI	Custodian-07/2016	2	\$40,870.00			\$580.00	\$41,450.00
Kelly	ORTIZ DE CONTRERAS	NELLYS	Custodian	5	\$41,320.00			\$580.00	\$41,900.00
Liberty	ALVAREZ TORRES	ROGGER	Custodian-07/2016	3	\$40,870.00			\$580.00	\$41,450.00
Liberty	SPRAWKA	MARK	Custodian	2	\$40,870.00			\$285.00	\$41,155.00
Mt. Pleasant	CURRY	ROGER	Custodian	2	\$40,870.00			\$580.00	\$41,450.00
Mt. Pleasant	MEME	MARIE	Custodian-07/2016	6	\$41,776.00			\$580.00	\$42,356.00
Redwood	FACCHIANO	PETER	Custodian-07/2016	1	\$40,425.00			\$580.00	\$41,005.00
Redwood	HOCKADAY	MARCELOUS	Custodian-07/2016	7	\$42,604.00			\$580.00	\$43,184.00
Redwood	TEMPLE	WILLIAM	Custodian	8	\$43,817.00			\$285.00	\$44,102.00
Roosevelt	BAILEY	DAQUAN	Custodian	3	\$40,870.00			\$580.00	\$41,450.00
Roosevelt	DEROSA	FRANK	Custodian-07/2016	1	\$40,425.00			\$285.00	\$40,710.00
St. Cloud	ARANGO	DANIS	Custodian-07/2016	2	\$40,870.00			\$580.00	\$41,450.00
St. Cloud	ORTIZ-LOPEZ	MARCO	Custodian-07/2016	5	\$41,320.00			\$580.00	\$41,900.00
Washington	CONTEH	ABDOULIE	Custodian-07/2016	3	\$40,870.00			\$580.00	\$41,450.00
Washington	MASSEY	DONALD	Custodian-07/2016	4	\$41,320.00			\$285.00	\$41,605.00
WOHS	CALDERARA	MICHAEL	HS Head Custodian	5	\$70,694.00				\$70,694.00
WOHS	CARRERA NELSON	ROSANGELA	Custodian	2	\$40,870.00			\$580.00	\$41,450.00
WOHS	GRAJALES	LUIS	Maintenance	10	\$59,600.00				\$59,600.00
WOHS	HARBIN	CYRUS	Custodian	4	\$41,320.00			\$580.00	\$41,900.00
WOHS	HURTADO-HERNANDEZ	NELSON	Custodian	1	\$40,425.00			\$580.00	\$41,005.00

## 2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
BMELC	ABOOD	BANN	Paraprofessional BA	4	\$35,363.00			\$35,363.00
BMELC	BOKTOR	NERMEIN	Paraprofessional BA	6	\$35,864.00			\$35,864.00
BMELC	BRENNAN	ASHLEY	Paraprofessional BA	6	\$35,864.00			\$35,864.00
BMELC	CASTANZA	SUSAN	Paraprofessional BA	6	\$35,864.00			\$35,864.00
BMELC	CHUNG	CORETTA	Paraprofessional BA	6	\$35,864.00			\$35,864.00
BMELC	CLINTON	SAMANTHA	Paraprofessional MA	5	\$37,965.00			\$37,965.00
BMELC	CRUZ	YVETTE	Paraprofessional BA	12	\$38,540.00			\$38,540.00
BMELC	DAVIS	KHALIQUAH	Para Non-Degree	13	\$40,564.00			\$40,564.00
BMELC	FENSKE	SYDNEY	Paraprofessional BA	4	\$35,363.00			\$35,363.00
BMELC	FIORY	ASHLEY	Paraprofessional BA	13	\$42,253.00	\$950.00	6/1/2025	\$43,203.00
BMELC	GEOGHAN	TRACY	Para Non-Degree	9	\$34,218.00			\$34,218.00
BMELC	GIAMBATTISTA	CHRISTIE	Paraprofessional BA	10	\$37,417.00			\$37,417.00
BMELC	GOLFETTI GEROMEL BOVO	FERNANDA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
BMELC	HABAL	ANNE	Paraprofessional BA	12	\$38,540.00			\$38,540.00
BMELC	HOWELL-SCOTT	MICHELE	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
BMELC	JOHNSON	EILEEN	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
BMELC	KUGLIN	ASHLEY	Paraprofessional BA	6	\$35,864.00			\$35,864.00
BMELC	LOWRIE	RENEE	Para Non-Degree	3	\$32,945.00			\$32,945.00
BMELC	LYNCH	SUSAN	Paraprofessional BA	13	\$42,253.00			\$42,253.00
BMELC	MEHALARIS	DANA	Para Non-Degree	5	\$33,105.00			\$33,105.00
BMELC	MUIRHEAD	JANIECE	Paraprofessional BA	8	\$36,461.00			\$36,461.00
BMELC	MUNDY	STEPHANIE	Paraprofessional BA	8	\$36,461.00			\$36,461.00
BMELC	PEREZ	AIMEE	Paraprofessional BA	13	\$42,253.00			\$42,253.00
BMELC	RADYUK-SMITH	TAMARA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
BMELC	RIOS	ANASTASIYA	Paraprofessional MA	10	\$39,997.00			\$39,997.00
BMELC	RODRIGUEZ	VANESSA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
BMELC	TORRES	KRYSTEN	Para Non-Degree	13	\$40,564.00			\$40,564.00
BMELC	ZACCHIA	JENNIFER	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Edison	BAUL	JENNICA	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Edison	GARGIULO	NOEMI	Paraprofessional BA	11	\$38,446.00			\$38,446.00
Edison	JOSEPH-KELLY	DEBRA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Edison	MEDLEY	ARIA	Paraprofessional BA	12	\$38,540.00			\$38,540.00
Edison	PRESCOTT	JOHN	Para Non-Degree	13	\$40,564.00	\$950.00		\$41,514.00
Gregory	BELTON	DENENE	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Gregory	CAN	SIBEL	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Gregory	DUGGAN	EILEEN	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Gregory	ELIZAIRE	STEVEN	Paraprofessional BA	6	\$35,864.00			\$35,864.00
Gregory	FRAZAO	DIANA	Para Non-Degree	8	\$33,968.00			\$33,968.00

## 2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
Gregory	MACCARRONE	LUCY	Para Non-Degree	9	\$34,218.00			\$34,218.00
Gregory	ROSSI	JOANN	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Gregory	SCHNEIDER	RITA	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Gregory	SEGARRA	YADELIN	Para Non-Degree	12	\$36,663.00			\$36,663.00
Gregory	TALBOT	WILLIAM	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Gregory	THATCHER	BARBARA	Para Non-Degree	13	\$40,564.00			\$40,564.00
Hazel	DYSON	DUANE	Para Non-Degree	6	\$33,411.00			\$33,411.00
Hazel	HASSAN	SABINA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Hazel	HERNANDEZ-BENITEZ	GEORGE	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Hazel	JONES ALSTON	LISA	Paraprofessional BA	8	\$36,461.00			\$36,461.00
Kelly	ALYAHMED	AYESHA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Kelly	ANDERSON	JOSEPH	Para Non-Degree	10	\$34,836.00			\$34,836.00
Kelly	BINGLER	CHRISTINE	Para Non-Degree	11	\$35,795.00			\$35,795.00
Kelly	BRESLIN	MARIA	Paraprofessional BA	8	\$36,461.00			\$36,461.00
Kelly	BUSICHIO	DAWN	Paraprofessional BA	6	\$35,864.00			\$35,864.00
Kelly	CALLAHAN	BRITTANY	Paraprofessional BA	11	\$38,446.00			\$38,446.00
Kelly	CLARKE	SHEBON	Para Non-Degree	13	\$40,564.00			\$40,564.00
Kelly	DAVIDSON	JASON	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Kelly	DEL COLLE	ELAINE	Para Non-Degree	13	\$40,564.00			\$40,564.00
Kelly	DEPOE	STEPHEN	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Kelly	FABRAZZO	ELISA	Para Non-Degree	12	\$36,663.00			\$36,663.00
Kelly	FUENTES	LEONIDA	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Kelly	GARBRAH	ERIC	Para Non-Degree	13	\$40,564.00			\$40,564.00
Kelly	GILLIAM	HONESTY	Para Non-Degree	7	\$33,672.00			\$33,672.00
Kelly	GRISCTI	ALEX	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Kelly	GUERRA-NOVOA	ISABEL	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Kelly	KAISER	MARIA	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Kelly	LOPEZ	ROSARIO	Paraprofessional BA	12	\$38,540.00			\$38,540.00
Kelly	MACIEJAK	EILEEN	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Kelly	MADDEN	DARLENE	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
Kelly	MARZULLO	ALECIA	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Kelly	MILLER	ANTOINETTE	Paraprofessional BA	13	\$42,253.00	\$1,899.00		\$44,152.00
Kelly	MIRAGLIA	NICOLE	Para Non-Degree	6	\$33,411.00			\$33,411.00
Kelly	MUNOZ ROSARIO	KIARA	Para Non-Degree	9	\$34,218.00			\$34,218.00
Kelly	PACCHA	MARILYN	Para Non-Degree	13	\$40,564.00			\$40,564.00
Kelly	PALMER	SAMANTHA	Paraprofessional BA	11	\$38,446.00			\$38,446.00
Kelly	PIERRI	CAROL	Para Non-Degree	6	\$33,411.00			\$33,411.00
Kelly	PREZIOSI	SAMANTHA	Para Non-Degree	12	\$36,663.00			\$36,663.00

## 2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
Kelly	RODGERS	MARLEEN	Para Non-Degree	5	\$33,105.00			\$33,105.00
Kelly	SAYERS	SUZANNE	Para Non-Degree	9	\$34,218.00			\$34,218.00
Kelly	SERINO	RACHEL	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Kelly	THAPAR	MINI	Paraprofessional BA	13	\$42,253.00	\$1,899.00		\$44,152.00
Kelly	TONG	ANNA	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Kelly	URATO	LAURA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Kelly	WIGLER	ALICE	Paraprofessional MA	13	\$44,860.00			\$44,860.00
Liberty	ABORISADE	CHRISTOPHER	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Liberty	CABRAL-FOGARTY	SARA	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
Liberty	CHANG	HENRY	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
Liberty	CORVELLI	MARY	Para Non-Degree	13	\$40,564.00	\$950.00		\$41,514.00
Liberty	DESCH	ROBERT	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Liberty	KUGLIN	ALYSSA	Paraprofessional MA	7	\$38,616.00			\$38,616.00
Liberty	MADLINGER	LUCILLE	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Liberty	MILLER	ADAM	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Liberty	MORTENSEN	ERIK	Para Non-Degree	12	\$36,663.00			\$36,663.00
Liberty	MYERS	MARA	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Mt. Pleasant	AURELIO	NICOLE	Para Non-Degree	9	\$34,218.00			\$34,218.00
Mt. Pleasant	BROWN	KESHEA	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Mt. Pleasant	CAMPANARO	BRENNA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Mt. Pleasant	CORREIA	PAULA	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Mt. Pleasant	GONNELLA	NICHOLAS	Para Non-Degree	13	\$40,564.00	\$1,899.00		\$42,463.00
Mt. Pleasant	GREY	KENDRICK	Para Non-Degree	12	\$36,663.00			\$36,663.00
Mt. Pleasant	LACHENAUER	ANNE MARIE	Para Non-Degree	10	\$34,836.00			\$34,836.00
Mt. Pleasant	MESEHA	RANDA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Mt. Pleasant	MORALES	EDITH	Para Non-Degree	10	\$34,836.00			\$34,836.00
Mt. Pleasant	PEREIRA	MICHELLE	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Mt. Pleasant	RALOSKY	SAMUEL	Para Non-Degree	6	\$33,411.00			\$33,411.00
Mt. Pleasant	RIOS	LAURA	Para Non-Degree	4	\$32,945.00			\$32,945.00
Mt. Pleasant	ROMANO	ANTHONY	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Mt. Pleasant	SCHINER	LUCIANA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Mt. Pleasant	SYROTICK	JONI	Paraprofessional MA	12	\$41,402.00			\$41,402.00
Mt. Pleasant	YOUNG-JAMES	CHERYL	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Mt. Pleasant	ZHERKA	VALDETE	Para Non-Degree	8	\$33,968.00			\$33,968.00
Redwood	ALFONSO	ANDREA	Paraprofessional BA	11	\$38,446.00			\$38,446.00
Redwood	CALLAWAY	SIMONE	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Redwood	COFIE	JUDITH	Para Non-Degree	8	\$33,968.00			\$33,968.00
Redwood	DILLAHUNT	DEBRA	Para Non-Degree	5	\$33,105.00			\$33,105.00

## 2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
Redwood	HOPKINS	NANCY	Para Non-Degree	13	\$40,564.00	\$1,899.00		\$42,463.00
Redwood	LEWIS	HALIMAH	Para Non-Degree	6	\$33,411.00			\$33,411.00
Redwood	LILLI	MAUREEN	Paraprofessional BA	12	\$38,540.00			\$38,540.00
Redwood	MAZUREK	ANDREW	Paraprofessional BA	7	\$36,143.00			\$36,143.00
Redwood	MINNITI	MARK	Para Non-Degree	13	\$40,564.00	\$950.00		\$41,514.00
Redwood	MOUSSA	ENGI	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Redwood	PAYNE	YVONNE	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Redwood	RODRIGUEZ	GENESIS	Para Non-Degree	5	\$33,105.00			\$33,105.00
Redwood	ROY-KIRWAN	TULI	Paraprofessional BA	6	\$35,864.00			\$35,864.00
Redwood	SYLLA	AISSETOU	Paraprofessional BA	13	\$42,253.00	\$1,426.00	3/1/2025	\$43,679.00
Redwood	TOURTOUNIS	ANGELA	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
Redwood	VICKERS	DYRONDA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Redwood	WATKINS	SHAQUANA	Para Non-Degree	6	\$33,411.00			\$33,411.00
Roosevelt	BLUM	EMILY	Paraprofessional MA	5	\$37,965.00			\$37,965.00
Roosevelt	BLUM	MICHELE	Paraprofessional MA	10	\$39,997.00			\$39,997.00
Roosevelt	BROWN	MAVIS	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Roosevelt	BUENO	MELISSA	Para Non-Degree	7	\$33,672.00			\$33,672.00
Roosevelt	DEMARTINIS	MARIA	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
Roosevelt	FASTIGGI	DANIELLE	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Roosevelt	FERLAUTO-WASKY	JENNIFER	Paraprofessional MA	12	\$41,402.00			\$41,402.00
Roosevelt	GUTIERREZ	MIRIAM	Paraprofessional BA	10	\$37,417.00			\$37,417.00
Roosevelt	LIGHTY	CHRISTIAN	Paraprofessional BA	5	\$35,534.00			\$35,534.00
Roosevelt	MARCELIN	AMANDA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Roosevelt	MEBUDE	OMOTAYO	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Roosevelt	MILLER	MOVITA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Roosevelt	NARDONE	CHLOE	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Roosevelt	PRADO	STEPHANIE	Paraprofessional BA	6	\$35,864.00			\$35,864.00
Roosevelt	SIMS	JANISIA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Roosevelt	SMITH	DEREK	Paraprofessional BA	12	\$38,540.00			\$38,540.00
Roosevelt	TUTALO	THOMAS	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
Roosevelt	VAZQUEZ	KEISHA	Para Non-Degree	7	\$33,672.00			\$33,672.00
Roosevelt	VOROSHCHUK	SVITLANA	Paraprofessional MA	9	\$39,240.00			\$39,240.00
St. Cloud	BENSEN	MELISSA	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
St. Cloud	BOUDAHER	RENEE	Para Non-Degree	13	\$40,564.00			\$40,564.00
St. Cloud	RODRIGUEZ	MARLENY	Para Non-Degree	4	\$32,945.00			\$32,945.00
St. Cloud	SIGUENAS VERGARAY	SILVANA	Para Non-Degree	7	\$33,672.00			\$33,672.00
St. Cloud	TRIANO	GARY	Paraprofessional BA	4	\$35,363.00			\$35,363.00
St. Cloud	VELASQUEZ	LORELIE	Paraprofessional BA	13	\$42,253.00			\$42,253.00



**2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT**

<b>Location</b>	<b>Last Name</b>	<b>First Name</b>	<b>Salary Guide</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Longevity Effective Date</b>	<b>Calculated Salary</b>
Washington	BETKOWSKI	ANNE	Paraprofessional MA	13	\$44,860.00			\$44,860.00
Washington	BEVINS	MARIA	Para Non-Degree	12	\$36,663.00			\$36,663.00
Washington	CINELLI	GLORIA	Para Non-Degree	13	\$40,564.00			\$40,564.00
Washington	CLEMENT	DWAYNE	Para Non-Degree	11	\$35,795.00			\$35,795.00
Washington	COPPOLA	MICHELLE	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Washington	FRANCIS	ANTHONY	Para Non-Degree	4	\$32,945.00			\$32,945.00
Washington	GARRIDO	MADELYN	Paraprofessional BA	10	\$37,417.00			\$37,417.00
Washington	GOODE	KIARA	Para Non-Degree	4	\$32,945.00			\$32,945.00
Washington	GOODMAN	BONNIE	Paraprofessional BA	13	\$42,253.00	\$1,899.00		\$44,152.00
Washington	HARGRAVE	WAYNE	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Washington	MAAYAN	MARISA	Para Non-Degree	13	\$40,564.00			\$40,564.00
Washington	MOUSTAFA	AREEG	Paraprofessional BA	9	\$36,730.00			\$36,730.00
Washington	PAUL	WALLY	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
Washington	REYNOLDS	JOYCE	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Washington	RIMPSON	TOWANNA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
Washington	SANDERS	VERONICA	Para Non-Degree	4	\$32,945.00			\$32,945.00
Washington	SCHWARZ	AMY	Paraprofessional MA	13	\$44,860.00	\$1,426.00		\$46,286.00
Washington	STALLINGS	CAROL	Para Non-Degree	9	\$34,218.00			\$34,218.00
Washington	TRINCHER	RONEN	Paraprofessional MA	13	\$41,402.00			\$41,402.00
Washington	WADE	ANGELICA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
Washington	WEINSTEIN	KAREN	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
WOELC	ACQUAH	FREDA	Para Non-Degree	6	\$33,411.00			\$33,411.00
WOELC	CASTELLANO	TRICIA	Para Non-Degree	10	\$34,836.00			\$34,836.00
WOELC	CORTADO	DONALEE	Paraprofessional BA	7	\$36,143.00			\$36,143.00
WOELC	GJERMENI	ELVISA	Paraprofessional BA	5	\$35,534.00			\$35,534.00
WOHS	ADAMS	DOUGLAS	Para Non-Degree	4	\$32,945.00			\$32,945.00
WOHS	ADEDJUMA	DINE	Paraprofessional MA	12	\$41,402.00			\$41,402.00
WOHS	ALYAHMED	NAFISA	Paraprofessional BA	11	\$38,446.00			\$38,446.00
WOHS	BEST	AMANDA	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
WOHS	BROWN	MICHELLE	Paraprofessional BA	8	\$36,461.00			\$36,461.00
WOHS	CANONACO	CHRISTINA	Paraprofessional BA	7	\$36,143.00			\$36,143.00
WOHS	CHRISTIAN	FERDINAND	Paraprofessional BA	12	\$38,540.00			\$38,540.00
WOHS	CHRISTIANO	PATRICIA	Paraprofessional MA	7	\$38,616.00			\$38,616.00
WOHS	CHRZANOWSKI	JAROSLAW	Paraprofessional MA	7	\$38,616.00			\$38,616.00
WOHS	CHULIK-KUZNIEWSKI	KATHRYN	Paraprofessional BA	7	\$36,143.00			\$36,143.00
WOHS	CONTRERAS	DANIEL	Paraprofessional BA	9	\$36,730.00			\$36,730.00
WOHS	CUBERO	LUZ	Paraprofessional BA	8	\$36,461.00			\$36,461.00
WOHS	DAUM	BONNIE	Para Non-Degree	13	\$40,564.00	\$1,899.00		\$42,463.00

## 2024-2025 Reappointments: Non-Certificated Staff Paraprofessionals FT

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
WOHS	DEMARCO	CHRISTINA	Paraprofessional MA	13	\$44,860.00	\$950.00		\$45,810.00
WOHS	DERAMUS	ALONZO	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
WOHS	DICKMAN	DAVID	Para Non-Degree	13	\$40,564.00	\$1,426.00	2/1/2025	\$41,990.00
WOHS	DOUGE	FRANCOIS	Paraprofessional BA	8	\$36,461.00			\$36,461.00
WOHS	DUNCAN	EDWARD	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	EUSTACHE	RYAN	Para Non-Degree	4	\$32,945.00			\$32,945.00
WOHS	EVANS	NANCY	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	FELIX	KENSON	Paraprofessional BA	12	\$38,540.00			\$38,540.00
WOHS	FESTA	NANCY	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
WOHS	FLYNN	COLLEEN	Paraprofessional MA	13	\$44,860.00			\$44,860.00
WOHS	GUERINO	ERICA	Para Non-Degree	7	\$33,672.00			\$33,672.00
WOHS	HOLIK	JAMES	Paraprofessional BA	13	\$42,253.00	\$1,426.00		\$43,679.00
WOHS	JANDOLI	DOUGLAS	Paraprofessional BA	10	\$37,417.00			\$37,417.00
WOHS	MANDEL	TYLER	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	MARINI	MICHAEL	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	MARTINEZ	BRAYAN	Paraprofessional BA	12	\$38,540.00			\$38,540.00
WOHS	NAVARETTE	MARIA	Paraprofessional BA	13	\$42,253.00	\$950.00		\$43,203.00
WOHS	PANASOVICH	CELIA	Paraprofessional BA	4	\$35,363.00			\$35,363.00
WOHS	PISERCHIO	GINA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
WOHS	PORTILLO AGUILAR	JOHN	Para Non-Degree	6	\$33,411.00			\$33,411.00
WOHS	ROSA	LESHIA	Paraprofessional BA	7	\$36,143.00			\$36,143.00
WOHS	SAMANAMU	ANNA	Paraprofessional BA	9	\$36,730.00			\$36,730.00
WOHS	SARDINA	RAQUEL	Para Non-Degree	13	\$40,564.00	\$1,899.00		\$42,463.00
WOHS	SCARAMELLI	CHERYL	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	SIPPIO	JAMAE	Para Non-Degree	13	\$40,564.00	\$950.00		\$41,514.00
WOHS	SPEARS	MICHELE	Para Non-Degree	12	\$36,663.00			\$36,663.00
WOHS	TEMPLE	REBECCA	Paraprofessional BA	6	\$35,864.00			\$35,864.00
WOHS	TURANO	JOELLE	Para Non-Degree	13	\$40,564.00	\$1,426.00		\$41,990.00
WOHS	UIBELHOER	DEREK	Para Non-Degree	10	\$34,836.00			\$34,836.00
WOHS	WHITE	SANDRA	Paraprofessional BA	13	\$42,253.00			\$42,253.00
WOHS	WILLIAMS	KIM	Paraprofessional BA	13	\$42,253.00			\$42,253.00

**2024 - 2025 Non-Certificated Staff Security**

Location	Last Name	First Name	Salary Guide	Step	Base Salary	Longevity	Longevity Effective Date	Calculated Salary
WOHS	ALIU	FLAMUR	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
WOHS	CASOLARO	PAUL	SecurityGuard-12mth	6	\$62,995.00	\$3,060.00		\$66,055.00
WOHS	ESTRADA	JOSE	SecurityGuard-12mth	6	\$62,995.00	\$3,060.00	9/1/2024	\$66,055.00
WOHS	FAGG	WANDA	SecurityGuard-12mth	6	\$62,995.00	\$3,570.00		\$66,565.00
WOHS	GRANT	DAVID	SecurityGuard-10mth	6	\$53,351.00	\$2,040.00	2/1/2025	\$55,391.00
WOHS	MONTPLAISIR	KIANNA	SecurityGuard-12mth	6	\$62,995.00			\$62,995.00
WOHS	WILLIAMS	LONNIE	Security-Coordinator	N/A	\$81,694.00	\$3,570.00		\$85,264.00
Edison	TILLMAN	ANTHONY	SecurityGuard-10mth	6	\$53,351.00	\$2,040.00	4/1/2025	\$55,391.00
Roosevelt	DANIELS	MICHAEL	SecurityGuard-10mth	6	\$53,351.00	\$2,040.00	4/1/2025	\$55,391.00
Liberty	CARR	AARON	SecurityGuard-10mth	6	\$53,351.00			\$53,351.00
Gregroy	DESMARAIS	RALPH	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
Hazel	TORRES-WIRTH	COSMO	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
Mt Pleasant	CETRULO	ROBERT	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
Kelly	RILEY	CHAUNCEY	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
Redwood	HOLMES	JAMES	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
St Cloud	BROWN	JOSEPH	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
Washington	GREEN	BRIAN	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00
BMELC	MURRAY	SHALIESHA	SecurityGuard-10mth	4	\$49,913.00			\$49,913.00

**2024-2025 Reappointments: Transportation Staff Full-time and Part-time Bus Drivers/Monitors**

<b>Last Name</b>	<b>First Name</b>	<b>Salary Guide</b>	<b>Step</b>	<b>Base Salary</b>	<b>Longevity</b>	<b>Longevity Effective Date</b>	<b>Salary</b>
HINTON	ANTIONE	Full-Time Bus Driver	15	\$53,625.00	\$5,723.00		\$59,348.00
KABA	MUSA	Full-Time Bus Driver	15	\$53,625.00	\$4,618.00		\$58,243.00
PAGAN	CECILIA	Full-Time Bus Driver	15	\$53,625.00	\$4,618.00		\$58,243.00
PARKER	PAMELA	Full-Time Bus Driver	12	\$50,139.00	\$5,723.00		\$55,862.00
<b>Last Name</b>	<b>First Name</b>	<b>Salary Guide</b>	<b>Step</b>	<b>Hourly</b>	<b>Hours Per Day</b>	<b>Days Worked</b>	<b>Annualized Salary</b>
ACOSTA	MARCELA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
ANGERVIL	RENAUD	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
BANKS	ROBYN	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
CASIMIR	PIERRE	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
CETOUTE	JEAN	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
CORTES	SONIA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
CLERJUSTE	CLERCANT	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
DASILVA	LEARMONDA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
DAVIS	JANICE	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
DIMANCHE	CHARLOTIN	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
DUVERGE	NOEL	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
ENCARNACION	VICTORIA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
FORD	MICHELLE	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
GABRIUS	SMITH	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
GARCIA	SANTA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
GAYLE THOMAS	BARBARA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
GONZALES	CARLA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
GRACIA DE ORTIZ	GLORIA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
HASTINGS	SATCHMO	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
HILARIO	DOMINGA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
HODGES	PHYLLIS	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
HUDSON	KUNITHER	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
IRVING	WALNISHA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
LANGLEY	ASHLEY	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95



**2024-2025 Reappointments: Transportation Staff Full-time and Part-time Bus Drivers/Monitors**

<b>Last Name</b>	<b>First Name</b>	<b>Salary Guide</b>	<b>Step</b>	<b>Hourly</b>	<b>Hours Per Day</b>	<b>Days Worked</b>	<b>Annualized Salary</b>
LAWTON	GRADY	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
LOPEZ	ANA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
LOUISSANT	JASMINE	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
LOVE	SUSAN	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
LUNA	MARIA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
MARTINEZ	CARMEN	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
MCARDLE	KEVIN	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
MELGAR	JOSEFINA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
MODESTILE	GUYTEAU	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
MOTA GRACIA	JEIGRY	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
NAVARRO	KARLA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
OLIVI-BALEBONA	ISABEL	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
RISCO	ANTOINETTE	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
RIVERA	AIMMEEN	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
RODRIGUEZ	JENNIFER	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
TORRES	NORMA	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
TORRES	YOSELIN	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
TORRES DE JOSE	EDY	PT Bus Driver	1	\$26.37	5	187	\$24,655.95
WALKER-KNIGHT	PATRICIA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95
WILLIAMS	GLORIA	PT Bus Monitor	1	\$23.97	5	187	\$22,411.95

Non-Certificated Staff Technology 2024-2025

Location	Last Name	First Name	Job Title	Step	Base Salary	Longevity	Longevity Effective Date	Salary
Central Office	ANTOINE	JEREMIAH	Computer Technician	6	\$73,565.00			\$73,565.00
Central Office	BOCHENSKI	MAREK	Computer Technician	11	\$94,880.00	\$6,530.00		\$101,410.00
Central Office	FALERO	SINTYA	Information Systems Manager	2	\$118,081.00	\$6,530.00		\$124,611.00
Central Office	GRZEBYK	ADAM	Computer Technician	10	\$83,917.00			\$83,917.00
Central Office	HAINE	MATTHEW	Computer Technician	4	\$72,395.00			\$72,395.00
Central Office	KORAB	GREGORY	Network Manager	N/A	\$152,547.00	\$8,203.00		\$160,750.00
Central Office	NIEPLA	LESZEK	Computer Technician	12	\$105,843.00	\$8,203.00	3/1/2025	\$114,046.00
Central Office	PICINICH	ANTHONY	Computer Technician	12	\$105,843.00			\$105,843.00
Central Office	RAMCHANDANI	RISHI	Tech & Project Mgr	N/A	\$103,613.00	\$6,530.00		\$110,143.00
Central Office	REILLY	RYAN	Computer Technician	2	\$70,486.00			\$70,486.00
WOHS	LAUREN	GROF-TISZA	Dist AV Coordinator	10	\$78,968.00			\$78,968.00

## Reappointments: Unaffiliated Staff for the 2024-2025 School Year

Location	Last Name	First Name	Job Title	Base Salary	Longevity	Stipend	Salary	FTE %	Effective Dates
Central Office	CIMMINO	MICHAEL	Director of B&G	\$146,860.29			\$146,860.29	100.00	2024-2025
Central Office	HUGHES	ELIZABETH	Executive Asst	\$108,128.52		\$1,385.15	\$109,513.67	100.00	2024-2025
Central Office	JOHNSON	DESHAWN	Executive Asst	\$91,494.00			\$91,494.00	100.00	2024-2025
Central Office	PAPA	ELIZABETH	Executive Asst	\$94,393.04	\$6,530.00		\$100,923.04	100.00	2024-2025
Central Office	SANTIAGO	FILIPE	Director of Technology and Administrative Services	\$187,828.70	\$12,104.00		\$199,932.70	100.00	2024-2025
Transportation	COHEN	GREGORY	Director of Transportation	\$113,850.00			\$113,850.00	100.00	2024-2025
Central Office	MUNOZ	NICHOLAS	Assistant Director of B&G	\$96,024.20			\$96,024.20	100.00	2024-2025
Central Office	CUMMING	CYNTHIA	Coord of Cummunications	\$52,917.48			\$52,917.48	100.00	2024-2025
Central Office	ROMBERGER	DARELENE	Business Office Manager	\$129,168.00			\$129,168.00	100.00	2024-2025

**2024 CST Evaluations and Case Management**  
**Effective Date 6/24/2024-8/31/2024**

First Name	Last Name	Position	District/Preschool	Assignment	Rate of Pay	Not to Exceed
Aker	Eileen	Gen Ed/Spec Ed Teacher	District/Preschool	Teacher Meetings	\$44.59 per hour	25
Andrade	Jennifer	Speech Therapist	District	Case Management	\$75.80 per hour	50
Andrade	Jennifer	Speech Therapist	District	Evaluations	\$233.21 per evaluation	20
Andrade	Jennifer	Speech Therapist	Preschool	Case Management	\$75.80 per hour	50
Andrade	Jennifer	Speech Therapist	Preschool	Evaluations	\$233.21 per evaluation	20
Ascher	Simona	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Azzato	Kristen	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Blume	Jennifer	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Brower	Andrea	Gen Ed/Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Caplette	Chelsea	Social Worker	District	Evaluations	\$233.21 per evaluation	30
Caplette	Chelsea	Social Worker	District	Case Management	\$75.80 per hour	45
Cerrigone	Liz	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Ciccerone	Jessica	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Coen	Debra	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Cohen	Todd	Learning Consultant	District	Evaluations	\$233.21 per evaluation	30
Cohen	Todd	Learning Consultant	District	Case Management	\$75.80 per hour	150
Cowan	Alyssa	Special Education Teacher	District	Teacher Meetings	\$44.59 per hour	25
Cuozzo	Danielle	Occupational Therapist	District	Evaluations	\$233.21 per evaluation	50
Cuozzo	Danielle	Occupational Therapist	District	Case Management	\$75.80 per hour	30

**2024 CST Evaluations and Case Management**  
**Effective Date 6/24/2024-8/31/2024**

First Name	Last Name	Position	District/Preschool	Assignment	Rate of Pay	Not to Exceed
Cuozzo	Danielle	Occupational Therapist	Preschool	Evaluations	\$233.21 per evaluation	50
Cuozzo	Danielle	Occupational Therapist	Preschool	Case Management	\$75.80 per hour	30
DalleMolle	Nicole	School Psychologist	District	Evaluations	\$233.21 per evaluation	30
DalleMolle	Nicole	School Psychologist	District	Case Management	\$75.80 per hour	130
DalleMolle	Nicole	School Psychologist	Preschool	Evaluations	\$233.21 per evaluation	30
DalleMolle	Nicole	School Psychologist	Preschool	Case Management	\$75.80 per hour	100
DeVos	Erica	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Di Francisco	Erin	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Drost	Amy	School Psychologist	District	Evaluations	\$233.21 per evaluation	30
Drost	Amy	School Psychologist	District	Case Management	\$75.80 per hour	100
Eisen	Molly	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Emmolo	Danielle	Speech Therapist	District	Case Management	\$75.80 per hour	50
Emmolo	Danielle	Speech Therapist	District	Evaluations	\$233.21 per evaluation	20
Fields-Murphy	Kim	Speech Therapist	District	Case Management	\$75.80 per hour	54
Fields-Murphy	Kim	Speech Therapist	District	Evaluations	\$233.21 per evaluation	20
Flannelly	Andrea	School Psychologist	District	Evaluations	\$233.21 per evaluation	30
Garvey	Bridget	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Goldstein	Jodie	Transition Coordinator	District	Summer Transition Planning	\$57.13 per hour	40
Halter	Melissa	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Handler	Nicole	School Psychologist	District	Evaluations	\$233.21 per evaluation	30



**2024 CST Evaluations and Case Management**  
**Effective Date 6/24/2024-8/31/2024**

First Name	Last Name	Position	District/Preschool	Assignment	Rate of Pay	Not to Exceed
Handler	Nicole	School Psychologist	District	Case Management	\$75.80 per hour	150
Hedlund	Katherine	Occupational Therapist	District	Evaluations	\$233.21 per evaluation	50
Hedlund	Katherine	Occupational Therapist	District	Case Management	\$75.80 per hour	30
Hedlund	Katherine	Occupational Therapist	Preschool	Evaluations	\$233.21 per evaluation	50
Hedlund	Katherine	Occupational Therapist	Preschool	Case Management	\$75.80 per hour	30
Hoffer	Francesca	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Horan	Colleen	Speech Therapist	Preschool	Evaluations	\$233.21 per evaluation	20
Kargbo-Jackson	Miriam	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Keigwin	Jennifer	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Lauricella	Maria	LDTC	District	Evaluations	\$233.21 per evaluation	30
Lauricella	Maria	LDTC	District	Case Management	\$75.80 per hour	125
Lauricella	Maria	LDTC	Preschool	Evaluations	\$233.21 per evaluation	30
Lauricella	Maria	LDTC	District	Case Management	\$75.80 per hour	125
Lee	Suzanne	School Psychologist	District	Evaluations	\$233.21 per evaluation	30
Lee	Suzanne	School Psychologist	District	Case Management	\$75.80 per hour	130
Lott	Karen	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Malfettano	Melissa	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Marchesi	Jennifer	General Ed/ Spec Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Martino	Melissa	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Massaker	Amanda	School Psychologist	District	Evaluations	\$233.21 per evaluation	30

Board approved May 6, 2024

**2024 CST Evaluations and Case Management**  
**Effective Date 6/24/2024-8/31/2024**

First Name	Last Name	Position	District/Preschool	Assignment	Rate of Pay	Not to Exceed
Massaker	Amanda	School Psychologist	District	Case Management	\$75.80 per hour	100
Massaker	Amanda	School Psychologist	Preschool	Evaluations	\$233.21 per evaluation	30
Massaker	Amanda	School Psychologist	Preschool	Case Management	\$75.80 per hour	100
Mazurek	Arielle	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
McArdle	Nicole	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Paull	Jennifer	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Postiglione	Joe	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Ralston	Kristen	Occupational Therapist	District	Evaluations	\$233.21 per evaluation	50
Ralston	Kristen	Occupational Therapist	District	Case Management	\$75.80 per hour	30
Ralston	Kristen	Occupational Therapist	Preschool	Evaluations	\$233.21 per evaluation	50
Ralston	Kristen	Occupational Therapist	Preschool	Case Management	\$75.80 per hour	30
Robinson	Cecily	Special Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Rubin	Elizabeth	Special Ed Teacher	Preschool	Teacher Meetings	\$44.59 per hour	25
Santucci	Nikole	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Sehwail	Ahmad	General Ed Teacher	District	Teacher Meetings	\$44.59 per hour	25
Smeragliuolo	Jacqueline	School Speech Therapist	Preschool	Evaluations	\$233.21 per evaluation	20
Smeragliuolo	Jacqueline	School Speech Therapist	Preschool	Case Management	\$75.80 per hour	50
Tillis	Meryl	School Social Worker	Preschool	Evaluations	\$233.21 per evaluation	30
Tillis	Meryl	School Social Worker	Preschool	Case Management	\$75.80 per hour	100
Weitz	Shaina	Occupational Therapist	District	Evaluations	\$233.21 per evaluation	50

**2024 CST Evaluations and Case Management**  
**Effective Date 6/24/2024-8/31/2024**

First Name	Last Name	Position	District/Preschool	Assignment	Rate of Pay	Not to Exceed
Weitz	Shaina	Occupational Therapist	District	Case Management	\$75.80 per hour	30
Weitz	Shaina	Occupational Therapist	Preschool	Evaluations	\$233.21 per evaluation	50
Weitz	Shaina	Occupational Therapist	Preschool	Case Management	\$75.80 per hour	30
Whitman	Shari	School Social Worker	District	Evaluations	\$233.21 per evaluation	30
Whitman	Shari	School Social Worker	District	Case Management	\$75.80 per hour	100
Whitman	Shari	School Social Worker	Preschool	Evaluations	\$233.21 per evaluation	30
Whitman	Shari	School Social Worker	Preschool	Case Management	\$75.80 per hour	100

**2024-2025 Extended School Year Assignments**  
**Effective Dates 6/24/2024-7/26/2024**

Name	Location	Position	Assignment	Stipend/Rate of Pay
Lisa Gray	Liberty	Paraprofessional	A1-MS	\$26.82 Per hour (Not to exceed 20 hours per week)
Fanny Velandia	Liberty	Teacher	A2-MS	\$57.13 Per hour (Not to exceed 20 hours per week)
Michelle Brown	Liberty	Paraprofessional	LLD (11-12) amended from ID (11-12)	\$26.82 Per hour (Not to exceed 20 hours per week)
Bonnie Goodman	Liberty	Paraprofessional	LLD 1-10th Grade	\$26.82 Per hour (Not to exceed 20 hours per week)
Krista Romanyshyn	Liberty amended from Kelly	Teacher amended from Para	ID (9-10) amended from LLD2 Grade 4	\$57.13 Per hour (Not to exceed 20 hours per week) amended from \$26.82 Per hour (Not to exceed 20 hours per week)
Mercedes Asqui	Kelly	Paraprofessional	Primary A-1	\$26.82 Per hour (Not to exceed 20 hours per week)
Brittany Callahan	Kelly	Paraprofessional	Primary A-1	\$26.82 Per hour (Not to exceed 20 hours per week)
Leonard Ford	Kelly	Paraprofessional	Primary A-2	\$26.82 Per hour (Not to exceed 20 hours per week)
Nick Gonnella	Liberty amended from Kelly	Paraprofessional	LLD2 Grade 4 amended from A-1	\$26.82 Per hour (Not to exceed 20 hours per week)
Elizabeth Heffner	Kelly	Paraprofessional	Primary A-2	\$26.82 Per hour (Not to exceed 20 hours per week)
John Prescott	Kelly	Paraprofessional	Primary A-2	\$26.82 Per hour (Not to exceed 20 hours per week)
Amy Schwarz	Kelly	Paraprofessional	Primary A-IV	\$26.82 Per hour (Not to exceed 20 hours per week)
Nydia Texidor-Leverett	Kelly	Paraprofessional	Primary A-IV	\$26.82 Per hour (Not to exceed 20 hours per week)
Jessica Pacheco	Kelly	Paraprofessional	Primary A-IV	\$26.82 Per hour (Not to exceed 20 hours per week)
Heather Yates	Kelly	Teacher	PA IV (K-2)	\$57.13 Per hour (not to exceed 20 hours per week)
Louella Selby	Kelly	Teacher	PA VI (K-2)	\$57.13 Per hour (Not to exceed 20 hours per week)
James Holik	Kelly	Paraprofessional	PA V (k-2)	\$26.82 Per hour (not to exceed 20 hours per week)

**2024-2025 Extended School Year Assignments**  
**Effective Dates 6/24/2024-7/26/2024**

Name	Location	Position	Assignment	Stipend/Rate of Pay
Christine Binger	Kelly	Paraprofessional	PA VII	\$26.82 Per hour (not to exceed 20 hours per week)
John Aquilar	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Todd Cohen	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Jean Freedman OOD	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Dana Mehalaris	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Areeg Moustafa	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Ashley Natera When not providing Social Skills at Liberty	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Sheldon Savitz Edustaff	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Steve Simon Edustaff	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Nancy Staum Edustaff	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Linda Sylvester	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned
Krysten Torres	Kelly/ Liberty	Substitute	Teacher Paraprofessional	\$57.13 per hour as assigned \$26.82 per hour as assigned



### Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Eleonora Ackerman	Kelly	Integrated Acceleration Academics Program Grades 1-5: Nurse	\$62.89 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Lisa Brattoli	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Brandi Brennan	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Anton Carrera	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Debra Coen	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Cindy Cooney	Kelly	Integrated Acceleration Academics Program Grades 1-5: Substitute	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Keli Eason	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
KellyAnne Gambuti	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Kathleen Laszlo	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Spyridon Mantzas	Kelly	Integrated Acceleration Academics Program Grades 1-5: Substitute	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
David Marion	Kelly	Integrated Acceleration Academics Program Grades 1-5: Building Principal	\$1,000* per WOAA Contract	7/29/24 – 8/22/24
Kimberly McDonald	Kelly	Integrated Acceleration Academics Program Grades 1-5: Substitute	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Stephanie Ross	Kelly	Integrated Acceleration Academics Program Grades 1-5: Coordinator	\$4,927.33*	June 5 days 7/29/24 – 8/22/24
Jennifer Tarullo	Kelly	Integrated Acceleration Academics Program Grades 1-5: Substitute	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Leslie Taylor	Kelly	Integrated Acceleration Academics Program Grades 1-5: Teacher	\$57.13 per hour* not to exceed 64 hours	7/29/24 – 8/22/24
Maria Navarette	WOHS	Best Buddies Advisor	\$1,500 prorated	9/1/23 – 3/1/24
Jeanina Abramo	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 9 hours	7/8/24 – 7/11/24
Cindy Celi	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24
Catherine Connors	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 6 hours	7/8/24 – 7/11/24
Michele DeMatteo	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24

\*Funded via ARP ESSER  
Board approved May 6, 2024

### Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Tantanya Hodges	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 9 hours	7/8/24 – 7/11/24
Jason-Lamont Jackson	WOHS	CTE Summer Camp Co-Coordinator	\$57.13 per hour* not to exceed 20 hours	7/8/24 – 7/11/24
Kathy Jackson	WOHS	CTE Summer Camp Co-Coordinator	\$57.13 per hour* not to exceed 20 hours	7/8/24 – 7/11/24
Miriam Kargbo-Jackson	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24
Dana Mehalaris	WOHS	CTE Summer Camp Paraprofessional	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24
Kimberly Szalkai	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24
Stephen Thompson	WOHS	CTE Summer Camp Instructor	\$57.13 per hour* not to exceed 12 hours	7/8/24 – 7/11/24
Katherine Bryant	WOHS	ESL Summer Program Coordinator	\$4,927.33	6/3/24 - 7/19/24
Lisa Rodino	WOHS	ESL Summer Program Coordinator	\$4,927.33	6/3/24 - 7/19/24
Janine Sullivan	WOHS	Institute of Humanities Coordinator	\$4,927.33	2024-2025
Jessica Nuzzi	WOHS	Institute of Mathematics & Science Coordinator	\$4,927.33	2024-2025
Christina DeMarco	WOHS	Paraprofessional to assist student in afterschool athletic program	\$25.91 per hour not to exceed 2 hours	4/16/24
Erica Guerino	WOHS	Paraprofessional to assist student in afterschool athletic program	\$25.91 per hour not to exceed 21 hours	4/16/24 – 5/29/24
James Holik	WOHS	Paraprofessional to assist student in afterschool athletic program	\$25.91 per hour not to exceed 19 hours	4/17/24 – 5/29/24
Derek Uibelhoer	WOHS	Paraprofessional to assist student in afterschool athletic program	\$25.91 per hour not to exceed 21 hours	4/16/24 – 5/29/24
Brooke Alvine	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24
Elizabeth Butler	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24
Kenson Felix	WOHS	Summer Enrichment Program Paraprofessional	\$27 per hour not to exceed 5 hours per day amended from 4 hours	6/24/24 – 7/19/24
John Hellyer	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24
Lewis Kelly	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24
Nicole Krulik	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24

\*Funded via ARP ESSER  
Board approved May 6, 2024

### Additional Assignments

Name	Location	Position	Stipend / Rate of Pay	Effective Dates
Jennifer Moran	WOHS	Summer Enrichment Program Paraprofessional	\$27 per hour not to exceed 5 hours per day amended from 4 hours	6/24/24 – 7/19/24
Benjamin Ruben-Schnirman OOD	WOHS	Summer Enrichment Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24
Alexa Tammone	WOHS	Summer Enrichment / Extended Day Program Substitute	\$50 per hour teacher \$27 per hour paraprofessional as assigned	6/24/24 - 7/19/24

\*Funded via ARP ESSER  
Board approved May 6, 2024

**2024-2025 Curriculum Writing Projects Assignments**  
**English Language Arts**

<b>Writer's Name</b>	<b>Location</b>	<b>Title of Project</b>	<b>Stipend/Rate of Pay</b>	<b>Effective Dates</b>
Alyssa Definis	Mt. Pleasant	Reading & Writing Kindergarten	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Miriam Kargbo-Jackson	Redwood	Reading & Writing Kindergarten	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Nikole Santucci	St. Cloud	Reading & Writing First Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Jennifer Sissman	Hazel	Reading & Writing First Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Jennifer Paull	Redwood	Reading & Writing Second Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Danielle Secola	Redwood	Reading & Writing Second Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Robin Zaroni	Redwood	Reading & Writing Third Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Jessica Mofett-Lee	Redwood	Reading & Writing Third Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Tanya Gaborow	Mt. Pleasant	Reading & Writing Fourth Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Diana Ferrera	Gregory	Reading & Writing Fourth Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Tanya Gaborow	Mt. Pleasant	Reading & Writing Fifth Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Diana Ferrera	Gregory	Reading & Writing Fifth Grade	\$45.47 per hour not to exceed 37.50 hours	7/1/24 – 12/31/24
Lexi Scalici	Kelly	Reading & Writing Differentiation Strategies for Special Education K-1	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
HeeSook Inn	Redwood	Reading & Writing Differentiation Strategies for Special Education 2-3	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Fanny Velandia	Redwood	Reading & Writing Differentiation Strategies for Special Education 4-5	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Romina Casenta	St. Cloud	Reading & Writing Differentiation Strategies for Multilingual Learners K-2	\$45.47 per hour not to exceed 45 hours	7/1/24 – 12/31/24

**2024-2025 Curriculum Writing Projects Assignments**  
**English Language Arts**

<b>Writer's Name</b>	<b>Location</b>	<b>Title of Project</b>	<b>Stipend/Rate of Pay</b>	<b>Effective Dates</b>
Jennifer Moran	Gregory	Reading & Writing Differentiation Strategies for Multilingual Learners 3-5	\$45.47 per hour not to exceed 45 hours	7/1/24 – 12/31/24
Rachel Confrancisco	Mt. Pleasant	Assessment Crosswalk K-1	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Amanda Goldman	Redwood	Assessment Crosswalk 2-3	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Olivia Batraki	Kelly	Assessment Crosswalk 4-5	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Danielle Secola	Redwood	Social Studies Interdisciplinary Connections K-2	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Sophie Moyer	Mt. Pleasant	Social Studies Interdisciplinary Connections 3-5	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24
Jennifer Paull	Redwood	Science Interdisciplinary Connections 3-5	\$45.47 per hour not to exceed 30 hours	7/1/24 – 12/31/24



## **SIDEBAR AGREEMENT**

This agreement is made this \_\_\_\_ day of May, 2024, between the West Orange Board of Education (WOBOE) and the West Orange Administrators' Association (WOAA).

WHEREAS due to the vacancies in the position of Director of Human Resources and WOHS Assistant Principal, the WOBOE has an immediate need to fill these positions and see that important duties are assumed and important responsibilities are fulfilled in a competent and timely manner: and

WHEREAS the WOBOE intends to assign these rolls and responsibilities to existing WOAA affiliated staff members; and

WHEREAS this assignment results in other personnel shifts that necessitates the assumption of further responsibilities and roles on several WOAA affiliated employees; and;

WHEREAS the employees assuming these additional responsibilities should be fairly compensated; and

WHEREAS the existing Collective Bargaining Agreement between WOAA and WOBOE (the CBA) does not currently contain specific terms to address this need;

NOW, THEREFORE, it is AGREED as follows:

1. As of July 1, 2024, Employee #4118 shall assume the position of Acting Director of Human Resources, which shall be held until August 31, 2024, and shall be compensated with a prorated stipend of \$2,625, in addition to her regular salary; and
2. As of July 1, 2024, Employee #4127 shall assume the position of Acting WOHS Assistant Principal, which shall be held until August 31, 2024, and shall be compensated with a prorated stipend of \$2,625, in addition to his regular salary.
3. It is further agreed that this agreement does not alter any other term or condition of the CBA.

WEST ORANGE BOARD OF EDUCATION

WEST ORANGE EDUCATION ASSOC.

---

West Orange Board of Education  
By: Brian Rock, President

---

West Orange Administrators' Association  
By: Marie DeMaio, President



State of New Jersey  
DEPARTMENT OF EDUCATION

ESSEX COUNTY OFFICE  
Leroy F. Smith Public Safety Building  
60 Nelson Place, 1<sup>st</sup> Floor South  
Newark, New Jersey 07102  
(973) 621-2750

PHILIP D. MURPHY  
*Governor*

TAHESHA L. WAY  
*Lt. Governor*

KEVIN DEHMER  
*Acting Commissioner*

JOSEPH S. ZARRA  
*Interim Executive County Superintendent*

April 15, 2024

Hayden Moore Superintendent  
West Orange Public Schools  
179 Eagle Rock Avenue  
West Orange, New Jersey 07052

Dear Mr. Moore:

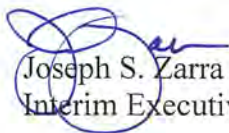
I have reviewed the employment contract for Eveny Pagan de Mendez, Assistant Superintendent of Curriculum and Instruction of West Orange, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2024, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

**After approval, please forward a signed copy of said contract to my office.**

Sincerely,



Joseph S. Zarra  
Interim Executive County Superintendent

JSZ:mm



## **CONTRACT OF EMPLOYMENT**

This Employment Contract is made this 6th day of May 2024, by and between the **WEST ORANGE BOARD OF EDUCATION**, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as "the Board") and **EVENY PAGAN de MENDEZ**, Assistant Superintendent for Curriculum and Instruction, (hereinafter referred to as "the Assistant Superintendent").

### **WITNESSETH:**

**WHEREAS**, the Board desires to provide the Assistant Superintendent for Curriculum and Instruction with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

**WHEREAS**, the Board and the Assistant Superintendent believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

**WHEREAS**, the Assistant Superintendent is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by N.J.S.A. 18A:17-17;

**NOW, THEREFORE**, in consideration of the following mutual promises and obligations, the parties agree as follows:



## **ARTICLE I**

### **EMPLOYMENT**

The Board hereby agrees to employ Eveny Pagan de Mendez as Assistant Superintendent for Curriculum and Instruction for a term commencing July 1, 2024 and ending June 30, 2025 in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its May 6, 2024 Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the Assistant Superintendent shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract. The parties acknowledge that this Contract must be approved by the Essex County Executive County Assistant Superintendent in accordance with applicable law and regulation.

## **ARTICLE II**

### **CERTIFICATION**

The parties acknowledge that the Assistant Superintendent currently possesses the appropriate New Jersey administrative certification and school administrator endorsement. If at any time during the term of this Agreement, the Assistant Superintendent's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation . If the Assistant Superintendent is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the Assistant Superintendent's employment shall cease. The Assistant Superintendent will provide official course transcripts for all postsecondary degrees to the Board of Education . These transcripts will be kept on file in the Board office.



### ARTICLE III

#### DUTIES

In consideration of the employment and in accordance with N.J.S.A. 18A:17-20, salary and fringe benefits established hereby, the Assistant Superintendent hereby agrees to the following:

- A. To perform faithfully the duties of Assistant Superintendent for Curriculum and Instruction for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of Assistant Superintendent for Curriculum and Instruction, is incorporated by reference into this Contract.
- B. To devote the Assistant Superintendent's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the Assistant Superintendent choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The Assistant Superintendent shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the Assistant Superintendent's position require her to work long and irregular hours, and occasionally may require that she attend to district business outside of the district.
- C. The Assistant Superintendent shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.





## ARTICLE IV

### SALARY AND BENEFITS

The Board shall pay the Assistant Superintendent an annual salary of **TWO HUNDRED TWELVE THOUSAND FIVE HUNDRED EIGHTY-TWO** dollars (**\$212,582.00**) for the twelve (12) month duration of this agreement. This annual salary rate shall be paid to the Assistant Superintendent in accordance with the schedule of salary payments in effect for other certified administrators in the district. During the term of this Employment Contract, including any extension thereof, the Assistant Superintendent shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting. The Board will provide the Assistant Superintendent, as part of her compensation, the following benefits :

#### A. Sick Leave

The Assistant Superintendent shall be provided sick leave of twelve (12) days annually. The Assistant Superintendent must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the Assistant Superintendent's estate or beneficiaries in the event of the Assistant Superintendent's death prior to retirement. Compensation for unused sick days shall be paid at a rate of  $1/260^{\text{th}}$  of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1 (e)8. Any such payment shall be made within sixty (60) days of the Assistant Superintendent's last day of employment. Upon commencing employment, the Board shall provide the Assistant Superintendent with a sick leave bank of twenty-four (24) days which shall be available for her use in the event she exhausts her earned sick days. The days in the bank shall decline as she earns sick days on a one-for-one basis and



these days shall not be available for compensation upon her retirement.

**B. Professional Membership**

The Assistant Superintendent shall be entitled to membership, at the Board's expense, for professional dues in the American Association of School Administrators, New Jersey Association of School Administrators, and in other professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

**C. Professional Conferences**

The Assistant Superintendent shall be entitled to attend one (1) national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the Assistant Superintendent to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A. 18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

**D. Professional Publications**

The Assistant Superintendent may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

**E. Medical Benefits**

The Assistant Superintendent shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The Assistant Superintendent shall contribute and have deducted from her base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2024 to June 30, 2025 toward the payment of



health benefit premiums provided under this Section in accordance with P.L. 2011, Chapter 78. The premium shall be paid by the Assistant Superintendent through payroll deduction each pay period.

**F. Vacation Days**

1. The Assistant Superintendent shall be entitled to twenty-two (22) vacation days per year, to be credited on a pro-rated basis. All of the vacation days shall be available for the Assistant Superintendent's use beginning July 1, 2024.

2. The Assistant Superintendent shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The Assistant Superintendent must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).

3. The Assistant Superintendent is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.

4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of  $1/260^{\text{th}}$  of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be consistent with N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1 (e)8. Any such payment shall be made within sixty (60) days of the Assistant Superintendent's last day of employment.

**J. Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008, memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.



**K. Technology**

The Assistant Superintendent shall be provided with a smartphone and laptop for professional and personal duties. These items shall remain property of the West Orange Board of Education.

**L. Car Allowance**

The Assistant Superintendent shall receive a non-pensionable monthly car allowance of \$150.00.

**M. Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, the Board shall reimburse the Assistant Superintendent for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree and/or Master's Degree in an area of discipline judged to be of benefit to the Board. The Assistant Superintendent shall seek the approval of the Superintendent prior to enrolling in any graduate course of study. Annual maximum reimbursement will be \$5,000.

**ARTICLE V**

**ANNUAL EVALUATION**

A. The Superintendent shall evaluate the performance of the Assistant Superintendent at least once a year, and shall complete the evaluation process by no later than July 1st. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the Assistant Superintendent, and the Assistant Superintendent and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the Assistant Superintendent as set forth in the job description for the position of Assistant Superintendent of Curriculum and Instruction, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the Assistant Superintendent is



unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory . The Assistant Superintendent shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

## ARTICLE VI

### **TERMINATION OF EMPLOYMENT CONTRACT**

- A. This Contract shall terminate, the Assistant Superintendent employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:
- (1) Failure to possess/obtain proper certification;
  - (2) Revocation or suspension of the Assistant Superintendent's certificate, in which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A. 18A:17-15.1;
  - (3) Forfeiture under N.J.S.A. 2C:5 1-2;
  - (4) Mutual agreement of the parties;
  - (5) Notification in writing by the Superintendent to the Assistant Superintendent, on or before May 15, 2024 that he does not intend to renew this Contract;
  - (6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J .S.A. 18A:6-10; or
  - (7). Violation of any terms of this Contract.
- B. Nothing in his Contract shall affect the Board 's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.
- C. The Assistant Superintendent may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.
- D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days





written notice to the Assistant Superintendent.

## **ARTICLE VII**

### **COMPLETE AGREEMENT**

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.

## **ARTICLE VIII**

### **SAVINGS AND CONFLICTS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

## **ARTICLE IX**

### **INDEMNIFICATION**

The Board shall defend, hold harmless and indemnify the Assistant Superintendent from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the Assistant Superintendent acting in her capacity as an agent and/or the Assistant Superintendent of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.



**WHEREAS**, the Assistant Superintendent has approved of the terms and conditions of the Employment Contract; and

**WHEREAS**, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of May 6, 2024 and has been made a part of the minutes of that meeting;

**IN WITNESS WHEREOF**, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

**WEST ORANGE BOARD OF EDUCATION**

\_\_\_\_\_  
Eveny Pagan de Mendez  
Assistant Superintendent for Curriculum and Instruction

Date: \_\_\_\_\_

\_\_\_\_\_  
Tonya M. Flowers  
School Business Administrator/Board Secretary

Date: \_\_\_\_\_

\_\_\_\_\_  
Brian Rock  
Board President

Date: \_\_\_\_\_



**State of New Jersey**  
**DEPARTMENT OF EDUCATION**

**ESSEX COUNTY OFFICE**  
Leroy F. Smith Public Safety Building  
60 Nelson Place, 1<sup>st</sup> Floor South  
Newark, New Jersey 07102  
(973) 621-2750

**PHILIP D. MURPHY**  
*Governor*

**TAHESHA L. WAY**  
*Lt. Governor*

**KEVIN DEHMER**  
*Acting Commissioner*

**JOSEPH S. ZARRA**  
*Interim Executive County Superintendent*

April 15, 2024

Hayden Moore Superintendent  
West Orange Public Schools  
179 Eagle Rock Avenue  
West Orange, New Jersey 07052

Dear Mr. Moore:

I have reviewed the employment contract for Tonya Flowers, School Business Administrator/Board Secretary of West Orange, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2024, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

**After approval, please forward a signed copy of said contract to my office.**

Sincerely,

  
Joseph S. Zarra  
Interim Executive County Superintendent

JSZ:mm



## **CONTRACT OF EMPLOYMENT**

This Employment Contract is made this 6th day of May 2024, by and between the **WEST ORANGE BOARD OF EDUCATION**, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and **TONYA M. FLOWERS**, School Business Administrator/Board Secretary, (hereinafter referred to as “the School Business Administrator”).

### **WITNESSETH:**

**WHEREAS**, the Board desires to provide the School Business Administrator with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

**WHEREAS**, the Board and the School Business Administrator believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

**WHEREAS**, the School Business Administrator is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

**NOW, THEREFORE**, in consideration of the following mutual promises and obligations, the parties agree as follows:



## **ARTICLE I**

### **EMPLOYMENT**

The Board hereby agrees to employ Tonya M. Flowers as School Business Administrator for a term commencing July 1, 2024, and ending June 30, 2025, in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its May 6, 2024 Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the School Business Administrator shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract. The parties acknowledge that this Contract must be approved by the Essex County Executive County Superintendent in accordance with applicable law and regulation.

## **ARTICLE II**

### **CERTIFICATION**

The parties acknowledge that the School Business Administrator currently possesses the appropriate New Jersey administrative certification. If at any time during the term of this Agreement, the School Business Administrator's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the School Business Administrator is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the School Business Administrator's employment shall cease. The School Business Administrator will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.





### **ARTICLE III**

#### **DUTIES**

In consideration of the employment and in accordance with N.J.S.A. 18A:17-20, salary and fringe benefits established hereby, the School Business Administrator hereby agrees to the following:

A. To perform faithfully the duties of School Business Administrator for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of School Business Administrator, is incorporated by reference into this Contract.

B. To devote the School Business Administrator's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the School Business Administrator choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The School Business Administrator shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the School Business Administrator's position require her to work long and irregular hours, and occasionally may require that she attend district business outside of the district.

C. The School Business Administrator shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.



## ARTICLE IV

### **SALARY AND BENEFITS**

**Salary:** The Board shall pay the School Business Administrator an annual salary of **TWO HUNDRED THOUSAND TEN** dollars, **(\$200,010.00)** for the twelve (12) month duration of this agreement. This annual salary rate shall be paid to the School Business Administrator in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the School Business Administrator shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting.

The Board will provide the School Business Administrator, as part of his compensation, the following benefits:

A. **Sick Leave**

The School Business Administrator shall be provided sick leave of twelve (12) days annually. The School Business Administrator must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the School Business Administrator's estate or beneficiaries in the event of the School Business Administrator's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/260<sup>th</sup> of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.



**B. Professional Membership**

The School Business Administrator shall be entitled to membership, at the Board's expense, for dues in professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

**C. Professional Conferences**

The School Business Administrator shall be entitled to attend one (1) international or national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the School Business Administrator to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A.18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

**D. Professional Publications**

The School Business Administrator may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

**E. Medical Benefits**

1. The School Business Administrator shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The School Business Administrator shall contribute and have deducted from his base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2024, to June 30, 2025, toward the payment of health benefit premiums provided under this Section in accordance with Chapter



44. The premium shall be paid by the School Business Administrator through payroll deduction each pay period.

2. The School Business Administrator may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The School Business Administrator will be paid the lesser of Twenty-Five (25%) percent or Four Thousand (\$4,000) Dollars of the cost of said coverage for waiving such coverage.

F. **Vacation Days**

1. The School Business Administrator shall be entitled to twenty-two (22) vacation days per year. All of the vacation days shall be available for use beginning July 1, 2024.
2. The School Business Administrator shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The School Business Administrator must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The School Business Administrator is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of  $1/260^{\text{th}}$  of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be consistent with



N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.

G. **Holidays**

The School Business Administrator shall receive the holidays as per the Central Office Administrative calendar approved annually by the Board.

H. **Personal Days**

The School Business Administrator shall be entitled to three personal days for the term of this contract to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The School Business Administrator must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Bereavement Days**

In the event of a death in the family, the School Business Administrator shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the School Business Administrator's family, provided that the absence is necessary and unavoidable. Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as constituting "spousal equivalency"



relationships, and shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, which shall be defined as aunt, uncle, nephew, niece and cousin.

The School Business Administrator will be permitted to use a maximum of twenty (20) bereavement days per year, with additional days as per the approval of the Superintendent.

These days shall be taken at the time of death unless written permission is given by the Superintendent.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008, memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Technology**

The School Business Administrator shall be provided with a laptop for professional and personal duties. This item shall remain property of the West Orange Board of Education.

L. **Car Allowance**

The School Business Administrator shall receive a non-pensionable monthly car allowance of \$175.00.

M. **Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, following the completion of one year of employment, the Board shall reimburse the School Business Administrator for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area of discipline judged to be of benefit to the Board. The





School Business Administrator shall seek the approval of the Superintendent prior to enrolling in any graduate course of study. Annual maximum reimbursement will be \$5,000.00, beginning in year two (2) of employment.

## **ARTICLE V**

### **ANNUAL EVALUATION**

A. The Superintendent shall evaluate the performance of the School Business Administrator at least once a year, and shall complete the evaluation process by no later than July 1<sup>st</sup>. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the School Business Administrator, and the School Business Administrator and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the School Business Administrator as set forth in the job description for the position of School Business Administrator, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the School Business Administrator is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The School Business Administrator shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

## **ARTICLE VI**

### **TERMINATION OF EMPLOYMENT CONTRACT**

A. This Contract shall terminate, the School Business Administrator's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:



- (1) Failure to possess/obtain proper certification;
- (2) Revocation or suspension of the School Business Administrator's certificate, in

which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A.

18A:17-15.1;

- (3) Forfeiture under N.J.S.A. 2C:51-2;
- (4) Mutual agreement of the parties;
- (5) Notification in writing by the Superintendent to the School Business Administrator,

on or before May 15, 2024, that he does not intend to renew this Contract;

(6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.; or

- (7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The School Business Administrator may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.

D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the School Business Administrator.

## **ARTICLE VII**

### **COMPLETE AGREEMENT**

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.



## **ARTICLE VIII**

### **SAVINGS AND CONFLICTS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

## **ARTICLE IX**

### **INDEMNIFICATION**

The Board shall defend, hold harmless and indemnify the School Business Administrator from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the School Business Administrator acting in his capacity as an agent and/or the School Business Administrator of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.



**WHEREAS**, the School Business Administrator has approved of the terms and conditions of the Employment Contract; and

**WHEREAS**, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of May 6, 2024, and has been made a part of the minutes of that meeting;

**IN WITNESS WHEREOF**, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

**WEST ORANGE BOARD OF EDUCATION**

\_\_\_\_\_  
Tonya M. Flowers  
School Business Administrator/Board Secretary

Date: \_\_\_\_\_

\_\_\_\_\_  
Brian Rock  
Board President

Date: \_\_\_\_\_



**State of New Jersey**  
**DEPARTMENT OF EDUCATION**

**ESSEX COUNTY OFFICE**  
Leroy F. Smith Public Safety Building  
60 Nelson Place, 1<sup>st</sup> Floor South  
Newark, New Jersey 07102  
(973) 621-2750

**PHILIP D. MURPHY**  
*Governor*

**TAHESHA L. WAY**  
*Lt. Governor*

**KEVIN DEHMER**  
*Acting Commissioner*

**JOSEPH S. ZARRA**  
*Interim Executive County Superintendent*

April 15, 2024

Hayden Moore Superintendent  
West Orange Public Schools  
179 Eagle Rock Avenue  
West Orange, New Jersey 07052

Dear Mr. Moore:

I have reviewed the employment contract for Tonya Flowers, School Business Administrator/Board Secretary of West Orange, in accordance with N.J.S.A. 18A:7-8(j) and to determine compliance with the standards adopted by the Commissioner of Education at N.J.A.C. 6A:23A-3.1. Based upon my review, I have determined that those provisions of the contract subject to my review are in compliance with applicable laws and regulations. Therefore, I approve the contract for a period commencing on July 1, 2024, through June 30, 2025.

If there are any changes to the terms of this contract, you will need to submit it to me, for review and approval prior to the required public notice and hearing of such changes.

Please be reminded that the contract for this position must be submitted annually to the Executive County Superintendent for review and approval.

**After approval, please forward a signed copy of said contract to my office.**

Sincerely,

  
Joseph S. Zarra  
Interim Executive County Superintendent

JSZ:mm



## **CONTRACT OF EMPLOYMENT**

This Employment Contract is made this 6th day of May 2024, by and between the **WEST ORANGE BOARD OF EDUCATION**, with offices at 179 Eagle Rock Avenue, West Orange, New Jersey 07052, (hereinafter referred to as “the Board”) and **TONYA M. FLOWERS**, School Business Administrator/Board Secretary, (hereinafter referred to as “the School Business Administrator”).

### **WITNESSETH:**

**WHEREAS**, the Board desires to provide the School Business Administrator with a written employment contract in order to enhance administrative stability and continuity within the schools, which the Board believes generally improves the quality of its overall educational program; and,

**WHEREAS**, the Board and the School Business Administrator believe that a written employment contract is necessary to describe specifically their relationship and to serve as the basis of effective communication between them as they fulfill their governance and administrative functions in the operation of the education program of the schools; and,

**WHEREAS**, the School Business Administrator is the holder of an appropriate certificate as prescribed by the State Board of Education and as required by *N.J.S.A. 18A:17-17*;

**NOW, THEREFORE**, in consideration of the following mutual promises and obligations, the parties agree as follows:





## **ARTICLE I**

### **EMPLOYMENT**

The Board hereby agrees to employ Tonya M. Flowers as School Business Administrator for a term commencing July 1, 2024, and ending June 30, 2025, in accordance with and pursuant to the Resolution of the Board adopted by at least a majority of the full Board at its May 6, 2024 Public Meeting, which Resolution is annexed hereto and made a part hereof. The appointment and removal of the School Business Administrator shall be governed by N.J.S.A. 18A:17-16. The work year is referred to as a twelve (12) month contract. The parties acknowledge that this Contract must be approved by the Essex County Executive County Superintendent in accordance with applicable law and regulation.

## **ARTICLE II**

### **CERTIFICATION**

The parties acknowledge that the School Business Administrator currently possesses the appropriate New Jersey administrative certification. If at any time during the term of this Agreement, the School Business Administrator's certification(s) is revoked, this Agreement shall be null and void as of the date of the revocation. If the School Business Administrator is lawfully precluded from performing her duties by any Judgment, Order or direction of any court of competent jurisdiction or the Commissioner of Education, all provisions of this Employment Agreement shall terminate and the School Business Administrator's employment shall cease. The School Business Administrator will provide official course transcripts for all postsecondary degrees to the Board of Education. These transcripts will be kept on file in the Board office.



### **ARTICLE III**

#### **DUTIES**

In consideration of the employment and in accordance with N.J.S.A. 18A:17-20, salary and fringe benefits established hereby, the School Business Administrator hereby agrees to the following:

A. To perform faithfully the duties of School Business Administrator for the Board in accordance with the laws of the State of New Jersey, Rules and Regulations adopted by the State Board of Education, existing Board policies and those which are adopted by the Board in the future. The specific job description adopted by the Board, applicable to the position of School Business Administrator, is incorporated by reference into this Contract.

B. To devote the School Business Administrator's full time, skills, labor, and attention to this employment during the term of this Contract; and further agrees not to undertake consultative work, speaking engagements, writing, lecturing, or other professional duties for compensation without written permission of the Superintendent. Should the School Business Administrator choose to engage in such outside activities on weekends, on her vacation time, or at other times when she is not required to be present in the district, she shall retain any honoraria paid. No such work shall be in concert with any company or entity with which the Board has a contract. The School Business Administrator shall notify the Superintendent in the event she is going to be away from the district on district business for two (2) or more days in any week. Any time away from the district that is not for district business must be arranged in accordance with provisions in this Agreement governing time off. The Board recognizes that the demands of the School Business Administrator's position require her to work long and irregular hours, and occasionally may require that she attend district business outside of the district.

C. The School Business Administrator shall assist the Superintendent in all matters over which the Superintendent shall have duties and responsibilities at the discretion of the Superintendent.



## ARTICLE IV

### **SALARY AND BENEFITS**

**Salary:** The Board shall pay the School Business Administrator an annual salary of **TWO HUNDRED THOUSAND TEN** dollars, **(\$200,010.00)** for the twelve (12) month duration of this agreement. This annual salary rate shall be paid to the School Business Administrator in accordance with the schedule of salary payments in effect for other certified administrators in the district.

During the term of this Employment Contract, including any extension thereof, the School Business Administrator shall not be reduced in compensation and/or benefits. The terms and conditions of this Employment Contract may be modified only by the written agreement of the parties which shall be approved by the Executive County Superintendent and in turn by the Board by resolution adopted at a public meeting.

The Board will provide the School Business Administrator, as part of his compensation, the following benefits:

A. **Sick Leave**

The School Business Administrator shall be provided sick leave of twelve (12) days annually. The School Business Administrator must document the use of a sick day in the electronic attendance system prior to the start of the sick day. Compensation for unused sick days shall be consistent with N.J.S.A. 18A:30-3.5 and shall be payable only upon retirement and shall not be paid to the School Business Administrator's estate or beneficiaries in the event of the School Business Administrator's death prior to retirement. Compensation for unused sick days shall be paid at a rate of 1/260<sup>th</sup> of current year salary multiplied by the number of accumulated sick days as allowed by N.J.S.A. 18A:30-3.5, N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.



**B. Professional Membership**

The School Business Administrator shall be entitled to membership, at the Board's expense, for dues in professional associations with the prior approval of the Superintendent within the limit set in the annual budget.

**C. Professional Conferences**

The School Business Administrator shall be entitled to attend one (1) international or national conference, two (2) state conferences, and other conferences and informational meetings with other persons whose particular skills or backgrounds would serve to improve the capacity of the School Business Administrator to perform her professional responsibilities for the Board. Reimbursement or payment for such expense shall be made in accordance with N.J.S.A.18A:11-12, N.J.A.C. 6A:23A-7 and NJ-OMB circulars and regulations promulgated thereunder and Board policies. Such reimbursement shall be limited to the annual cost as set forth in the annual budget. All conferences must receive prior approval from the Superintendent and the Board.

**D. Professional Publications**

The School Business Administrator may subscribe to appropriate educational and/or professional publications within the limit set in the annual budget.

**E. Medical Benefits**

1. The School Business Administrator shall receive individual, parent/child, two adult, or family health benefit coverage (at her option) consistent with the health benefit coverage provided by the Board to its professional administrative staff, which includes medical, prescription, and dental. The School Business Administrator shall contribute and have deducted from his base salary an amount equivalent to the percentage of the health benefit cost for the period of July 1, 2024, to June 30, 2025, toward the payment of health benefit premiums provided under this Section in accordance with Chapter



44. The premium shall be paid by the School Business Administrator through payroll deduction each pay period.

2. The School Business Administrator may waive coverage in any of the health benefits plans if covered through a spouse, civil union or domestic partner's health plan, and in accordance with procedures established by the Board. The School Business Administrator will be paid the lesser of Twenty-Five (25%) percent or Four Thousand (\$4,000) Dollars of the cost of said coverage for waiving such coverage.

F. **Vacation Days**

1. The School Business Administrator shall be entitled to twenty-two (22) vacation days per year. All of the vacation days shall be available for use beginning July 1, 2024.
2. The School Business Administrator shall take vacation time after providing the Superintendent with two (2) weeks' notice, whenever possible, if planning to take more than three (3) consecutive days. Vacation days may only be taken with the prior approval of the Superintendent. The School Business Administrator must document the use of a vacation day(s) in the electronic attendance system prior to the start of the vacation day(s).
3. The School Business Administrator is encouraged to take the full vacation allotment each year; however, not more than five (5) vacation days may be carried over from year to year. All days carried over must be used in the next year or those unused vacation days will be forfeited.
4. Upon retirement or separation, compensation for unused vacation days shall be paid at a rate of  $1/260^{\text{th}}$  of current salary multiplied by the number of accumulated vacation days. The accrual of and payment for unused vacation days shall be consistent with



N.J.S.A. 18A:30-9 and N.J.A.C. 6A:23A-3.1(e)8. Any such payment shall be made within sixty (60) days of the School Business Administrator's last day of employment.

G. **Holidays**

The School Business Administrator shall receive the holidays as per the Central Office Administrative calendar approved annually by the Board.

H. **Personal Days**

The School Business Administrator shall be entitled to three personal days for the term of this contract to attend to personal business during the school day, with full pay during the work year. Personal days may only be taken during the school year with the prior permission of the Superintendent. As much advance notice as possible of the request to take personal time will be given. The School Business Administrator must document the use of personal days in the electronic attendance system prior to the start of the personal day. Unused personal days shall convert to sick days at the conclusion of the school year.

I. **Bereavement Days**

In the event of a death in the family, the School Business Administrator shall be granted allowance, without the loss of pay, for the number of days as follows:

Five (5) days for a death in the immediate family, which shall be defined as spouse, father, mother, child, brother, sister, grandchild, grandparent, mother-in-law, father-in-law, sister-in-law, and brother-in-law, and in the case of spousal equivalency relationships, the immediate family members of the spousal equivalent, and any relative making his or her home with the School Business Administrator's family, provided that the absence is necessary and unavoidable. Notwithstanding the foregoing limitations, the term "spouse" shall be interpreted as including all those who have legal status under New Jersey or Federal law that can be reasonably interpreted as constituting "spousal equivalency"





relationships, and shall specifically include those registered under the New Jersey Domestic Partnership Act or the New Jersey Civil Union Act.

One (1) day for the death of a relative of the second degree, which shall be defined as aunt, uncle, nephew, niece and cousin.

The School Business Administrator will be permitted to use a maximum of twenty (20) bereavement days per year, with additional days as per the approval of the Superintendent.

These days shall be taken at the time of death unless written permission is given by the Superintendent.

J. **Travel**

Reimbursement for travel will be provided in accordance with the Commissioner of Education's March 17, 2008, memorandum in accordance with N.J.S.A. 18A:11-12 with respect to travel and meal reimbursement as promulgated by the New Jersey Office of Management and Budget.

K. **Technology**

The School Business Administrator shall be provided with a laptop for professional and personal duties. This item shall remain property of the West Orange Board of Education.

L. **Car Allowance**

The School Business Administrator shall receive a non-pensionable monthly car allowance of \$175.00.

M. **Tuition Reimbursement**

In accordance with N.J.S.A. 18A:6-8.5, following the completion of one year of employment, the Board shall reimburse the School Business Administrator for tuition costs incurred for graduate level courses at an accredited institution that are part of a formal program of studies leading to the awarding of a Doctoral Degree in an area of discipline judged to be of benefit to the Board. The



School Business Administrator shall seek the approval of the Superintendent prior to enrolling in any graduate course of study. Annual maximum reimbursement will be \$5,000.00, beginning in year two (2) of employment.

## **ARTICLE V**

### **ANNUAL EVALUATION**

A. The Superintendent shall evaluate the performance of the School Business Administrator at least once a year, and shall complete the evaluation process by no later than July 1<sup>st</sup>. Each annual evaluation shall be in writing. A copy of the evaluation shall be provided to the School Business Administrator, and the School Business Administrator and the Superintendent shall meet to discuss the findings. The evaluations shall be based upon the criteria adopted by the Board, the goals and objectives of the District, the responsibilities of the School Business Administrator as set forth in the job description for the position of School Business Administrator, and such other criteria as established by the Board and/or established State Board of Education shall be regulation prescribe.

In the event that the Superintendent determines that the performance of the School Business Administrator is unsatisfactory in any respect, he shall describe in writing, and in reasonable detail, the specific instances of unsatisfactory performance. The evaluation shall include specific recommendations for improvement in all instances where the Superintendent deems performance to be unsatisfactory. The School Business Administrator shall have the right to respond in writing to the evaluation within ten (10) school days of the meeting. This response shall become a permanent attachment to the evaluation in question.

## **ARTICLE VI**

### **TERMINATION OF EMPLOYMENT CONTRACT**

A. This Contract shall terminate, the School Business Administrator's employment will cease and no salary shall thereafter be paid, under any one of the following circumstances:



- (1) Failure to possess/obtain proper certification;
- (2) Revocation or suspension of the School Business Administrator's certificate, in

which case this Contract shall be null and void as of the date of revocation, as required by N.J.S.A.

18A:17-15.1;

- (3) Forfeiture under N.J.S.A. 2C:51-2;
- (4) Mutual agreement of the parties;
- (5) Notification in writing by the Superintendent to the School Business Administrator,

on or before May 15, 2024, that he does not intend to renew this Contract;

(6) Material misrepresentation of employment history, educational and professional credentials, and criminal background subject to N.J.S.A. 18A:6-10.; or

- (7) Violation of any terms of this Contract.

B. Nothing in this Contract shall affect the Board's rights with regard to suspension under N.J.S.A. 18A:6-8.3 and applicable case law.

C. The School Business Administrator may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the Board, filed with the Board Secretary, of her intention to resign.

D. The Board may terminate this Employment Contract upon at least ninety (90) calendar days written notice to the School Business Administrator.

## **ARTICLE VII**

### **COMPLETE AGREEMENT**

This Contract embodies the entire agreement between the parties hereto and cannot be varied except by written agreement of the undersigned parties.



## **ARTICLE VIII**

### **SAVINGS AND CONFLICTS CLAUSE**

If, during the term of this Contract, it is found that a specific clause of the Contract is illegal under federal or state law, the remainder of the Employment Contract is not affected by such a ruling and shall remain in full force. In the event of any conflict between the terms, conditions and provisions of this Employment Contract and the provisions of the Board's policies or any permissive Federal or State law, the terms of this Employment Contract shall take precedence over the contrary provisions of the Board's policies or any such permissive law during the term of this Contract.

## **ARTICLE IX**

### **INDEMNIFICATION**

The Board shall defend, hold harmless and indemnify the School Business Administrator from any and all demands, claims, suits, actions and legal proceedings of any kind brought against the School Business Administrator acting in his capacity as an agent and/or the School Business Administrator of the Board in accordance with Board policy and N.J.S.A. 18A:16-6.



**WHEREAS**, the School Business Administrator has approved of the terms and conditions of the Employment Contract; and

**WHEREAS**, this Employment Contract has been approved by a vote of the Members of the West Orange Board of Education at its meeting of May 6, 2024, and has been made a part of the minutes of that meeting;

**IN WITNESS WHEREOF**, the parties have set their hand and seals to this Employment Contract effective on the day and year first above written.

**WEST ORANGE BOARD OF EDUCATION**

\_\_\_\_\_  
Tonya M. Flowers  
School Business Administrator/Board Secretary

Date: \_\_\_\_\_

\_\_\_\_\_  
Brian Rock  
Board President

Date: \_\_\_\_\_

**Applications for Absence for School Business 2023-2024  
5-6-2024**

<b>Name</b>	<b>Position</b>	<b>School</b>	<b>Conference</b>	<b>Dates</b>	<b>Amount</b>	<b>Funded</b>
Cheryl Butler	Director of Guidance	WOHS	NJPSAFE: Section 504 Explained Virtual	4/24/2024	\$1,600.00	Local
Clive Binns Jr.	Social Studies Teacher	WOHS	AP African American Studies at Howard University Washington, DC	7/22/24 - 7/25/24	\$1,811.30	Local
Catherine Connors	Conflict Resolution and Student Affairs Coordinator	WOHS	2024 AVID Summer Institute Baltimore, Maryland	8/5/24 - 8/7/24	\$989.70	Local
AnaMaria Flores	Assistant Business Administrator	Administration Building	2024 NJASBO Annual Conference Atlantic City, NJ	6/05/24 - 6/07/24	\$1,133.59	Local
Tonya Flowers	Business Administrator	Administration Building	2024 NJASBO Annual Conference Atlantic City, NJ	6/05/24 - 6/07/24	\$1,383.59	Local
Anne Hanson	Business Education Teacher	WOHS	2024 FBLA National Leadership Conference Orlando, FL	6/28/24 - 7/03/24	\$2,680.50	Local
Lewis Kelly	Music Teacher	WOHS	New Jersey Band Directors Conference New Brunswick, NJ	5/31/24 - 6/1/24	\$245.09	Local
Erin Lagatic	Visual Performing Arts Teacher	WOHS	New Jersey Band Directors Conference New Brunswick, NJ	5/31/24 - 6/1/24	\$245.09	Local
Louis Pallante	Guidance Counselor	WOHS	2024 AP Annual Conference Las Vegas, NV	7/24/24 - 7/26/24	\$1,540.00	Local
Ahmad Sehwall	Mathematics Teacher	WOHS	2024 AVID Summer Institute Baltimore, Maryland (Revised)	8/5/24 - 8/7/24	\$1,855.00	Local
Maria Vera	Board Member	Administration Building	NJSBA's Spring Conference: Student Success, School Safety & Public Relations Princeton Junction, NJ	5/10/24	\$238.00	Local



**West Orange School District Field Trips**  
**Overnight and Out-of-State**  
**2023 - 2024 School Year**  
**May 6, 2023**

School	Grades	Course / Group	Destination	City	State
WOHS	9-12	Boys & Girls Track Team	Penn Relays: Franklin Field of the University of Pennsylvania	Philadelphia	PA
WOHS	9-12	JROTC	Bridgeton Senior High School	Bridgeton	NJ
WOHS	9-12	Honors Architectural & Engineering Design	World Trade Center	New York	NY
WOHS	9-12	ESL Club	The Constitutional Walking Tour of Philadelphia	Philadelphia	PA
WOHS	9-12	Future Business Leaders of America	Hyatt Regency Orlando	Orlando	FL

March 2024 Transfers					
From			To		
11-000-100-566	Tuition-Private Sch	115,000	11-000-100-569	Tuition-Other	115,000
11-000-217-320	Extraordinary-Pur Prof	4,616	11-000-217-106	Extraordinary-Salaries	4,616
11-000-218-104	Guidance-Salaries	4,000	11-000-218-600	Guidance-Supplies	4,000
11-000-230-339	Pur Prof srv-Other	1,500	11-000-230-334	Arch/Engineer Fee	1,500
11-000-251-100	Salaries	9,000	11-000-251-330	Bd Secy Off-Pur Prof	9,000
11-000-252-100	Technology-Salaries	18,000	11-000-252-199	Technology-Vac Payout	18,000
			11-000-261-420	Clean/Repair/Maint	50,000
			11-000-262-300	Prof Tech	10,000
			11-000-262-420	Custodial Maint	30,000
			11-000-262-610	Cust Supplies	10,000
11-000-270-518	Transp-Sp Ed	161,000	11-000-262-621	Utilities-Heating	61,000
			11-000-261-420	Clean/Repair/Maint	75,000
11-000-100-562	Tuition-Other LEA	131,800	11-000-263-610	Grounds-Supplies	15,000
11-000-291-270	Health Benefits	18,200	11-000-263-420	Grounds-Contracted Srv	60,000
11-000-252-340	Tech-Pur Tech Srv	8,000	11-000-266-300	Security-Pur Prof Srv	6,000
11-000-266-110	Security Salaries	4,000	11-000-266-110	Security Salaries	6,000
11-000-270-350	Transp-Admin Fee	6,000	11-000-270-390	Transp-Prof/Tech Srv	6,000
11-000-270-512	Transp-Ath/Field Trips	2,500	11-000-270-890	Transp-Misc Fees/Dues	2,500
11-000-270-518	Transp-Sp Ed	90,000	11-000-270-511	Transp-Home Sch-PreK	90,000
11-105-100-936	Local Contrib-Txfr PEA	45,261	11-140-100-101	Salaries-Gr 9-12	45,261
			11-190-100-320	Assembly	874
11-190-100-890	Misc Fees/Dues	3,874	11-401-100-500	Purchased Srv	3,000
11-402-100-890	Athletic-Misc Exp	2,500	11-402-100-580	Athletic-Travel Staff	2,500

March 2024 Transfers					
From			To		
11-000-291-270	Health Benefits	153,100	12-000-400-450	Constr Proj-Playground	153,100
11-000-221-102	Salaries-Supervisors	186,000			
11-000-222-100	Salaries-Librarian	13,175			
11-110-100-101	Sal-Teacher Prek/Kinderg	70,811			
11-120-100-101	Sal-Teacher Gr 1-5	112,306			
11-130-100-101	Sal-Teacher Gr 6-8	4,212			
11-140-100-101	Sal-Teacher Gr 9-12	13,214			
11-190-100-106	Sal-Classroom Aides	9,431			
11-201-100-101	Sal-Teacher-ID Prog	5,511			
11-201-100-106	Sal-Aides-Id Prog	10,597			
11-204-100-101	Sal-Teacher-LLD Prog	10,293			
11-209-100-101	Sal-Teacher-BD Prog	2,125			
11-209-100-106	Sal-Aides-BD Prog	1,729			
11-212-100-106	Sal-Aides-MD Prog	2,092			
11-213-100-101	Sal-Teacher-RR Prog	6,627			
11-213-100-106	Sal-Aides-RR Prog	19,229			
11-214-100-101	Sal-Teacher-Autism Prog	8,256			
11-214-100-106	Sal-Aides-Autism Prog	6,679			
11-216-100-101	Sal-Teacher-Prek Prog	6,171			
11-216-100-106	Sal-Aides-Prek Prog	8,413			
11-240-100-101	Sal-Teacher-Bilingual	4,100	11-190-100-320	Prof Educational Srv(Edustaff)	500,971
Total		1,279,322	Total		1,279,322

4/19 4:49pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/2024

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		\$11,993,058.94
102-107	Cash and cash equivalents		\$19,380.68
116	Capital reserve Account		\$5,180,371.57
117	Maint. Reserve Account		\$2,024,304.03
121	Tax levy receivable		\$50,544,156.00
	Accounts receivable:		
141	Intergovernmental - State	\$10,582,392.71	
153,154	Other (net of est uncollectible of \$ _____)	\$1,965,150.05	\$12,547,542.76
	Other Current Assets		\$21,578.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$191,116,523.00	
302	Less Revenues	(\$186,995,425.45)	
			\$4,121,097.55
	Total assets and resources		\$86,451,489.53

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/2024

=====

LIABILITIES AND FUND EQUITY

=====

--- LIABILITIES ---

421	Accounts Payable	\$5,825,100.98
422	Judgements Payable	\$1,660,650.00
471	Payroll Deductions and Withholdings	\$4,767,963.44
	Other current liabilities including Net Assets	\$19,435.68

TOTAL LIABILITIES

\$12,273,150.10

=====

FUND BALANCE

--- Appropriated ---

753	Reserve for Encumbrances - Current Year	\$50,736,166.68
754	Reserve for Encumbrance - Prior Year	\$190,661.74
	Reserved fund balance:	
761	Capital reserve account -	\$5,118,642.36
604	Add: Increase in capital reserve	\$100.00
		\$5,118,742.36
769	Restricted Balance for Unemployment Fund	\$459,720.79
580	Unemployment Trust Liability	\$99,504.10
		\$99,504.10
764	Reserve for Maintenance	\$2,000,182.47
606	Add: Increase in Maintenance Reserve	\$100.00
		\$2,000,282.47
601	Appropriations	\$196,414,853.77
602	Less : Expenditures	\$139,829,825.53
603	Encumbrances	\$50,926,828.42
		(\$190,756,653.95)
		\$5,658,199.82

Total Appropriated

\$64,263,277.96

--- Unappropriated ---

770	Unreserved Fund Balance -	\$14,269,747.47
303	Budgeted Fund Balance	(\$4,354,686.00)

TOTAL FUND BALANCE

\$74,178,339.43

TOTAL LIABILITIES AND FUND EQUITY

\$86,451,489.53

=====

West Orange Board of Education  
General Fund - Fund 10  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/2024

## RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$196,414,853.77	\$190,756,653.95	\$5,658,199.82
Revenues	(\$191,116,523.00)	(\$186,995,425.45)	(\$4,121,097.55)
	<u>\$5,298,330.77</u>	<u>\$3,761,228.50</u>	<u>\$1,537,102.27</u>
Change in Capital Reserve accounts:			
604 Plus - Increase in reserve	\$100.00		
Change in Tuition Reserve accounts:			
Change in Maintenance Reserve account:			
606 Plus - Increase in reserve	\$100.00		
Change in Unemployment Fund account:			
580 Plus - Increase in reserve	\$99,504.10		
Subtotal Reserve Adjustments	<u>\$99,704.10</u>	<u>\$99,704.10</u>	
Less: Adjust for prior year encumb.	(\$943,844.77)	(\$943,844.77)	
Budgeted Fund Balance	<u>\$4,454,190.10</u>	<u>\$2,917,087.83</u>	<u>\$1,537,102.27</u>
Recapitulation of Budgeted Fund Balance by Subfund			
Fund 10 (includes 10, 11, 12, and 13)	<u>\$4,454,190.10</u>	<u>\$2,917,087.83</u>	<u>\$1,437,598.17</u>
TOTAL Budgeted Fund Balance	<u><u>\$4,454,190.10</u></u>	<u><u>\$2,917,087.83</u></u>	<u><u>\$1,537,102.27</u></u>



REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/2024

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***					
1XXX	From Local Sources	\$152,272,758.00	\$152,585,421.18		(\$312,663.18)
3XXX	From State Sources	\$38,588,620.00	\$34,288,620.00		\$4,300,000.00
4XXX	From Federal Sources	\$255,145.00	\$121,384.27		\$133,760.73
	TOTAL REVENUE/SOURCES OF FUNDS	\$191,116,523.00	\$186,995,425.45		\$4,121,097.55
*** EXPENDITURES ***					
		APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
--- CURRENT EXPENSE ---					
11-1XX-100-XXX	Regular Programs - Instruction	\$54,532,337.77	\$38,649,572.72	\$15,495,326.92	\$387,438.13
11-2XX-100-XXX	Special Education - Instruction	\$19,548,383.17	\$13,485,046.45	\$5,669,037.52	\$394,299.20
11-230-100-XXX	Basic Skills - Remedial Instruction	\$4,013,713.03	\$2,783,171.73	\$1,169,942.78	\$60,598.52
11-240-100-XXX	Bilingual Education - Instruction	\$1,956,524.00	\$1,364,015.49	\$569,228.64	\$23,279.87
11-401-100-XXX	School-Spon. Cocurr. Acti-Instr	\$785,506.57	\$251,766.92	\$492,951.88	\$40,787.77
11-402-100-XXX	School-Spons. Athletics - Instruction	\$1,822,790.35	\$1,276,416.46	\$510,103.48	\$36,270.41
--- UNDISTRIBUTED EXPENDITURES ---					
11-000-100-XXX	Instruction	\$11,579,858.63	\$7,696,402.34	\$2,998,504.23	\$884,952.06
11-000-211-XXX	Attendance and Social Work Services	\$288,115.00	\$221,503.11	\$50,315.86	\$16,296.03
11-000-213-XXX	Health Services	\$1,828,408.00	\$1,219,392.57	\$536,612.49	\$72,402.94
11-000-216-XXX	Speech, OT,PT & Related Svcs	\$3,050,701.57	\$2,010,911.79	\$936,085.51	\$103,704.27
11-000-217-XXX	Other Support Serv - Students Extra Srvc	\$746,341.00	\$453,411.39	\$248,981.95	\$43,947.66
11-000-218-XXX	Guidance	\$3,670,665.90	\$2,555,429.39	\$960,778.99	\$154,457.52
11-000-219-XXX	Child Study Teams	\$4,888,129.45	\$3,379,455.47	\$1,317,613.14	\$191,060.84
11-000-221-XXX	Improv of Inst. - Instruc Staff	\$2,075,172.00	\$1,339,189.15	\$664,173.97	\$71,808.88
11-000-222-XXX	Educational Media Serv/School Library	\$1,412,437.80	\$1,020,558.32	\$373,415.92	\$18,463.56
11-000-223-XXX	Instructional Staff Training Services	\$327,664.00	\$186,752.14	\$31,526.23	\$109,385.63
11-000-230-XXX	Supp. Serv.-General Administration	\$2,708,706.17	\$2,115,397.40	\$566,540.36	\$26,768.41
11-000-240-XXX	Supp. Serv.-School Administration	\$6,565,967.61	\$4,747,565.32	\$1,735,383.81	\$83,018.48
11-000-25X-XXX	Central Serv & Admin. Inform. Tech.	\$3,865,004.65	\$2,890,990.68	\$881,461.05	\$92,552.92
11-000-261-XXX	Require Maint. for School Facilities	\$2,364,812.46	\$1,633,120.23	\$653,304.51	\$78,387.72
11-000-262-XXX	Custodial Services	\$11,435,089.80	\$7,853,831.50	\$3,448,861.97	\$132,396.33
11-000-263-XXX	Care and Upkeep of Grounds	\$1,125,479.25	\$893,774.44	\$207,765.13	\$23,939.68
11-000-266-XXX	Security	\$1,789,736.63	\$1,388,224.75	\$388,106.48	\$13,405.40
11-000-270-XXX	Student Transportation Services	\$16,818,243.50	\$11,915,821.35	\$3,956,423.27	\$945,998.88
11-XXX-XXX-2XX	Allocated and Unallocated Benefits	\$30,339,151.69	\$23,719,293.75	\$6,475,123.10	\$144,734.84
11-000-310-XXX	Food Services	\$350,000.00	.00	.00	\$350,000.00
	TOTAL GENERAL CURRENT EXPENSE EXPENDITURES/USES OF FUNDS	\$189,888,940.00	\$135,051,014.86	\$50,337,569.19	\$4,500,355.95

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/2024

*** EXPENDITURES - cont'd ***	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
*** CAPITAL OUTLAY ***				
12-XXX-XXX-73X Equipment	\$864,529.54	\$544,672.21	\$269,128.84	\$50,728.49
12-000-4XX-XXX Facilities acquisition & constr. serv.	\$5,024,790.23	\$3,743,204.46	\$201,954.39	\$1,079,631.38
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 TOTAL CAP OUTLAY EXPEND./USES OF FUNDS	 \$5,889,319.77	 \$4,287,876.67	 \$471,083.23	 \$1,130,359.87
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 10-000-100-56X Transfer of Funds to Charter Schools	 \$636,594.00	 \$490,934.00	 \$118,176.00	 \$27,484.00
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>
 TOTAL GENERAL FUND EXPENDITURES	 \$196,414,853.77	 \$139,829,825.53	 \$50,926,828.42	 \$5,658,199.82
	<u>                    </u>	<u>                    </u>	<u>                    </u>	<u>                    </u>

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 9 Month Period Ending 03/31/2024

		ESTIMATED	ACTUAL	UNREALIZED
		<u>          </u>	<u>          </u>	<u>          </u>
--- LOCAL SOURCES ---				
1210	Local Tax Levy	\$151,632,468.00	\$151,632,468.00	.00
1310	Tuition from Individuals		\$23,245.00	(\$23,245.00)
1320	Tuition from LEAs Within State	\$187,710.00	\$227,814.96	(\$40,104.96)
1910	Rents and Royalties	\$50,000.00	\$14,765.00	\$35,235.00
1920	Private Contributions		\$100,000.00	(\$100,000.00)
1XXX	Miscellaneous	\$402,580.00	\$587,128.22	(\$184,548.22)
	<b>TOTAL LOCAL</b>	<u>\$152,272,758.00</u>	<u>\$152,585,421.18</u>	<u>(\$312,663.18)</u>
--- STATE SOURCES ---				
3121	Categorical Transportation Aid	\$3,033,009.00	\$3,033,009.00	.00
3131	Extraordinary Aid	\$4,250,000.00	.00	\$4,250,000.00
3132	Categorical Special Education Aid	\$6,078,649.00	\$6,078,649.00	.00
3176	Equalization	\$23,310,609.00	\$23,310,609.00	.00
3177	Categorical Security	\$1,866,353.00	\$1,866,353.00	.00
3190	Other Unrestricted State Aid	\$50,000.00	.00	\$50,000.00
	<b>TOTAL</b>	<u>\$38,588,620.00</u>	<u>\$34,288,620.00</u>	<u>\$4,300,000.00</u>
--- FEDERAL SOURCES ---				
4200	Federal Grants including Medicaid Reimbursement			
		\$255,145.00	\$121,384.27	\$133,760.73
	<b>TOTAL</b>	<u>\$255,145.00</u>	<u>\$121,384.27</u>	<u>\$133,760.73</u>
--- OTHER FINANCING SOURCES ---				
	<b>TOTAL REVENUES/SOURCES OF FUNDS</b>	<u>\$191,116,523.00</u>	<u>\$186,995,425.45</u>	<u>\$4,121,097.55</u>

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
*** GENERAL CURRENT EXPENSE ***				
--- Regular Programs - Instruction ---				
11-105-100-936 Local Contrib-Tfr to Spc Rev-Inclusion	\$169,135.00	\$169,135.00	.00	.00
11-110-100-101 Kindergarten - Salaries of Teachers	\$2,279,756.00	\$1,625,066.05	\$648,987.55	\$5,702.40
11-120-100-101 Grades 1-5 - Salaries of Teachers	\$16,808,111.00	\$11,752,480.48	\$5,050,031.33	\$5,599.19
11-130-100-101 Grades 6-8 - Salaries of Teachers	\$11,766,185.00	\$8,146,868.73	\$3,495,297.35	\$124,018.92
11-140-100-101 Grades 9-12 - Salaries of Teachers	\$17,348,936.00	\$12,106,024.64	\$5,242,906.02	\$5.34
--- Regular Programs - Home Instruction ---				
11-150-100-101 Salaries of Teachers	\$152,500.00	\$82,955.49	\$29,543.47	\$40,001.04
11-150-100-320 Purchased Prof.-Ed. Services	\$86,500.00	\$40,060.62	\$45,974.38	\$465.00
--- Regular Programs - Undistr. Instruction ---				
11-190-100-106 Other Salaries for Instruction	\$1,128,529.00	\$792,401.31	\$336,126.65	\$1.04
11-190-100-320 Purchased Prof.-Ed. Services	\$1,638,204.00	\$1,204,200.23	\$425,696.02	\$8,307.75
11-190-100-340 Purchased Technical Services	\$3,500.00	.00	\$2,925.00	\$575.00
11-190-100-500 Other Purch. Serv. (400-500 series)	\$1,003,920.00	\$873,510.97	\$111,639.97	\$18,769.06
11-190-100-610 General Supplies	\$2,072,536.77	\$1,804,911.17	\$102,679.18	\$164,946.42
11-190-100-640 Textbooks	\$38,118.00	\$27,955.85	\$2,500.00	\$7,662.15
11-190-100-800 Other Objects	\$36,407.00	\$24,002.18	\$1,020.00	\$11,384.82
TOTAL	\$54,532,337.77	\$38,649,572.72	\$15,495,326.92	\$387,438.13
--- SPECIAL EDUCATION - INSTRUCTION ---				
Intellectual Disability - Mild:				
11-201-100-101 Salaries of Teachers	\$797,299.00	\$573,276.68	\$222,492.86	\$1,529.46
11-201-100-106 Other Salaries for Instruction	\$591,257.00	\$410,667.08	\$174,381.90	\$6,208.02
11-201-100-610 General Supplies	\$5,383.00	\$2,002.17	\$635.84	\$2,744.99
11-201-100-800 Other Objects	\$6,091.00	\$2,935.20	\$200.00	\$2,955.80
TOTAL	\$1,400,030.00	\$988,881.13	\$397,710.60	\$13,438.27
Learning and/or Language Disabilities Mild or Moderate:				
11-204-100-101 Salaries of Teachers	\$1,956,392.00	\$1,377,120.71	\$536,771.04	\$42,500.25
11-204-100-106 Other Salaries for Instruction	\$1,407,649.00	\$975,231.48	\$383,618.50	\$48,799.02
11-204-100-610 General Supplies	\$18,179.08	\$5,848.54	\$17.16	\$12,313.38
TOTAL	\$3,382,220.08	\$2,358,200.73	\$920,406.70	\$103,612.65
Emotional Regulation Impairment:				
11-209-100-101 Salaries of Teachers	\$371,968.00	\$248,003.60	\$123,963.10	\$1.30
11-209-100-106 Other Salaries for Instruction	\$308,591.00	\$212,329.65	\$96,260.95	\$0.40
11-209-100-610 General supplies	\$14,032.00	\$8,456.44	\$3,531.37	\$2,044.19
11-209-100-800 Other Objects	\$368.00	.00	.00	\$368.00
TOTAL	\$694,959.00	\$468,789.69	\$223,755.42	\$2,413.89
Multiple Disabilities:				
11-212-100-101 Salaries of Teachers	\$244,971.00	\$173,176.20	\$71,692.20	\$102.60
11-212-100-106 Other Salaries for Instruction	\$388,520.00	\$280,603.87	\$105,310.65	\$2,605.48
11-212-100-610 General supplies	\$7,832.63	\$562.77	\$3,554.11	\$3,715.75
11-212-100-800 Other Objects	\$500.00	\$150.00	.00	\$350.00

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
<b>TOTAL</b>	<b>\$641,823.63</b>	<b>\$454,492.84</b>	<b>\$180,556.96</b>	<b>\$6,773.83</b>
<b>Resource Room/Resource Center:</b>				
11-213-100-101 Salaries of Teachers	\$6,319,073.00	\$4,412,930.48	\$1,906,138.97	\$3.55
11-213-100-106 Other Salaries for Instruction	\$739,440.00	\$502,688.04	\$236,750.39	\$1.57
11-213-100-610 General supplies	\$24,499.00	\$9,843.63	.00	\$14,655.37
<b>TOTAL</b>	<b>\$7,083,012.00</b>	<b>\$4,925,462.15</b>	<b>\$2,142,889.36</b>	<b>\$14,660.49</b>
<b>Autism:</b>				
11-214-100-101 Salaries of Teachers	\$1,076,745.00	\$755,141.54	\$311,180.60	\$10,422.86
11-214-100-106 Other Salaries for Instruction	\$1,784,768.00	\$1,254,097.73	\$530,667.20	\$3.07
11-214-100-610 General Supplies	\$110,904.46	\$65,190.46	\$7,324.70	\$38,389.30
11-214-100-800 Other Objects	\$525.00	.00	.00	\$525.00
<b>TOTAL</b>	<b>\$2,972,942.46</b>	<b>\$2,074,429.73</b>	<b>\$849,172.50</b>	<b>\$49,340.23</b>
<b>Preschool Disabilities - Full-Time:</b>				
11-216-100-101 Salaries of Teachers	\$1,226,498.00	\$819,517.27	\$337,723.45	\$69,257.28
11-216-100-106 Other Salaries for Instruction	\$1,784,748.00	\$1,166,423.12	\$486,827.12	\$131,497.76
11-216-100-600 General Supplies	\$27,420.00	\$14,537.09	\$9,726.18	\$3,156.73
<b>TOTAL</b>	<b>\$3,038,666.00</b>	<b>\$2,000,477.48</b>	<b>\$834,276.75</b>	<b>\$203,911.77</b>
<b>Home Instruction:</b>				
11-219-100-101 Salaries of Teachers	\$190,000.00	\$142,679.45	\$47,319.46	\$1.09
11-219-100-320 Purchased Prof.-Ed. Services	\$144,730.00	\$71,633.25	\$72,949.77	\$146.98
<b>TOTAL</b>	<b>\$334,730.00</b>	<b>\$214,312.70</b>	<b>\$120,269.23</b>	<b>\$148.07</b>
<b>TOTAL SPECIAL ED - INSTRUCTION</b>	<b>\$19,548,383.17</b>	<b>\$13,485,046.45</b>	<b>\$5,669,037.52</b>	<b>\$394,299.20</b>
<b>--- Basic Skills/Remedial-Instruction ---</b>				
11-230-100-101 Salaries of Teachers	\$3,980,299.00	\$2,760,005.00	\$1,169,507.53	\$50,786.47
11-230-100-610 General Supplies	\$33,414.03	\$23,166.73	\$435.25	\$9,812.05
<b>TOTAL</b>	<b>\$4,013,713.03</b>	<b>\$2,783,171.73</b>	<b>\$1,169,942.78</b>	<b>\$60,598.52</b>
<b>--- Bilingual Education-Instruction ---</b>				
11-240-100-101 Salaries of Teachers	\$1,925,959.00	\$1,351,320.01	\$566,928.56	\$7,710.43
11-240-100-610 General Supplies	\$23,110.00	\$12,695.48	\$2,300.08	\$8,114.44
11-240-100-640 Textbooks	\$7,455.00	.00	.00	\$7,455.00
<b>TOTAL</b>	<b>\$1,956,524.00</b>	<b>\$1,364,015.49</b>	<b>\$569,228.64</b>	<b>\$23,279.87</b>
<b>--- School spons.cocurricular activities-Instruction ---</b>				
11-401-100-100 Salaries	\$613,081.00	\$143,156.44	\$466,282.06	\$3,642.50
11-401-100-500 Purchased Services (300-500 series)	\$75,110.00	\$50,706.73	\$18,349.90	\$6,053.37
11-401-100-600 Supplies and Materials	\$75,859.57	\$51,293.75	\$6,794.92	\$17,770.90
11-401-100-800 Other Objects	\$21,456.00	\$6,610.00	\$1,525.00	\$13,321.00
<b>TOTAL</b>	<b>\$785,506.57</b>	<b>\$251,766.92</b>	<b>\$492,951.88</b>	<b>\$40,787.77</b>
<b>--- School sponsored athletics-Instruct. ---</b>				
11-402-100-100 Salaries	\$1,304,471.00	\$876,738.65	\$427,732.35	.00
11-402-100-500 Purchased Services (300-500 series)	\$355,289.00	\$280,333.90	\$52,796.95	\$22,158.15
11-402-100-600 Supplies and Materials	\$137,380.35	\$104,868.65	\$29,281.58	\$3,230.12

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-402-100-800 Other Objects	\$25,650.00	\$14,475.26	\$292.60	\$10,882.14
<b>TOTAL</b>	<b>\$1,822,790.35</b>	<b>\$1,276,416.46</b>	<b>\$510,103.48</b>	<b>\$36,270.41</b>
--- UNDISTRIBUTED EXPENDITURES ---				
--- Instruction ---				
11-000-100-561 Tuition to Other LEAs within State Regular	\$33,700.00	\$15,699.00	.00	\$18,001.00
11-000-100-562 Tuition to Other LEAs within State Special	\$1,327,934.63	\$734,711.78	\$354,349.21	\$238,873.64
11-000-100-563 Tuition to Co.Voc.School Dist.-reg.	\$47,288.00	\$21,279.60	\$20,097.40	\$5,911.00
11-000-100-564 Tuition to Co.Voc. School Dist.-spec.	\$81,936.00	\$25,491.20	\$56,444.80	.00
11-000-100-565 Tuition to Co.Spec.Serv. & Reg. Day schls	\$425,154.00	\$282,507.57	\$123,685.93	\$18,960.50
11-000-100-566 Tuition to Priv Sch for Disbl w/i State	\$9,070,473.00	\$6,210,981.36	\$2,262,791.37	\$596,700.27
11-000-100-568 Tuition - State Facilities	\$4,500.00	\$3,150.00	.00	\$1,350.00
11-000-100-569 Tuition - Other	\$588,873.00	\$402,581.83	\$181,135.52	\$5,155.65
<b>TOTAL</b>	<b>\$11,579,858.63</b>	<b>\$7,696,402.34</b>	<b>\$2,998,504.23</b>	<b>\$884,952.06</b>
--- Attendance and social work services ---				
11-000-211-100 Salaries	\$200,455.00	\$147,939.86	\$50,090.86	\$2,424.28
11-000-211-300 Purchased Prof. & Tech. Svc.	\$86,660.00	\$73,147.73	\$225.00	\$13,287.27
11-000-211-600 Supplies and Materials	\$1,000.00	\$415.52	.00	\$584.48
<b>TOTAL</b>	<b>\$288,115.00</b>	<b>\$221,503.11</b>	<b>\$50,315.86</b>	<b>\$16,296.03</b>
--- Health services ---				
11-000-213-100 Salaries	\$1,619,686.00	\$1,108,543.62	\$473,232.78	\$37,909.60
11-000-213-300 Purchased Prof. & Tech. Svc.	\$160,381.00	\$75,052.89	\$60,327.91	\$25,000.20
11-000-213-500 Other Purchd. Serv.(400-500 series)	\$5,000.00	.00	.00	\$5,000.00
11-000-213-600 Supplies and Materials	\$39,826.00	\$33,189.81	\$3,051.80	\$3,584.39
11-000-213-800 Other Objects	\$3,515.00	\$2,606.25	.00	\$908.75
<b>TOTAL</b>	<b>\$1,828,408.00</b>	<b>\$1,219,392.57</b>	<b>\$536,612.49</b>	<b>\$72,402.94</b>
--- Speech, OT,PT & Related Svcs ---				
11-000-216-100 Salaries	\$2,225,980.00	\$1,574,453.54	\$651,394.53	\$131.93
11-000-216-320 Purchased Prof. Ed. Services	\$796,370.00	\$421,776.95	\$282,324.55	\$92,268.50
11-000-216-600 Supplies and Materials	\$28,351.57	\$14,681.30	\$2,366.43	\$11,303.84
<b>TOTAL</b>	<b>\$3,050,701.57</b>	<b>\$2,010,911.79</b>	<b>\$936,085.51</b>	<b>\$103,704.27</b>
--- Other support services - Students - Extra Srvc				
11-000-217-100 Salaries	\$243,904.00	\$171,407.44	\$70,450.90	\$2,045.66
11-000-217-320 Purchased Prof. Ed. Services	\$502,437.00	\$282,003.95	\$178,531.05	\$41,902.00
<b>TOTAL</b>	<b>\$746,341.00</b>	<b>\$453,411.39</b>	<b>\$248,981.95</b>	<b>\$43,947.66</b>
--- Guidance ---				
11-000-218-104 Salaries Other Prof. Staff	\$2,870,065.00	\$1,962,354.80	\$817,805.41	\$89,904.79
11-000-218-105 Sal Secr. & Clerical Asst.	\$519,681.00	\$384,058.04	\$132,245.88	\$3,377.08
11-000-218-390 Other Purch. Prof. & Tech Svc.	\$239,727.00	\$184,922.31	.00	\$54,804.69
11-000-218-500 Other Purchased Services (400-500 series)	\$1,500.00	\$729.20	.00	\$770.80
11-000-218-600 Supplies and Materials	\$38,642.90	\$22,826.04	\$10,727.70	\$5,089.16
11-000-218-800 Other Objects	\$1,050.00	\$539.00	.00	\$511.00



West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
<b>TOTAL</b>	<b>\$3,670,665.90</b>	<b>\$2,555,429.39</b>	<b>\$960,778.99</b>	<b>\$154,457.52</b>
--- Child Study Teams ---				
11-000-219-104 Salaries Other Prof. Staff	\$4,114,552.00	\$2,858,210.07	\$1,168,992.40	\$87,349.53
11-000-219-105 Sal Secr. & Clerical Asst.	\$457,413.00	\$338,813.24	\$105,622.98	\$12,976.78
11-000-219-199 Unused Vac Payment to Term/Ret Staff	\$27,506.00	\$27,476.72	\$28.43	\$0.85
11-000-219-320 Purchased Prof. - Ed. Services	\$136,600.00	\$64,000.00	\$39,350.00	\$33,250.00
11-000-219-390 Other Purch. Prof. & Tech Svc.	\$78,041.85	\$32,037.78	.00	\$46,004.07
11-000-219-592 Misc Purch Ser(400-500 O/than Resid costs)	\$7,000.00	\$1,551.37	\$0.00	\$5,448.63
11-000-219-600 Supplies and Materials	\$66,516.60	\$57,166.29	\$3,619.33	\$5,730.98
11-000-219-800 Other Objects	\$500.00	\$200.00	.00	\$300.00
<b>TOTAL</b>	<b>\$4,888,129.45</b>	<b>\$3,379,455.47</b>	<b>\$1,317,613.14</b>	<b>\$191,060.84</b>
--- Improv. of instr. Serv. ---				
11-000-221-102 Salaries Superv. of Instr.	\$1,658,985.00	\$1,113,071.85	\$498,424.40	\$47,488.75
11-000-221-104 Salaries Other Prof. Staff	\$86,554.00	\$527.16	\$82,064.84	\$3,962.00
11-000-221-105 Sal Secr. & Clerical Asst.	\$91,591.00	\$63,714.48	\$17,919.00	\$9,957.52
11-000-221-176 Sal. Facilitators,Math, Literacy Coaches	\$219,215.00	\$153,449.83	\$65,765.17	.00
11-000-221-199 Unused Vac Payment to Term/Ret Staff	\$15,077.00	\$7,161.44	\$0.56	\$7,915.00
11-000-221-500 Other Purchased Services (400-500 series)	\$500.00	\$179.73	.00	\$320.27
11-000-221-600 Supplies and Materials	\$2,500.00	\$906.66	.00	\$1,593.34
11-000-221-800 Other Objects	\$750.00	\$178.00	.00	\$572.00
<b>TOTAL</b>	<b>\$2,075,172.00</b>	<b>\$1,339,189.15</b>	<b>\$664,173.97</b>	<b>\$71,808.88</b>
--- Educational media serv./sch.library ---				
11-000-222-100 Salaries	\$1,265,887.00	\$890,891.40	\$369,471.50	\$5,524.10
11-000-222-300 Purchased Prof. & Tech Svc.	\$25,400.00	\$20,060.10	.00	\$5,339.90
11-000-222-600 Supplies and Materials	\$120,850.80	\$109,309.82	\$3,944.42	\$7,596.56
11-000-222-800 Other Objects	\$300.00	\$297.00	.00	\$3.00
<b>TOTAL</b>	<b>\$1,412,437.80</b>	<b>\$1,020,558.32</b>	<b>\$373,415.92</b>	<b>\$18,463.56</b>
--- Instructional Staff Training Services ---				
11-000-223-104 Salaries Other Prof. Staff	\$16,415.00	\$12,209.51	.00	\$4,205.49
11-000-223-390 Other Purch. Prof. & Tech Svc.	\$206,602.00	\$138,903.77	\$4,800.00	\$62,898.23
11-000-223-500 Other Purchased Services (400-500 series)	\$92,747.00	\$28,341.28	\$26,726.23	\$37,679.49
11-000-223-600 Supplies and Materials	\$11,400.00	\$6,997.50	.00	\$4,402.50
11-000-223-800 Other Objects	\$500.00	\$300.08	.00	\$199.92
<b>TOTAL</b>	<b>\$327,664.00</b>	<b>\$186,752.14</b>	<b>\$31,526.23</b>	<b>\$109,385.63</b>
--- Support services-general administration ---				
11-000-230-100 Salaries	\$689,265.00	\$509,750.43	\$179,198.53	\$316.04
11-000-230-331 Legal Services	\$460,000.00	\$297,328.77	\$162,283.35	\$387.88
11-000-230-332 Audit Fees	\$68,600.00	\$68,532.97	.00	\$67.03
11-000-230-334 Architectural/Engineering Services	\$200,102.79	\$179,077.07	\$20,834.05	\$191.67
11-000-230-339 Other Purchased Prof. Svc.	\$80,975.00	\$54,723.53	\$23,140.47	\$3,111.00
11-000-230-340 Purchased Tech. Services	\$11,001.00	\$5,500.00	\$500.00	\$5,001.00
11-000-230-530 Communications/Telephone	\$510,500.29	\$368,900.55	\$141,338.41	\$261.33
11-000-230-580 Travel - All Other	\$4,400.00	\$918.70	.00	\$3,481.30
11-000-230-585 BOE Other Purchased Prof. Svc.	\$7,362.00	\$5,572.40	.00	\$1,789.60

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-230-590 Misc Purchased Services (400-500)	\$592,725.00	\$583,122.19	\$7,083.06	\$2,519.75
11-000-230-610 General Supplies	\$7,000.00	\$1,709.50	\$649.02	\$4,641.48
11-000-230-630 BOE In-House Training/Meeting Supplies	\$4,500.00	\$1,261.62	\$2,738.38	\$500.00
11-000-230-890 Misc. Expenditures	\$44,275.09	\$11,804.67	\$28,775.09	\$3,695.33
11-000-230-895 BOE Membership Dues and Fees	\$28,000.00	\$27,195.00	.00	\$805.00
<b>TOTAL</b>	<b>\$2,708,706.17</b>	<b>\$2,115,397.40</b>	<b>\$566,540.36</b>	<b>\$26,768.41</b>
--- Support services-school administration ---				
11-000-240-103 Salaries Princ./Asst. Princ.	\$4,296,267.00	\$3,230,962.52	\$1,046,535.41	\$18,769.07
11-000-240-105 Sal Secr. & Clerical Asst.	\$2,065,972.00	\$1,411,086.09	\$643,120.58	\$11,765.33
11-000-240-199 Unused Vac Payment to Term/Ret Staff	\$18,500.00	\$18,406.15	.00	\$93.85
11-000-240-500 Other Purchased Services (400-500 series)	\$71,799.00	\$753.42	\$29,340.36	\$41,705.22
11-000-240-600 Supplies and Materials	\$110,054.61	\$83,376.60	\$16,387.46	\$10,290.55
11-000-240-800 Other Objects	\$3,375.00	\$2,980.54	.00	\$394.46
<b>TOTAL</b>	<b>\$6,565,967.61</b>	<b>\$4,747,565.32</b>	<b>\$1,735,383.81</b>	<b>\$83,018.48</b>
--- Central Services ---				
11-000-251-100 Salaries	\$1,691,449.00	\$1,254,192.97	\$429,345.11	\$7,910.92
11-000-251-199 Unused Vac Payment to Term/Ret Staff	\$10,754.00	\$10,753.65	.00	\$0.35
11-000-251-330 Purchased Prof. Services	\$103,600.00	\$99,617.96	\$3,260.54	\$721.50
11-000-251-340 Purchased Technical Services	\$96,000.00	\$95,147.69	.00	\$852.31
11-000-251-592 Misc Pur Serv (400-500 series )	\$51,061.00	\$27,537.38	\$600.10	\$22,923.52
11-000-251-600 Supplies and Materials	\$36,815.00	\$33,585.53	\$1,616.13	\$1,613.34
11-000-251-89X Other Objects	\$8,325.00	\$4,954.00	.00	\$3,371.00
<b>TOTAL</b>	<b>\$1,998,004.00</b>	<b>\$1,525,789.18</b>	<b>\$434,821.88</b>	<b>\$37,392.94</b>
--- Admin. Info. Technology ---				
11-000-252-100 Salaries	\$1,442,151.00	\$1,098,549.01	\$343,523.57	\$78.42
11-000-252-199 Unused Vac Payment to Term/Ret Staff	\$26,200.00	\$8,154.82	\$17,950.42	\$94.76
11-000-252-340 Purchased Technical Services	\$180,746.00	\$132,090.55	\$36,633.40	\$12,022.05
11-000-252-500 Other Pur Serv. (400-500 series )	\$12,340.00	\$2,239.20	\$1,165.00	\$8,935.80
11-000-252-600 Supplies and Materials	\$202,453.65	\$121,663.92	\$47,366.78	\$33,422.95
11-000-252-800 Other Objects	\$3,110.00	\$2,504.00	.00	\$606.00
<b>TOTAL</b>	<b>\$1,867,000.65</b>	<b>\$1,365,201.50</b>	<b>\$446,639.17</b>	<b>\$55,159.98</b>
<b>TOTAL Cent. Svcs. &amp; Admin IT</b>	<b>\$3,865,004.65</b>	<b>\$2,890,990.68</b>	<b>\$881,461.05</b>	<b>\$92,552.92</b>
--- Required Maint.for School Facilities ---				
11-000-261-420 Cleaning, Repair & Maint. Svc	\$1,982,212.46	\$1,375,494.57	\$588,726.79	\$17,991.10
11-000-261-421 Lead Testing of Drinking Water	\$33,500.00	\$27,874.00	\$774.00	\$4,852.00
11-000-261-610 General Supplies	\$329,800.00	\$211,835.66	\$63,773.72	\$54,190.62
11-000-261-800 Other Objects	\$19,300.00	\$17,916.00	\$30.00	\$1,354.00
<b>TOTAL</b>	<b>\$2,364,812.46</b>	<b>\$1,633,120.23</b>	<b>\$653,304.51</b>	<b>\$78,387.72</b>
--- Custodial Services ---				
11-000-262-1XX Salaries	\$5,342,271.00	\$3,793,249.35	\$1,484,454.14	\$64,567.51
11-000-262-107 Salaries of Non-Instructional Aids	\$639,136.00	\$366,172.01	\$272,963.99	.00
11-000-262-199 Unused Vac Payment to Term/Ret Staff	\$19,457.00	\$19,455.84	\$0.16	\$1.00



West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-262-300 Purchased Prof. & Tech. Svc.	\$325,296.00	\$239,326.00	\$83,425.00	\$2,545.00
11-000-262-420 Cleaning, Repair & Maint. Svc.	\$453,000.00	\$252,083.30	\$182,072.85	\$18,843.85
11-000-262-441 Rental of Land & Bldgs Other Than Lease	\$502,210.00	\$329,752.20	\$166,669.81	\$5,787.99
11-000-262-444 Lease Purch Paymts - Energy Saving	\$688,874.00	\$344,436.26	\$344,436.25	\$1.49
11-000-262-490 Other Purchased Property Svc.	\$272,066.80	\$228,336.39	\$35,225.33	\$8,505.08
11-000-262-520 Insurance	\$411,000.00	\$410,768.00	.00	\$232.00
11-000-262-580 Travel	\$1,500.00	\$1,338.88	.00	\$161.12
11-000-262-610 General Supplies	\$603,325.00	\$528,302.54	\$55,380.05	\$19,642.41
11-000-262-621 Energy (Natural Gas)	\$686,956.00	\$448,982.00	\$237,974.00	.00
11-000-262-622 Energy (Electricity)	\$1,438,498.00	\$875,014.22	\$554,204.90	\$9,278.88
11-000-262-626 Energy (Gasoline)	\$49,000.00	\$15,214.51	\$31,405.49	\$2,380.00
11-000-262-8XX Other Objects	\$2,500.00	\$1,400.00	\$650.00	\$450.00
<b>TOTAL</b>	<b>\$11,435,089.80</b>	<b>\$7,853,831.50</b>	<b>\$3,448,861.97</b>	<b>\$132,396.33</b>
--- Care and Upkeep of Grounds ---				
11-000-263-100 Salaries	\$674,048.00	\$517,236.68	\$156,811.32	.00
11-000-263-420 Cleaning, Repair, & Maintenance Serv.	\$396,431.25	\$346,774.50	\$38,779.49	\$10,877.26
11-000-263-610 General Supplies	\$55,000.00	\$29,763.26	\$12,174.32	\$13,062.42
<b>TOTAL</b>	<b>\$1,125,479.25</b>	<b>\$893,774.44</b>	<b>\$207,765.13</b>	<b>\$23,939.68</b>
--- Security ---				
11-000-266-100 Salaries	\$1,287,747.00	\$946,042.86	\$336,180.20	\$5,523.94
11-000-266-300 Purchased Prof. & Tech. Svc.	\$56,057.00	\$41,247.00	\$14,621.00	\$189.00
11-000-266-420 Cleaning, Repair, & Maintenance Serv.	\$215,079.00	\$185,494.56	\$25,163.87	\$4,420.57
11-000-266-610 General Supplies	\$230,853.63	\$215,440.33	\$12,141.41	\$3,271.89
<b>TOTAL</b>	<b>\$1,789,736.63</b>	<b>\$1,388,224.75</b>	<b>\$388,106.48</b>	<b>\$13,405.40</b>
<b>TOTAL Oper &amp; Maint of Plant Services</b>	<b>\$16,715,118.14</b>	<b>\$11,768,950.92</b>	<b>\$4,698,038.09</b>	<b>\$248,129.13</b>
--- Student transportation services ---				
11-000-270-107 Salaries of Non-Instructional Aids	\$533,502.00	\$389,394.20	\$144,106.62	\$1.18
11-000-270-160 Sal Pupil Trans (Bet Home & Sch) -reg	\$607,034.00	\$394,357.91	\$151,481.15	\$61,194.94
11-000-270-161 Sal Pupil Trans (Bet Home & Sch) -Sp Ed	\$848,020.00	\$596,113.26	\$251,399.73	\$507.01
11-000-270-162 Sal Pupil Trans. Other than Bet Home & Sch	\$160,000.00	\$134,499.25	\$25,500.75	.00
11-000-270-350 Management Fee - ESC Transp. Prog.	\$259,796.00	\$186,593.79	\$38,620.81	\$34,581.40
11-000-270-390 Other Purch. Prof. & Tech Svc.	\$81,700.00	\$49,396.14	\$31,700.00	\$603.86
11-000-270-420 Cleaning, Repair & Maint. Svc.	\$165,077.50	\$63,694.41	\$40,813.14	\$60,569.95
11-000-270-443 Lease Purch Payments - School Buses	\$262,237.00	\$212,234.50	.00	\$50,002.50
11-000-270-503 Contr Svc-Aid in Lieu Paymnts-Non Pub Sch	\$471,266.00	\$238,324.64	\$229,972.36	\$2,969.00
11-000-270-511 Contract Svc (btw Home & Sch.) -vendors	\$6,576,150.00	\$5,047,426.05	\$1,390,840.85	\$137,883.10
11-000-270-512 Contract Svc (other btw home & sch) -vndrs	\$347,500.00	\$180,599.75	\$5,920.00	\$160,980.25
11-000-270-514 Contract Svc (Sp Ed.) -vendors	\$45,100.00	\$34,212.93	\$7,224.32	\$3,662.75
11-000-270-515 Contract Svc (Sp Ed.) -joint agreements	\$1,330.00	.00	.00	\$1,330.00
11-000-270-517 Contract Svc (reg std) - ESCs	\$347,820.00	\$212,908.88	\$122,302.22	\$12,608.90
11-000-270-518 Contract Svc (Sp Ed) - ESCs	\$5,868,390.00	\$4,012,108.14	\$1,451,462.40	\$404,819.46
11-000-270-580 Travel	\$2,200.00	\$732.23	\$617.55	\$850.22
11-000-270-593 Misc. Purchased Svc.- Transp.	\$108,000.00	\$106,727.00	.00	\$1,273.00

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
11-000-270-610 General Supplies	\$5,250.00	\$2,160.55	\$2,692.02	\$397.43
11-000-270-615 Transportation Supplies	\$117,771.00	\$47,187.72	\$61,319.35	\$9,263.93
11-000-270-800 Misc. Expenditures	\$10,100.00	\$7,150.00	\$450.00	\$2,500.00
<b>TOTAL</b>	<b>\$16,818,243.50</b>	<b>\$11,915,821.35</b>	<b>\$3,956,423.27</b>	<b>\$945,998.88</b>
--- Personal Services-Employee Benefits---				
11-XXX-XXX-210 Group Insurance	\$3,300.00	\$1,772.28	.00	\$1,527.72
11-XXX-XXX-220 Social Security Contributions	\$2,300,000.00	\$1,687,561.24	\$612,366.27	\$72.49
11-XXX-XXX-241 Other Retirement Contrb. - PERS	\$3,105,003.26	\$2,972,056.00	\$132,947.26	.00
11-XXX-XXX-248 Other Retirement - Deferred PERS	\$78,540.00	\$73,510.00	.00	\$5,030.00
11-XXX-XXX-249 Other Retirement Contrb. - Regular	\$81,000.00	\$47,271.38	\$29,784.62	\$3,944.00
11-XXX-XXX-260 Workman's Compensation	\$797,000.00	\$710,396.28	\$5,000.00	\$81,603.72
11-XXX-XXX-270 Health Benefits	\$22,409,083.37	\$17,468,834.70	\$4,939,998.23	\$250.44
11-XXX-XXX-280 Tuition Reimbursement	\$312,993.06	\$209,373.41	\$91,245.00	\$12,374.65
11-XXX-XXX-290 Other Employee Benefits	\$1,044,500.00	\$365,906.46	\$646,781.72	\$31,811.82
11-XXX-XXX-299 Unused Sick Payment to Term/Ret Staff	\$207,732.00	\$182,612.00	\$17,000.00	\$8,120.00
<b>TOTAL</b>	<b>\$30,339,151.69</b>	<b>\$23,719,293.75</b>	<b>\$6,475,123.10</b>	<b>\$144,734.84</b>
--- Food services ---				
11-000-310-93X Transfers to Cover Deficit (Enterprise)	\$350,000.00	.00	.00	\$350,000.00
<b>TOTAL</b>	<b>\$350,000.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$350,000.00</b>
Total Undistributed Expenditures	\$107,229,685.11	\$77,241,025.09	\$26,430,977.97	\$3,557,682.05
*** TOTAL CURRENT EXPENSE EXPENDITURES ***	\$189,888,940.00	\$135,051,014.86	\$50,337,569.19	\$4,500,355.95
*** TOTAL CURRENT EXPENSE EXPENDITURES & TRANSFERS ***	\$189,888,940.00	\$135,051,014.86	\$50,337,569.19	\$4,500,355.95

West Orange Board of Education  
GENERAL FUND - FUND 10  
STATEMENT OF APPROPRIATIONS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
<b>*** CAPITAL OUTLAY ***</b>				
<b>--- EQUIPMENT ---</b>				
Regular programs-instruction				
12-120-100-730 Grades 1-5	\$24,400.00	\$1,757.59	\$21,915.00	\$727.41
12-130-100-730 Grades 6-8	\$26,385.00	\$22,790.00	\$3,385.00	\$210.00
12-140-100-730 Grades 9-12	\$35,318.28	\$34,962.65	.00	\$355.63
Special education - instruction				
12-4XX-100-730 School-spons. & oth instr prog	\$102,536.40	\$94,386.40	\$8,150.00	\$0.00
Undistributed expenses				
12-000-210-730 Support services-students-reg.	\$14,752.86	\$14,752.86	\$0.00	\$0.00
12-000-220-730 Support services-instruc. staff	\$34,000.00	.00	\$32,054.70	\$1,945.30
12-000-252-730 Admin. Info. Tech.	\$500,827.00	\$273,117.88	\$198,138.72	\$29,570.40
12-000-261-730 Undist. Exp.-Req. Maint. Schl Facilities	\$14,700.00	\$14,640.00	.00	\$60.00
12-000-262-730 Undist. Exp.-Custodial Services	\$57,745.00	\$38,070.00	\$2,800.00	\$16,875.00
12-000-266-730 Undist. Exp.-Security	\$53,865.00	\$50,194.83	\$2,685.42	\$984.75
Undist. Exp. - Non-instructional Services				
TOTAL	\$864,529.54	\$544,672.21	\$269,128.84	\$50,728.49
<b>--- Facilities acquisition and construction services ---</b>				
12-000-400-334 Architectural/Engineering Services	\$284,438.05	\$59,971.70	\$14,383.45	\$210,082.90
12-000-400-450 Construction Services	\$1,962,126.18	\$939,504.06	\$153,073.64	\$869,548.48
12-000-400-896 Assmt for Debt Service on SDA Funding	\$114,991.00	\$80,493.70	\$34,497.30	.00
12-000-400-932 Capital Outlay tfr to Captl. Projects	\$2,663,235.00	\$2,663,235.00	.00	.00
Sub Total	\$5,024,790.23	\$3,743,204.46	\$201,954.39	\$1,079,631.38
TOTAL	\$5,024,790.23	\$3,743,204.46	\$201,954.39	\$1,079,631.38
TOTAL CAPITAL OUTLAY EXPENDITURES	\$5,889,319.77	\$4,287,876.67	\$471,083.23	\$1,130,359.87

West Orange Board of Education  
 GENERAL FUND - FUND 10  
 STATEMENT OF APPROPRIATIONS  
 COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
 For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
10-000-100-56X Transfer of Funds to Charter Schls.	\$636,594.00	\$490,934.00	\$118,176.00	\$27,484.00
TOTAL GENERAL FUND EXPENDITURES	\$196,414,853.77	\$139,829,825.53	\$50,926,828.42	\$5,658,199.82



REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
General Fund - Fund 10

For 9 Month Period Ending 03/31/2024

I, Tonya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.



Board Secretary/Business Administrator

4/24/24

Date

4/19 4:40pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/2024

=====

ASSETS AND RESOURCES

=====

--- A S S E T S ---

101	Cash in bank		(\$457,312.44)
	Accounts receivable:		
141	Intergovernmental - State	\$1,415,043.13	
153,154	Other (net of estimated uncollectible of \$____)	\$6,568.39	
			\$1,421,611.52
	Other Current Assets		\$0.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$13,507,266.57	
302	Less Revenues	(\$8,255,610.42)	
			\$5,251,656.15
	Total assets and resources		\$6,215,955.23

=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/2024

LIABILITIES AND FUND EQUITY

--- LIABILITIES ---

421	Accounts Payable	\$386,049.37
481	Deferred revenues	\$127,345.11
TOTAL LIABILITIES		\$513,394.48

FUND BALANCE

--- Appropriated ---

753	Reserve for encumbrances - Current Year		\$3,269,661.89
758	Reserve Fund Balance - Student Activities		\$213,347.15
601	Appropriations	\$13,507,266.57	
602	Less: Expenditures	\$8,018,052.97	
603	Encumbrances	\$3,269,661.89	
		(\$11,287,714.86)	
			\$2,219,551.71
TOTAL FUND BALANCE			\$5,702,560.75
TOTAL LIABILITIES AND FUND EQUITY			\$6,215,955.23

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/2024

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
1XXX From Local Sources	\$414,966.06	\$397,889.30		\$17,076.76
2XXX From Intermediate Sources	\$72,708.14	\$72,708.14		.00
3XXX From State Sources	\$5,813,931.60	\$5,442,744.00		\$371,187.60
4XXX From Federal Sources	\$7,036,525.77	\$2,173,133.98		\$4,863,391.79
5XXX Other Financing Source	\$169,135.00	\$169,135.00		.00
TOTAL REVENUE/SOURCES OF FUNDS	\$13,507,266.57	\$8,255,610.42		\$5,251,656.15
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
LOCAL PROJECTS:				
Other Local Projects (001-199)	\$137,674.20	\$22,586.66	\$13,660.54	\$101,427.00
Student Activity Fund (475)	\$350,000.00	\$280,865.39	.00	\$69,134.61
TOTAL LOCAL PROJECTS	\$487,674.20	\$303,452.05	\$13,660.54	\$170,561.61
STATE PROJECTS:				
Preschool Education Aid (218)	\$4,887,235.00	\$3,529,550.04	\$1,145,698.62	\$211,986.34
Nonpublic Teacher STEM Grant (481)	\$65,672.60	\$38,945.83	.00	\$26,726.77
SDA Emergent Needs & Capital Maintenance (492)	\$167,421.00	\$125,812.00	\$41,609.00	.00
Nonpublic textbooks (501)	\$79,952.00	\$75,708.67	.00	\$4,243.33
Nonpublic auxiliary services (502)	\$6,000.00	\$1,802.68	\$4,197.32	.00
Nonpublic handicapped services (506)	\$254,919.00	\$48,176.29	\$173,184.71	\$33,558.00
Nonpublic nursing services (509)	\$166,560.00	\$116,592.00	\$49,968.00	.00
Nonpublic Technology Aid (510)	\$67,767.00	\$55,097.75	\$12,518.23	\$151.02
Nonpublic School Programs (511)	\$287,540.00	\$207,096.17	\$57,243.83	\$23,200.00
TOTAL STATE PROJECTS	\$5,983,066.60	\$4,198,781.43	\$1,484,419.71	\$299,865.46
FEDERAL PROJECTS:				
ARP - IDEA Basic Grant Program (223)	\$153,912.00	\$151,278.94	.00	\$2,633.06
ESSA Title I - Part A/D (231-239)	\$1,249,670.00	\$617,124.04	\$251,668.17	\$380,877.79
ESSA Title III - English Lang Enhancement (241-245)	\$113,467.00	\$88,928.97	\$17,341.74	\$7,196.29
I.D.E.A. Part B (Handicapped) (250-259)	\$2,673,219.00	\$1,710,213.53	\$620,310.03	\$342,695.44
ESSA Title II - Part A/D (270-279)	\$263,461.00	\$120,316.20	\$61,725.59	\$81,419.21
ESSA Title IV (280-289)	\$107,395.00	\$39,580.52	\$41,392.00	\$26,422.48
Vocational Education (361-389)	\$55,232.00	\$38,416.04	\$11,022.98	\$5,792.98
CRRSA Act-Learning Acceleration Grant Program (484)	\$119,763.92	\$119,559.14	.00	\$204.78
CRRSA Act-Mental Health Grant Program (485)	\$1,271.91	\$1,010.19	.00	\$261.72
ACERS Program (486)	\$420,865.00	\$309,969.22	\$110,894.83	\$0.95
ARP - ESSER Grant Program (487)	\$1,589,497.21	\$230,038.56	\$625,226.30	\$734,232.35
ARP - ESSER Accelerated Learning Coaching (488)	\$238,479.71	\$75,301.75	\$32,000.00	\$131,177.96
ARP - ESSER Evidence-Based Summer Learning (489)	\$9,377.04	.00	.00	\$9,377.04
ARP - ESSER NJ Tiered System of Supports (491)	\$27,769.64	\$937.39	.00	\$26,832.25
ARP - Homeless Children & Youth II (496)	\$13,145.34	\$13,145.00	.00	\$0.34

\*\*\* EXPENDITURES \*\*\*

	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FEDERAL PROJECTS	\$7,036,525.77	\$3,515,819.49	\$1,771,581.64	\$1,749,124.64
*** TOTAL EXPENDITURES ***	\$13,507,266.57	\$8,018,052.97	\$3,269,661.89	\$2,219,551.71
	<hr/>	<hr/>	<hr/>	<hr/>

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
SPECIAL REVENUE - FUND 20  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 9 Month Period Ending 03/31/2024

		ESTIMATED	ACTUAL	UNREALIZED
1760	Student Activity Fund Revenue	\$350,000.00	\$332,923.24	\$17,076.76
1XXX	Other Revenue from Local Sources	\$64,966.06	\$64,966.06	\$0.00
	Total Revenues from Local Sources	<u>\$414,966.06</u>	<u>\$397,889.30</u>	<u>\$17,076.76</u>
---				
INTERMEDIATE SOURCES ---				
2XXX	From Intermediate Sources	\$72,708.14	\$72,708.14	.00
	Total Revenue Intermediate Sources	<u>\$72,708.14</u>	<u>\$72,708.14</u>	<u>\$0.00</u>
---				
STATE SOURCES ---				
3212	Nonpublic Teacher STEM Grant	\$65,672.60	.00	\$65,672.60
3218	Preschool Education Aid	\$4,718,100.00	\$4,718,100.00	.00
3257	SDA Emergent Needs & Capital Maintenance	\$167,421.00	.00	\$167,421.00
32XX	Other Restricted Entitlements	\$862,738.00	\$724,644.00	\$138,094.00
	Total Revenue from State Sources	<u>\$5,813,931.60</u>	<u>\$5,442,744.00</u>	<u>\$371,187.60</u>
---				
FEDERAL SOURCES ---				
4411-16	Title I	\$1,249,670.00	\$357,106.00	\$892,564.00
4451-55	Title II	\$263,461.00	\$72,715.00	\$190,746.00
4491-94	Title III	\$113,467.00	\$74,032.00	\$39,435.00
4471-74	Title IV	\$107,395.00	\$2,576.00	\$104,819.00
4419	ARP - IDEA Basic	\$153,912.00	\$151,279.00	\$2,633.00
4420-29	I.D.E.A. Part B (Handicapped)	\$2,673,219.00	\$1,096,278.00	\$1,576,941.00
4430	Vocational Education	\$55,232.00	\$37,815.00	\$17,417.00
4535	CRRSA Act - Learning Acceleration Grant	\$119,763.92	\$119,559.00	\$204.92
4536	CRRSA Act - Mental Health Grant	\$1,271.91	\$1,011.00	\$260.91
4537	ACSERS Special Ed and Related Services	\$420,865.00	.00	\$420,865.00
4540	ARP-ESSER Grant Program	\$1,589,497.21	\$210,194.00	\$1,379,303.21
4541	ARP-ESSER Accelerated Learning Coaching	\$238,479.71	\$49,827.00	\$188,652.71
4542	ARP-ESSER Evidence-Based Summer Learning	\$9,377.04	.00	\$9,377.04
4544	ARP-ESSER NJ NTiered System of Supports	\$27,769.64	\$741.98	\$27,027.66
4546	ARP - Homeless Children & Youth II	\$13,145.34	.00	\$13,145.34
	Total Revenues from Federal Sources	<u>\$7,036,525.77</u>	<u>\$2,173,133.98</u>	<u>\$4,863,391.79</u>
---				
OTHER FINANCING SOURCES ---				
5200	Transfers from Operating Budget - Preschool	\$169,135.00	\$169,135.00	.00
	Total Other Financing Sources	<u>\$169,135.00</u>	<u>\$169,135.00</u>	<u>\$0.00</u>
---				
TOTAL REVENUES/SOURCES OF FUNDS		\$13,507,266.57	\$8,255,610.42	\$5,251,656.15



West Orange Board of Education  
SPECIAL REVENUE - FUND 20  
SCHEDULE OF REVENUES  
ACTUAL COMPARED WITH ESTIMATED  
For 9 Month Period Ending 03/31/2024

ESTIMATED	ACTUAL	UNREALIZED
<hr/>	<hr/>	<hr/>
<hr/>	<hr/>	<hr/>

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Special Revenue Fund - Fund 20  
STATEMENT OF APPROPRIATIONS - RESTRICTED STATE ENTITLEMENTS  
COMPARED WITH EXPENDITURES AND ENCUMBRANCES  
For 9 Month Period Ending 03/31/2024

	Appropriations	Expenditures	Encumbrances	Available Balance
Local Projects:				
20-001-XXX-XXX to 20-199-XXX-XXX Local Projects	\$137,674.20	\$22,586.66	\$13,660.54	\$101,427.00
20-475-XXX-XXX Student Activity Fund	\$350,000.00	\$280,865.39	.00	\$69,134.61
<b>TOTAL LOCAL PROJECTS</b>	<b>\$487,674.20</b>	<b>\$303,452.05</b>	<b>\$13,660.54</b>	<b>\$170,561.61</b>
State Projects:				
--- Preschool Education Aid - Instruction ---				
20-218-100-101 Salaries of Teachers	\$347,227.00	\$244,232.04	\$101,859.96	\$1,135.00
20-218-100-106 Other Sal. For Instruction	\$172,879.00	\$112,872.45	\$60,006.55	.00
20-218-100-321 Purchased Prof & Ed Services	\$49,942.00	\$36,538.05	\$9,556.24	\$3,847.71
20-218-100-600 General Supplies	\$104,650.00	\$103,056.24	.00	\$1,593.76
<b>Total Instruction</b>	<b>\$674,698.00</b>	<b>\$496,698.78</b>	<b>\$171,422.75</b>	<b>\$6,576.47</b>
--- Preschool Education Aid - Support Services ---				
20-218-200-102 Salaries of Supervisors of Instruction	\$127,250.00	\$89,075.00	\$34,725.00	\$3,450.00
20-218-200-104 Salaries of Other Professional Staff	\$69,752.00	.00	.00	\$69,752.00
20-218-200-105 Salaries of Secr. And Clerical Assistants	\$44,098.00	\$29,804.00	\$13,094.00	\$1,200.00
20-218-200-110 Other Salaries	\$131,868.00	\$85,180.47	\$46,687.53	.00
20-218-200-173 Salaries of Community Parent Involvement Spec.	\$160,990.00	\$110,859.28	\$50,130.72	.00
20-218-200-176 Salaries of Master Teachers	\$90,000.00	\$25,674.34	\$42,221.66	\$22,104.00
20-218-200-200 Personal Services - Employee Benefits	\$40,701.00	.00	.00	\$40,701.00
20-218-200-321 Purchased Educ. Services-Contracted Pre-K	\$2,733,225.00	\$2,081,939.73	\$633,727.54	\$17,557.73
20-218-200-325 Purchased Educ. Services-Head Start	\$686,475.00	\$521,721.04	\$130,430.26	\$34,323.70
20-218-200-329 Purchased Professional-Education Services	\$15,058.00	.00	.00	\$15,058.00
20-218-200-330 Other Purchased Professional Services	\$15,000.00	\$13,500.00	\$1,500.00	.00
20-218-200-440 Rentals	\$90,000.00	\$70,000.00	\$20,000.00	.00
20-218-200-516 Contr. Trans. Serv. (Field Trips.)	\$4,500.00	\$2,735.00	\$845.62	\$919.38
20-218-200-580 Travel	\$620.00	\$286.55	.00	\$333.45
20-218-200-600 Supplies and Materials	\$3,000.00	\$2,075.85	\$913.54	\$10.61
<b>Total Support Services</b>	<b>\$4,212,537.00</b>	<b>\$3,032,851.26</b>	<b>\$974,275.87</b>	<b>\$205,409.87</b>
<b>-- TOTAL Preschool Education Aid --</b>	<b>\$4,887,235.00</b>	<b>\$3,529,550.04</b>	<b>\$1,145,698.62</b>	<b>\$211,986.34</b>
-- Other State Programs --				
20-501-XXX-XXX to 20-511-XXX-XXX Nonpublic Programs	\$862,738.00	\$504,473.56	\$297,112.09	\$61,152.35
20-481-XXX-XXX Nonpublic Teacher STEM Grant	\$65,672.60	\$38,945.83	.00	\$26,726.77
20-492-XXX-XXX SDA Emergent Needs & Capital Maintenance	\$167,421.00	\$125,812.00	\$41,609.00	.00
<b>-- TOTAL Other State Programs --</b>	<b>\$1,095,831.60</b>	<b>\$669,231.39</b>	<b>\$338,721.09</b>	<b>\$87,879.12</b>
<b>TOTAL STATE PROJECTS</b>	<b>\$5,983,066.60</b>	<b>\$4,198,781.43</b>	<b>\$1,484,419.71</b>	<b>\$299,865.46</b>
Federal Projects:				

	Appropriations	Expenditures	Encumbrances	Available Balance
--- CARES Act Educational Stabilization Fund ---				
--- Bridging the Digital Divide Program				
--- Coronavirus Relief Grant Program ---				
--- Other Federal Programs ---				
20-223-XXX-XXX ARP-IDEA Basic Grant Program	\$153,912.00	\$151,278.94	.00	\$2,633.06
20-231 to 20-239-XXX-XXX ESSA Title I - Part A/D	\$1,249,670.00	\$617,124.04	\$251,668.17	\$380,877.79
20-241 to 20-245-XXX-XXX ESSA Title III - Part A/D	\$113,467.00	\$88,928.97	\$17,341.74	\$7,196.29
20-25X-XXX-XXX I.D.E.A. Part B	\$2,673,219.00	\$1,710,213.53	\$620,310.03	\$342,695.44
20-27X-XXX-XXX ESSA Title II - Part A/D	\$263,461.00	\$120,316.20	\$61,725.59	\$81,419.21
20-28X-XXX-XXX ESSA Title IV	\$107,395.00	\$39,580.52	\$41,392.00	\$26,422.48
20-361 to 20-389-XXX-XXX Vocational Education	\$55,232.00	\$38,416.04	\$11,022.98	\$5,792.98
20-484-XXX-XXX CRRSA Act-Learning Acceleration Grant Program	\$119,763.92	\$119,559.14	.00	\$204.78
20-485-XXX-XXX CRRSA Act-Mental Health Grant Program	\$1,271.91	\$1,010.19	.00	\$261.72
20-486-XXX-XXX ACSERS Special Ed and Related Services Program	\$420,865.00	\$309,969.22	\$110,894.83	\$0.95
20-487-XXX-XXX ARP-ESSER Grant Program	\$1,589,497.21	\$230,038.56	\$625,226.30	\$734,232.35
20-488-XXX-XXX ARP-ESSER Accelerated Learning Coaching	\$238,479.71	\$75,301.75	\$32,000.00	\$131,177.96
20-489-XXX-XXX ARP-ESSER Evidence-Based Summer Learning	\$9,377.04	.00	.00	\$9,377.04
20-491-XXX-XXX ARP-ESSER NJ Tiered System of Supports	\$27,769.64	\$937.39	.00	\$26,832.25
20-496-XXX-XXX ARP - Homeless Children & Youth II	\$13,145.34	\$13,145.00	.00	\$0.34
TOTAL Other Federal Programs	\$7,036,525.77	\$3,515,819.49	\$1,771,581.64	\$1,749,124.64
 TOTAL FEDERAL PROJECTS	 \$7,036,525.77	 \$3,515,819.49	 \$1,771,581.64	 \$1,749,124.64
 20-XXX-XXX-XXX All Other State/Fed/Loc Projects	 \$0.00	 \$0.00	 \$0.00	 \$0.00
  T O T A L     E X P E N D I T U R E S	  \$13,507,266.57	  \$8,018,052.97	  \$3,269,661.89	  \$2,219,551.71

REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Special Revenue Fund - Fund 20  
For 9 Month Period Ending 03/31/2024

I, Tonya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
Board Secretary/Business Administrator

4/25/24  
Date

4/19 3:51pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Capital Projects Fund - Fund 30  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/24

---

ASSETS AND RESOURCES

---

--- A S S E T S ---

101	Cash in bank	\$2,440,691.69
-----	--------------	----------------

--- R E S O U R C E S ---

301	Estimated Revenues	\$2,663,235.00
302	Less Revenues	(\$2,663,235.00)

Total assets and resources

---

\$2,440,691.69

---

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/24

---

LIABILITIES AND FUND EQUITY

---

--- L I A B I L I T I E S ---

421	Accounts Payable		\$126,665.00
	TOTAL LIABILITIES		<u>\$126,665.00</u>

F U N D   B A L A N C E

--- A p p r o p r i a t e d ---

753	Reserve for encumbrances - Current Year		\$2,216,401.69
601	Appropriations	\$2,663,235.00	
602	Less : Expenditures	\$349,208.31	
603	Encumbrances	\$2,216,401.69	
		(\$2,565,610.00)	
			<u>\$97,625.00</u>
	Total Appropriated		<u>\$2,314,026.69</u>

--- U n a p p r o p r i a t e d ---

TOTAL FUND BALANCE	\$2,314,026.69
TOTAL LIABILITIES AND FUND EQUITY	<u>\$2,440,691.69</u>



REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/24

	BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
*** REVENUES/SOURCES OF FUNDS ***				
52XX Transfers from other funds	\$2,663,235.00	\$2,663,235.00		.00
TOTAL REVENUE/SOURCES OF FUNDS	\$2,663,235.00	\$2,663,235.00		\$0.00
*** EXPENDITURES ***				
	APPROPRIATIONS	EXPENDITURES	ENCUMBRANCES	AVAILABLE BALANCE
---				
Facilities acquisition and constr. serv. ---				
30-000-4XX-334 Architectural/Engineering Services	\$245,000.00	\$137,908.31	\$9,466.69	\$97,625.00
30-000-4XX-450 Construction services	\$2,418,235.00	\$211,300.00	\$2,206,935.00	.00
Total fac.acq.and constr. serv.	\$2,663,235.00	\$349,208.31	\$2,216,401.69	\$97,625.00
TOTAL EXPENDITURES	\$2,663,235.00	\$349,208.31	\$2,216,401.69	\$97,625.00
*** TOTAL EXPENDITURES AND TRANSFERS	\$2,663,235.00	\$349,208.31	\$2,216,401.69	\$97,625.00

REPORT OF THE SECRETARY CERTIFICATION PAGE  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Capital Projects Fund - Fund 30  
For 9 Month Period Ending 03/31/24

I, Tanya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,  
which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
Board Secretary/Business Administrator

4/24/24  
Date

4/19 3:51pm

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education  
Debt Service Fund - Fund 40  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/24

ASSETS AND RESOURCES

--- A S S E T S ---

101	Cash in bank		(\$1,569,290.31)
121	Tax levy receivable		\$1,632,484.72
	Accounts receivable:		
141	Intergovernmental - State	\$10,082.00	
		<hr/>	<hr/>
			\$10,082.00

--- R E S O U R C E S ---

301	Estimated Revenues	\$5,709,013.00	
302	Less Revenues	(\$5,709,013.00)	
		<hr/>	<hr/>
	Total assets and resources		\$73,276.41

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
Interim Balance Sheet  
For 9 Month Period Ending 03/31/24

LIABILITIES AND FUND EQUITY

--- L I A B I L I T I E S ---

421	Accounts Payable	\$73,190.98
TOTAL LIABILITIES		\$73,190.98

F U N D   B A L A N C E

--- A p p r o p r i a t e d ---

Reserved fund balance:

601	Appropriations	\$5,898,046.00		
602	Less : Expenditures	\$5,897,962.33	(\$5,897,962.33)	
			\$83.67	
Total Appropriated			\$83.67	
--- U n a p p r o p r i a t e d ---				
770	Fund Balance		\$189,034.76	
303	Budgeted Fund Balance		(\$189,033.00)	
TOTAL FUND BALANCE			\$85.43	
TOTAL LIABILITIES AND FUND EQUITY			\$73,276.41	

RECAPITULATION OF FUND BALANCE:

	Budgeted	Actual	Variance
Appropriations	\$5,898,046.00	\$5,897,962.33	\$83.67
Revenues	(\$5,709,013.00)	(\$5,709,013.00)	\$0.00
	\$189,033.00	\$188,949.33	\$83.67
--- Change in Maint. / Capital reserve account ---			
Subtotal	\$189,033.00	\$188,949.33	\$83.67
Less: Adjust for prior year encumb.	\$0.00	\$0.00	
Budgeted Fund Balance	\$189,033.00	\$188,949.33	\$83.67

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/24

		BUDGETED ESTIMATED	ACTUAL TO DATE	NOTE: OVER OR (UNDER)	UNREALIZED BALANCE
		_____	_____	_____	_____
*** REVENUES/SOURCES OF FUNDS ***					
--- Local Sources ---					
1210	Local tax levy	\$4,897,454.00	\$4,897,454.00		.00
		_____	_____	_____	_____
	Total Local Sources	\$4,897,454.00	\$4,897,454.00		\$0.00
		=====	=====	=====	=====
--- State Sources ---					
3160	Debt service aid Type II	\$811,559.00	\$811,559.00		.00
		_____	_____	_____	_____
	Total State Sources	\$811,559.00	\$811,559.00		\$0.00
		=====	=====	=====	=====
	TOTAL REVENUE/SOURCES OF FUNDS	\$5,709,013.00	\$5,709,013.00		\$0.00
		=====	=====	=====	=====

REPORT OF THE SECRETARY  
TO THE BOARD OF EDUCATION  
West Orange Board of Education

Debt Service Fund - Fund 40  
INTERIM STATEMENTS COMPARING  
BUDGET REVENUE WITH ACTUAL TO DATE AND  
APPROPRIATIONS WITH EXPENDITURES AND ENCUMBRANCES TO DATE  
For 9 Month Period Ending 03/31/24

*** EXPENDITURES ***	APPROPRIATIONS	EXPENDITURES/Enc.	AVAILABLE BALANCE
--- Debt Service - Regular ---			
40-701-510-723 Princ. Payments-Comm. Appr. Lease Pur. Agr.	\$2,610,000.00	\$2,610,000.00	.00
40-701-510-833 Interest Payments-Comm. Appr. Lease Pur. Agr.	\$587,901.00	\$587,900.00	\$1.00
40-701-510-834 Interest on Bonds	\$161,145.00	\$161,062.33	\$82.67
40-701-510-910 Redemption of Principal	\$2,539,000.00	\$2,539,000.00	.00
TOTAL	\$5,898,046.00	\$5,897,962.33	\$83.67
TOTAL USES OF FUNDS BEFORE TRANSFERS	\$5,898,046.00	\$5,897,962.33	\$83.67
*** TOTAL USES OF FUNDS ***	\$5,898,046.00	\$5,897,962.33	\$83.67



REPORT OF THE SECRETARY CERTIFICATION PAGE

TO THE BOARD OF EDUCATION

West Orange Board of Education

Debt Service Fund - Fund 40

For 9 Month Period Ending 03/31/24

I, Tonya M. Flowers, Board Secretary/Business Administrator  
certify that no line item account has encumbrances and expenditures,

which in total exceed the line item appropriation in violation of N.J.A.C. 6A:23A-16.10(c)3.

  
Board Secretary/Administrator

4/24/24  
Date

REPORT OF THE TREASURER  
TO THE BOARD OF EDUCATION

DISTRICT OF WEST ORANGE

ALL FUNDS

FOR THE MONTH ENDING MARCH 31, 2024

	Beginning Cash Balance	Cash Receipts	Cash Disbursements	Ending Cash Balance
<b>GOVERNMENTAL FUNDS</b>				
General Fund - Fund 10	21,857,769.73	4,769,980.49	20,051,879.61	6,575,870.61
Capital Reserve -Fund 10	5,166,269.49	14,102.08		5,180,371.57
Maintenance Reserve -Fund 10	2,018,793.44	5,510.59		2,024,304.03
Workers Comp Claims Fund-Fund 10	90,000.00			90,000.00
Unemployment Trust Fund-Fund 10	557,597.88	1,627.01		559,224.89
Payroll Agency-Fund 10	4,082,560.22	8,910,372.33	8,225,661.97	4,767,270.58
Flex Account-Fund 10	151.50	42,914.79	42,373.43	692.86
Flex Account-Fiscal Agent-Fund 10	19,380.68			19,380.68
Special Revenue Fund - Fund 20	(383,249.69)	548,889.74	888,357.49	(722,717.44)
Student Activity Fund - Fund 20	241,839.64	54,939.93	31,374.57	265,405.00
Capital Projects Fund - Fund 30	2,444,034.09		3,342.40	2,440,691.69
Debt Service Fund - Fund 40	(1,342,467.81)	36,190.00	263,012.50	(1,569,290.31)
<b>Total Governmental Funds</b>	<b>34,752,679.17</b>	<b>14,384,526.96</b>	<b>29,506,001.97</b>	<b>19,631,204.16</b>
<b>ENTERPRISE FUNDS</b>				
Food Service Fund - Fund 60	2,665,358.83	409,869.90	364,834.59	2,710,394.14
Enrichment Fund - Fund 61	67,938.76	10,918.33	553.62	78,303.47
<b>Total Enterprise Funds</b>	<b>2,733,297.59</b>	<b>420,788.23</b>	<b>365,388.21</b>	<b>2,788,697.61</b>
<b>AGENCY FUNDS</b>				
Payroll	0.00	6,312,983.98	6,312,983.98	0.00
<b>Total Agency Funds</b>	<b>0.00</b>	<b>6,312,983.98</b>	<b>6,312,983.98</b>	<b>0.00</b>
<b>TOTAL ALL FUNDS</b>	<b>37,485,976.76</b>	<b>21,118,299.17</b>	<b>36,184,374.16</b>	<b>22,419,901.77</b>



Treasurer of School Monies

4/24/24  
Date

## Agreement to Extend Current Master Agreement

Period: July 1, 2024 to June 30, 2027  
(School District Version)


**Current Agreement:** Edustaff, LLC ("Edustaff") and West Orange Board of Education ("Client") acknowledge that they entered into a three-year Educational Staffing Services Master Agreement ("Master Agreement") for a period from January 13, 2022 to June 30, 2024.

**1<sup>st</sup> Agreement to Extend:** Edustaff and Client are still satisfied with the terms and conditions of the Master Agreement, including all Exhibits to the Master Agreement, and therefore agree to extend the term of the Master Agreement for a period from July 1, 2024 to June 30, 2027.

**Client:** **West Orange Board of Education**

By: \_\_\_\_\_  
Name: \_\_\_\_\_  
Its/Title: \_\_\_\_\_  
Date: \_\_\_\_\_

**Edustaff, LLC:**

By:   
Name: Derek Vogel  
Its/Title: Chief Executive Officer  
Date: 3/28/2024

## Supplemental Staffing Services Master Agreement (2 Party Version)

THIS AGREEMENT ("Agreement") is entered into and made effective January 13, 2022, between EDUStaff, LLC ("EDUStaff"), a Michigan limited liability company with its principal place of business located in Grand Rapids, Michigan and West Orange Board of Education ("Client"), with its principal offices in West Orange, New Jersey.

### RECITALS

WHEREAS, EDUStaff is a private company engaged in the business of providing educational staffing services to educational institutions, with the resources, expertise, training, capacity and qualifications to perform the services contemplated under this Agreement;

WHEREAS, Client is a Public School District authorized under N.J.S. 18A:11-1 to enter into agreements with other public or private entities for the purpose of securing independent contractors to carry out its general powers and functions;

WHEREAS, Client wishes to retain EDUStaff to provide educational services to Client, as set forth in Section 2 (Description of Services) and Exhibit A (Scope of Services).

NOW, THEREFORE, EDUStaff and Client agree as follows:

### SECTION 1: RELATIONSHIP OF PARTIES

#### A. DEFINITION OF CLIENT & SUPPLIED STAFF

The term "Client" refers to the educational institution listed above that engages the services that EDUStaff is providing to the educational institution.

The term "Supplied Staff" refers to the EDUStaff employee(s) or subcontractors whom EDUStaff has assigned to perform services for Client under this Agreement.

#### B. RELATIONSHIP BETWEEN CLIENT AND EDUSTAFF

EDUStaff will act solely as an independent contractor retained by Client to perform the educational services identified in this Agreement. Nothing in this Agreement shall create or imply an agency relationship between EDUStaff and Client, nor will this Agreement be deemed to constitute a joint venture or partnership between the parties. EDUStaff is the sole employer of Supplied Staff and Client shall not be deemed or considered to be an employer or joint employer of Supplied Staff for purposes of any services performed pursuant to this Agreement. EDUStaff will furnish all labor necessary to perform the work described in this Agreement, and shall solely control the means, manner and method of performance. Should Client have any issues or concerns with Supplied Staff or the services they provide, Client shall have the right to notify EDUStaff of those issues or concerns and make recommendations or suggestions to resolve them. If at any time Client is not satisfied with a member of the Supplied Staff, upon the Client providing notification to EDUStaff the Supplied Staff member's assignment with Client shall be terminated and he/she will be precluded from future assignments with Client. EDUStaff, however, exclusively retains all rights and responsibilities inherent in the employment relationship, including but not limited to, the right to hire, fire, discipline, supervise and otherwise control the terms and conditions of employment. EDUStaff also has sole responsibility for payment of wages and benefits, withholding and payment of any applicable local, state or federal taxes, payment for Workers' Compensation protection, unemployment insurance taxes and other employer obligations. Should any individual or entity assert a claim against Client for any liability associated with payment of salaries, wages, benefits, payroll or other taxes related to Supplied Staff during the time they were employed by EDUStaff, Client shall





immediately notify EDUStaff, and EDUStaff shall defend the Client at its sole expense, and shall indemnify Client against any and all liability or damages associated with any such claim.

#### C. RELATIONSHIP BETWEEN EDUSTAFF AND SUPPLIED STAFF

EDUStaff will be the sole employer of Supplied Staff, who are "at will" employees of EDUStaff. EDUStaff will assign Supplied Staff to perform the services described in Exhibit A for Client in accordance with the terms of this Agreement. EDUStaff shall have sole and exclusive responsibility for the following costs and charges attributable to the Supplied Staff:

- a) All wage payments;
- b) All applicable state and federal employment taxes and costs;
- c) All applicable premium costs for insurance coverages and programs applicable to Supplied Staff; and
- d) All expenses incurred by Supplied Staff.

#### D. RELATIONSHIP BETWEEN CLIENT AND SUPPLIED STAFF

While providing services to Client, Supplied Staff shall be deemed employees of EDUStaff and shall be managed and controlled by EDUStaff as their employer. EDUStaff's Supplied Staff are not eligible for any Client wages, benefits or contract privileges, nor are they covered by laws or programs applicable to public school employees, including but not limited to New Jersey's teacher tenure law (N.J.S. § 18A:60-1) and the New Jersey Teachers' Pension and Annuity Fund Law. Furthermore, Client may not directly pay, compensate or promise any remuneration to Supplied Staff. Supplied Staff may not receive mileage, conference fees, training expenses, or other similar expenses from Client. Client has the right to remove an EDUStaff employee or Supplied Staff who violates the Client's policies, rules and/or procedures from the Client's premises and/or from the Client's school activities. If Client chooses to utilize Supplied Staff in a capacity outside the scope of this agreement and without the consent of EDUStaff, Client will hold harmless EDUStaff from any claims arising therefrom including reasonable attorney fees.

EDUStaff's employees and agents shall not be considered agents or employees of Client for any purpose and no such employees or agents are entitled to any of the rights, compensation or other benefits which Client may provide its own employees or which Client may be obligated to provide under New Jersey law.

#### E. PLACE OF WORK

Client shall provide sufficient workspace and a safe working environment for Supplied Staff to allow the successful performance of services by EDUStaff's Supplied Staff. Client will provide EDUStaff with information about, and copies of, any policies or procedures with which Supplied Staff will be expected to comply.

### SECTION 2: DESCRIPTION OF SERVICES

#### A. PERFORMANCE OF SERVICES

EDUStaff will provide the educational services described in Exhibit A (Scope of Services) for the pricing described in Exhibit B (Pricing). Either EDUStaff or Client may propose a change to Exhibit A or B, or propose additional document(s) to be included as exhibits to this Agreement. Any such modifications(s) must be mutually agreed upon in writing between the Parties prior to implementation.

EDUStaff will recruit, screen, interview, select, hire and assign qualified employees to provide services to Client under this Agreement. Supplied Staff assigned by EDUStaff to perform services under this Agreement for the Client shall, where applicable, be fully certified, licensed, approved and otherwise qualified to perform the functions assigned to them in conformance with the provisions of New Jersey law, including but not limited to New Jersey's teacher licensing requirements as set forth in N.J.S. 18A:26-2. EDUStaff warrants that Supplied Staff have completed EDUStaff's screening and formal



training process, provided required employment documentation and fulfilled certification requirements for applicable positional placements. EDUStaff will not furnish any personnel to the Client who would be ineligible for employment by the Client if that person were instead employed directly by the Client under the above laws and statutes.

EDUStaff agrees that it will require Supplied Staff to comply with Client's policies and procedures that are communicated to the Supplied Staff including, but not limited to, policies regarding non-discrimination; sexual harassment; corporal punishment; child abuse and neglect reporting; confidentiality of student records; administration of medication of pupils; disability accommodation; communicable diseases; blood borne pathogens; alcohol and controlled substances; electronic communications and copyright. Client will provide EDUStaff and Supplied Staff a copy of the applicable policies. In the event Supplied Staff is alleged to have violated Client policy, Client will immediately notify EDUStaff and EDUStaff will promptly investigate and take appropriate action. Nothing in this Agreement prevents Client from barring Supplied Staff from the premises or requesting EDUStaff to remove Supplied Staff; however, Client's right to determine who is permitted on its property shall not affect EDUStaff's sole discretion to hire, assign, reassign, discipline and/or terminate Supplied Staff.

#### B. CRIMINAL BACKGROUND CHECKS

Pursuant to the requirements of N.J.S. 18A:6-7.1, EDUStaff shall cooperate fully with the Client to ensure that a criminal background investigation through the Federal Bureau of Investigation or the State Bureau of Identification has been conducted with regard to all persons assigned by EDUStaff under this Agreement to work in any of the Client's facilities or at program sites where the Client delivers educational programs and services. EDUStaff shall ensure that all individuals it may assign under this Agreement take all necessary steps of filling out all necessary paperwork. EDUStaff shall pay all necessary fees for the background investigations, and take any other steps necessary to comply with N.J.S. 18A:6-7.1. EDUStaff shall inform Client as to the results of any criminal background check. Supplied staff shall be precluded from employment with the Client if the background check reveals a conviction for any of the following:

- (a) Any crime in the first or second degree;
- (b) Any sexual offense as enumerated in Chapter 14 of Title 2C of the New Jersey Statutes, including sexual assault, criminal sexual contact, lewdness, invasion of privacy, observation of sexual contact, or reproduction or disclosure of images of sexual contact or undergarment-clad intimate parts of another person;
- (c) Leading a child pornography network;
- (d) Abuse, abandonment, cruelty or neglect of a child;
- (e) Resisting arrest/eluding an officer;
- (f) An offense involving the manufacture, transportation, sale, possession, distribution or habitual use of a "controlled dangerous substance" as defined in the Comprehensive Drug Reform Act of 1987, N.J.S. 2C:35-1 et al., or "drug paraphernalia" as defined pursuant to N.J.S. 2C:36-1 et seq;
- (g) A crime involving the use of force or the threat of force to or upon a person or property including, but not limited to, robbery, aggravated assault, stalking, kidnapping, arson, manslaughter and murder;
- (h) Any crime enumerated in Chapter 39 of Title 2C of the New Jersey Statutes (Firearms or Other Dangerous Weapons or Instruments of Crime);
- (i) A third degree crime as set forth in chapter 20 of Title 2C of the New Jersey Statutes (Theft and Related Offenses); or
- (j) Recklessly endangering another person; terrorist threats; criminal restraint or luring or enticing a child into a motor vehicle, structure or isolated area; causing or risking widespread injury or damages; criminal mischief; burglary; usury; threats and other improper influence; perjury and false swearing; resisting arrest; escape; or bias intimidation;
- (k) Any crime of the fourth degree involving a victim who is a minor;
- (l) Conspiracy to commit or an attempt to commit any of the above listed crimes;
- (m) A conviction under the laws of the United States or any other state for a substantially equivalent crime or offense; or
- (d) Any other offense that would, in the judgment of the Client, create a potential risk to the safety and security of students serviced by the Client or employees of the Client.



### C. PERFORMANCE & INFORMATIONAL SHARING GUARANTEE

EDUStaff agrees that the Supplied Staff will perform all required services in a manner consistent with generally accepted proficiency and competency for the type and nature of services rendered. The Client shall communicate promptly to EDUStaff any performance failure, and EDUStaff will make every reasonable effort to address all issues within five (5) business days. Any issues that are unresolved to Client's satisfaction within five (5) business days shall allow Client to terminate this Agreement.

In the event this Agreement is terminated between the parties, to the extent allowed by law, EDUStaff shall supply to Client any information about the Supplied Staff that Client may require to properly execute any remaining state reporting requirements and that Client may require to transition to a successor contracting supplier.

### D. AFFORDABLE CARE ACT

EDUStaff and Client agree that EDUStaff is intended to be the common law employer of Supplied Staff for purposes of the Patient Protection and Affordable Care Act of 2010, as amended, and its implementing regulations and regulatory guidance ("Affordable Care Act"). EDUStaff and Client further agree:

- **Offer of Health Care Benefits** EDUStaff and Client intend to satisfy the requirements of Treasury Regulation 54.4980H-4(b)(2) under which an offer of group health coverage by EDUStaff is deemed to be an offer of group health coverage by Client for all purposes of Section 4980H of the Internal Revenue Code. As a result, EDUStaff will offer each Supplied Staff the opportunity to enroll in a group health plan that constitutes "minimum essential coverage" as defined in Section 5000A(f) of the Internal Revenue Code as of the first day of the month following the completion of a 30-day waiting period.
- **Reporting** To the extent permitted by law, EDUStaff will report the Supplied Staff as common law employees of EDUStaff in reports that EDUStaff files under Sections 6055 and 6056 of the Internal Revenue Code.
- **Indemnification** EDUStaff will indemnify and defend Client against any assessable payments imposed on Client with respect to Supplied Staff that are classified as "Classroom-based Substitute Staff" under Section 4980H(b) of the Internal Revenue Code.

### SECTION 3: TERM, SUPERSCEDEENCE, TERMINATION & RENEWAL OF AGREEMENT

This Agreement shall commence on the Effective Date identified in the first paragraph of this Agreement and remain in full force until June 30, 2024 unless terminated earlier as provided in this Section.

This Agreement shall supersede and replace any 2 Party Agreement in place between EDUStaff and the Client or any Constituent School District that is already in force.

Either party may terminate this Agreement for any reason or for no reason upon sixty (60) days written notice to the other party. In the event of a material breach of this Agreement, the non-breaching party may terminate this Agreement immediately by giving written notice of termination to the breaching party. In the event of termination, Client will pay EDUStaff for all of the work satisfactorily performed up to the date of termination. Provisions in this Agreement related to indemnification, insurance, liability, confidentiality, and intellectual property shall survive any termination of the Agreement.

Both parties may agree to extend this agreement in accordance with the New Jersey Public School Contracts Law, with a simple extension addendum identifying this agreement, the parties, and its original termination date, and specifying the length of the extension.

### SECTION 4: INVOICE AND PAYMENT





#### A. AMOUNT OF SERVICE FEES

Client will pay EDUStaff for the services provided under this Agreement, as specified in Exhibit B (Pricing).

#### B. INVOICE PROCEDURES AND PAYMENT OF SERVICE FEES

EDUStaff shall invoice Client bi-weekly for all applicable charges for the billing period. The invoice shall itemize the service rendered and the dates of service. These invoices shall be emailed to the Client-designated contact by Tuesday noon following the applicable billing period. The invoice shall be in the form of a "PDF" document for auditing and an "Excel" document for internal accounting integration. The invoices shall contain the information and detail reasonably required by Client to determine the invoices are accurate and to satisfy reasonably prudent auditing and accounting practices.

Client agrees to pay all invoices (as billed and/or approved) in accordance with the Prompt Payment Act. Any mutually agreed upon adjustments to an invoice will be applied in the next invoice cycle. In the event of chronic non-funded or late transactions, EDUStaff may declare a material breach of this Agreement and terminate the Agreement after giving the Client a reasonable opportunity to cure the default at which time all unpaid invoices and all charges for services provided and not yet invoiced shall become due and payable.

### SECTION 5: LIABILITY, INSURANCE AND INDEMNITY

#### A. LIABILITY

EDUStaff shall indemnify, defend and hold harmless the Client, its board members, officers, directors, employees and agents, from and against all liability, damages, fines, causes of action, losses, costs or expenses (including attorney fees) arising from the actions or omissions by EDUStaff, its agents or employees (including Supplied Staff). In the event liability is incurred by Client in part from the acts or omissions of EDUStaff, its agents or employees, EDUStaff will be responsible for payment of its proportionate share of the damages and attorney fees in proportion to the respective percentages of fault giving rise to such liability.

EDUStaff is responsible for the payment of all taxes that are payable as the employer or contractor of Supplied Staff. EDUStaff further agrees to indemnify and hold harmless the Client for any liability with the Internal Revenue Service or any State tax agency, as well as local laws and regulations regarding the payment of such taxes on wages paid to its employees, including, but not limited to, withholdings for FICA, Medicare, Social Security and income tax. EDUStaff shall indemnify and hold harmless Client and its officers, directors and employees for any claims brought or liabilities imposed against Client, including claims related to workers' compensation, wage and hour laws, employment taxes and benefits. Client shall notify EDUStaff when any such claim has been asserted against Client and Client becomes aware of the applicability of this paragraph. Failure of Client to notify EDUStaff within a reasonable period of time of any such claims shall release EDUStaff from any liability that it may otherwise incur under this paragraph, provided that the delay caused prejudice to EDUStaff or prevented EDUStaff from rectifying the claim.

Nothing in this Agreement shall be construed as accepting any liability by, or imposing any liability on, any person in his or her individual capacity no matter the position or title held by such person.

#### B. INSURANCE

EDUStaff shall procure and maintain insurance coverage throughout the term of the Agreement as follows:

- General Liability Insurance in an amount not less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) aggregate.



- ◊ Umbrella Liability Insurance in an amount not less than One Million Dollars (\$1,000,000) per single occurrence and aggregate over the underlying coverages of General Liability and Workers' Compensation Insurance.
- ◊ Employment Practices Liability Insurance in an amount not less than One Million Dollars (\$1,000,000) per single occurrence and aggregate.
- ◊ Commercial Automobile Liability Insurance in the amount not less than One Million Dollars (\$1,000,000) covering vehicles owned or leased by EDUStaff and used by Supplied Staff. Note: Client is responsible for obtaining insurance that covers Supplied Staff while operating any vehicle in the course of carrying out duties of Client.
- ◊ Workers' Compensation Insurance from a licensed insurance carrier or approved self-funded claims pool in accordance with and approved by the State of New Jersey.

Client shall procure and maintain in effect throughout the term of the Agreement:

- ◊ General Liability Insurance in an amount not less than One Million Dollars (\$1,000,000) per occurrence and Two Million Dollars (\$2,000,000) aggregate.

EDUStaff general liability insurance policies shall contain an endorsement naming the Client as an additional insured, and such insurance shall be primary concerning the acts/omissions of EDUStaff employees. Concerning EPLI insurance, EDUStaff's policy applies in excess of all indemnification and insurance that may otherwise be available to the Client. EDUStaff insurance policies shall also include language requiring Client to be notified in writing at least thirty (30) days in advance of any change or cancellation of the policies. EDUStaff shall provide annually, or upon request, an updated insurance certificate containing coverage categories, limitations, additional insured, policy numbers, coverage dates and underwriting insurance carriers.

#### SECTION 6: INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

##### A. EDUSTAFF'S INTELLECTUAL PROPERTY AND CONFIDENTIAL INFORMATION

All EDUStaff procedures and process materials are deemed Intellectual Property and/or Confidential Information if identified as "Intellectual Property" or "confidential information." These materials are inclusive of, but not limited to, training materials, process maps and secondary vendor interface procedures. Any documents, whether electronic or otherwise, produced by Supplied Staff while on assignment with the Client are deemed to be the property of the Client and Client shall have rights to use such documents indefinitely.

All information relating to or owned by EDUStaff that is clearly marked as confidential or intellectual property shall be held in confidence by Client and will not be disclosed to any third party or used by Client, except to the extent that such disclosure or use is reasonably necessary to the performance of Client's duties and obligations under this Agreement, or as may be required by law. EDUStaff acknowledges Client's obligation to comply with the New Jersey Open Public Records Act, N.J.S. 47:1A-1 and other similar disclosure laws which may affect the ability to withhold Intellectual Property and Confidential Information. Should Client determine that it may be legally obligated to disclose EDUStaff's Intellectual Property or Confidential Information, Client shall provide notice to EDUStaff at least three (3) business days in advance of producing any such Intellectual Property or Confidential Information.

Client's obligation of confidentiality extends for a period of 12 months after the termination of this Agreement. Protection by the Client does not apply to information or documents that are independently developed by Supplied Staff in the course of their work for Client, or information which lawfully becomes part of the public domain, or information which the Client gained knowledge or possession outside of any disclosure by or on behalf of EDUStaff. After the termination of this



Agreement, EDUStaff may submit a written request to Client for the return of EDUStaff's confidential information or intellectual property. Client will honor that request within 10 business days of the date the request was made unless otherwise prohibited by law.

#### B. CONFIDENTIAL STUDENT INFORMATION

EDUStaff understands that, in connection with the services provided to Client and to the extent permitted by law, Supplied Staff may have access to confidential student records, including records protected under the Family Educational Rights and Privacy Act ("FERPA") and the Individuals with Disabilities in Education Act ("IDEA"). EDUStaff acknowledges that any such records will remain under the exclusive control of Client, and will only be disclosed to EDUStaff (or other Supplied Staff) as permitted by law. EDUStaff further acknowledges that, with respect to confidential student records, EDUStaff (and Supplied Staff) are subject to the same laws and regulations governing use and re-disclosure of confidential student records as Client and EDUStaff will comply with such laws and regulations.

The parties acknowledge and agree that EDUStaff (and Supplied Staff) may be subject to penalties for unauthorized disclosure or misuse of confidential student records under applicable law, including but not limited to a prohibition against EDUStaff (or Supplied Staff) from accessing confidential records for a defined period of time. Any such prohibition would constitute a material breach of this Agreement by EDUStaff.

#### SECTION 7: LEGAL COMPLIANCE

EDUStaff will comply with all federal, state and local laws applicable to EDUStaff, including but not limited to, the New Jersey Wage and Hour Law, the New Jersey Wage Payment Law, the Fair Labor Standards Act, the Immigration Reform Act, non-discrimination laws, and all other applicable laws pertaining to the services provided under this Agreement.

EDUStaff will not discriminate against any applicant. The Parties will not discriminate against Supplied Staff with respect to hire, assignment, or other terms or conditions of employment on the basis of race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership or civil union status, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, military service, mental or physical disability, perceived disability, AIDS and HIV status, or any other characteristic or activity protected by state or federal law. The parties further agree that they will not discriminate against any student or recipient of services under this Agreement due to race, color, sex, religion, national origin, pregnancy, disability or any other characteristic protected by state or federal law. Any breach of this Section will be considered a material breach of the Agreement.

#### SECTION 8: MISCELLANEOUS

##### A. ASSIGNMENT

Neither Party may assign this Agreement, in whole or in part, without the prior written consent of the other Party. This Agreement shall inure to the benefit of, and be binding upon, the Parties, including their respective legal representatives, successors and assigns. EDUStaff engages secondary vendors to supply certain third party services, such as training and payroll software and services. Utilizing such services is not an "assignment" of this Agreement.

##### B. GOVERNING LAW AND JURISDICTION

This Agreement shall be governed in all respects by New Jersey law. The parties agree that venue for any action regarding this agreement shall be in the State and Federal courts located in Essex County, New Jersey.

##### C. SEVERABILITY





If any provision of this Agreement is invalid or unenforceable, that provision will be enforced to the extent that it is valid and enforceable, and all other provisions of this Agreement shall remain in full force and effect.

#### D. FORCE MAJEURE

Neither Party will be held responsible for any delay or failure in performance of any part of this Agreement to the extent that such delay is caused by events or circumstances beyond the delayed Party's reasonable control, which may include without limitation fire, natural disaster, earthquake, war, act of terror, accident or other acts of God.

#### E. NO WAIVER; MODIFICATION

The waiver by either Party of any breach of this Agreement will not be construed to be a waiver of any succeeding breach. All waivers must be in writing, and signed by the Party waiving its rights. This Agreement may be modified only by a written instrument executed by authorized representatives of the Parties hereto.

#### F. NOTIFICATION

All notices, consents, approvals, requests and other communications (collectively referred to as "Notices",) required under this Agreement shall be in writing, signed by an authorized representative of EDUStaff or Client and mailed by certified or registered mail, return receipt requested, hand delivered, sent by overnight courier or sent by facsimile or electronic mail transmission to the other party as set forth below:

First Class Mail:  
Clark Galloway  
EDUStaff, LLC  
4120 Brockton SE, Suite 200  
Grand Rapids, MI 49512

or

Email (with receipt acknowledgement)  
Clark Galloway  
Clark@EDUStaff.org

All Notices to Client shall be directed to the Superintendent or his/her designee as communicated to EDUStaff in writing, at Client's administrative office.

Unless otherwise provided in this Agreement, all Notices shall be deemed served upon the date of hand delivery, the day after delivery by overnight courier, the date of transmission by facsimile or electronic mail, or two (2) days after mailing by registered or certified mail or the earliest of any combination of these. Any Party may, by Notice given under this Agreement, designate any additional or different addresses or recipients to which subsequent Notices should be sent.

#### G. TAXES

Any taxes and/or fees that arise out of EDUStaff's performance of the Services hereunder shall be the responsibility of EDUStaff.

#### H. THIRD PARTY BENEFITS<sup>1</sup>

This Agreement is intended solely for the mutual benefit of the Parties hereto and is not intended to benefit any other person or entity. The Parties expressly agree that no other person or entity is a third party beneficiary under this Agreement.

#### I. ENTIRE AGREEMENT

This Agreement (which includes Exhibits A and B), constitutes the entire agreement between the parties with respect to the Agreement's subject matter, and supersedes all prior agreements, proposals, responses to requests for proposal,



negotiations, representations or communications relating to the subject matter. Both parties acknowledge that they have not been induced to enter into this Agreement by any representations or promises not specifically stated herein.

(Signatures on next page)

IN WITNESS WHEREOF, the parties have executed this Agreement on the date first set forth above.

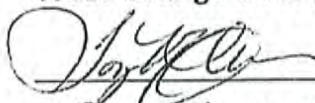
Client: West Orange Board of Education

By:

Name:

Its/Title:

Date:

  
\_\_\_\_\_  
Tonya Flowers  
Business Administrator  
1/13/22

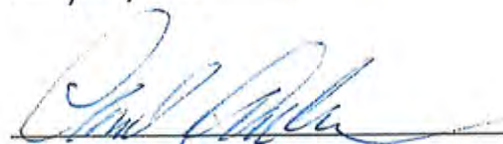
EDUStaff, LLC:

By:

Name:

Its/Title:

Date:

  
\_\_\_\_\_  
Clark Galloway  
President  
1-17-22

## Exhibit A: SCOPE OF SERVICES AGREEMENT SUPPLEMENTAL SUBSTITUTE SERVICES

This Scope of Services Agreement is referred to in the EDUStaff Master Staffing Agreement as "Exhibit A" and is part of the Master Agreement. By signing this Scope of Services Agreement, the participating educational institution (Client) and EDUStaff agree to the terms of the Master Staffing Agreement and the Responsibilities detailed in this Scope of Services Agreement attached to the Master Agreement.

### EDUStaff agrees to:

- **Marketing & Recruiting:** Marketing and recruit qualified individuals for open positions available at Client's worksite. The "Marketing & Recruiting Plan" shall be communicated and approved with the Client on an annual basis with the plan consistently followed throughout the school year.
- **Screening & Hiring:** Properly screen (based on state and Client requirements), reference check, select, hire, and assign qualified individuals to perform the services.
  - **Substitute Teacher Services:** It is the intent of the Parties that the Client shall have no employment responsibilities including employment supervisory responsibility, for EDUStaff employees assigned to the Client.
  - **All Other Supplied Staff:** EDUStaff shall either hire one of the existing departmental leaders to train and manage contracted staff or rely on the school's departmental site manager for these tasks.
- **Criminal History, Certification, and Required Reference Verification:** EDUStaff shall conform to any state and Client requirements as it pertains to the processing of criminal history, certification/permitting, and any required unprofessional conduct reference verification. Client shall only be involved in this process to the extent that the state regulator requirements mandate beyond a non-public school employer of supplied staff for the Client.
- **Training:** Supply the following training:
  - **Substitute Teachers:**
    - **Training Modules:** Bloodborne Pathogens, Sexual Harassment, Guide to Substitute Teachers, FERPA Laws, Seclusion & Restraint, Active Shooter, Allergy Management, State & Federal K-12 Laws,
    - **Face to face Training:** 2-hour workshop with emphasis on practical classroom management skills
    - **Ongoing Training:** Monthly distribution of topic-based training videos called "Sub Talk".
    - **Materials:** EDUStaff Policy & Procedures Manual & Classroom Workbook Manual
    - **District-Specific Materials & Training:** Client may attach additional materials or training to our active workshop.
  - **Non-Substitute Teachers:** EDUStaff shall provide non-positional training to include the above needed Training Modules. All "positional specific" training shall be conducted by the Client's assigned site manager.
- **Employer Duties:** Perform all duties of the employer, including, but not limited to, making all wage payments to an applicable wage deductions for and on behalf of EDUStaff's employees and agents providing services under this Agreement as specified previously in this Agreement. It is the intent of the Parties that EDUStaff shall be the sole employer for all individuals assigned to the Client pursuant to this Agreement.





- **Information & Auditing:** Provide an electronic information file for state informational submission by Client submission and access to desired supplied staff information for certification and criminal history audits. EDUStaff shall supply a database of supplied staff certification and abilities for Client placement needs. EDUStaff will provide itemized invoices to the Client. Invoices shall include job number, person for whom the substitute was secured, the number of hours/days worked and the total amount owed to EDUStaff.
- **Dispatching:** Manage all substitute information in the AESOP (Dispatch) system. AESOP shall be used for primary dispatching of substitute services. Daily, EDUStaff shall monitor and augment AESOP's dispatching placements with additional staff available until 10:00am for positions still unfilled during the current day.
- **Liability & Injury:** Be responsible for any claims for workers' compensation benefits or personal injury claims for job-related bodily injury or death asserted against the Client by any EDUStaff employees or, in the event of death, by their personal representatives, as previously noted. Client agrees to assist with initial injury reporting and investigations.
- **All Other Duties:** Perform all duties required pursuant to this Agreement, and any other duties which may be necessary to ensure full performance of the substitute services required by this Agreement.

## Client agrees to:

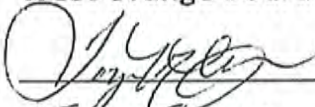
- **Initial startup:**
  - Attend initial EDUStaff implementation meeting and subsequent payroll/ process training meeting and provide appropriate Client contact information necessary to carry out Scope of Services
  - Provide EDUStaff with a copy of all policies and procedures that will apply to Supplied Staff in the performance of services for Client
  - Provide appropriate meeting space and technology access for Client training and contracted staff orientation meetings
- **Communications & Material:**
  - Supply informational material or appropriate access to information to all Supplied Staff, as deemed necessary by Client in order for successful execution of required tasks, such as building or assignment orientation, emergency procedures, etc.
  - Promptly contact EDUStaff in the event any EDUStaff employee or Supplied Staff violates any policy or procedure of Client, or if Supplied Staff is involved in any accidents or injuries
  - Allow for EDUStaff onsite performance evaluations and mediate parental/student interaction with EDUStaff
- **Information Flow Controls:**
  - Follow procedures as outlined by "Payroll Timeline Document"
  - Annually review with EDUStaff policies and rates prior to August 1<sup>st</sup> for local competitiveness and trends
  - Manage and systemize all non-substitute information and controls in the automated dispatch system
- **Payment of Services:**




- o Pay EDUStaff invoice via EDUStaff-initiated ACH accordance to the payroll processing timeline document, unless otherwise agreed upon within the Master Agreement.
- o If applicable, reconcile absences in dispatch system to include proper assigned pay codes for stair step rates and long-term assignments on a timely basis as outlined by the "Payroll Timeline Document"

IN WITNESS WHEREOF, the parties agreed and have accepted the terms of the Master Agreement and this Scope of Services.

Client: **West Orange Board of Education**

By:   
Name: Tonya Flowers  
Its/Title: Business Administrator  
Date: 1/13/22

EDUStaff, LLC:

By:   
Name: **Clark Galloway**  
Its/Title: **President**  
Date: 1-17-22

## Exhibit B: Edustaff Pricing Schedule

### Employee Classes:

### Contract Rate

Classroom-Based Substitute Staff:  
School Nurses:

30.00% of Staff Gross Payroll  
33.00% of Staff Gross Payroll\*

\*Nursing rate provided is for common industry allied medical services only.

### Rate Includes:

- Local Edustaff Recruiting Team
- Marketing & Advertising Budget (based on teacher count)
- Continued, unrestricted access to absence management software of choice
- ACA & Paid Medical Leave paid by Edustaff, not billable to client
- No advance payments or deposit

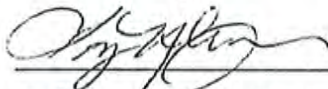
### Additional Terms:

- On effective date, all new substitute employees will be hired by Edustaff
- All Edustaff employees will have equal access to job openings and will also be paid the same as Client substitute employees within the same classification
- Client may hire substitute teachers from the Edustaff sub pool for district employment with a one-time \$500.00 hiring fee
- Payment of invoices in accordance with the Prompt Payment Act.

**Federal & State Payroll Tax Adjustments:** If the overall cost associated with EDUStaff's payroll taxes, required benefits, and other taxes and assessments substantially increase (by more than 0.50% of payroll) during the term of the agreement, contract rate pricing will increase proportionately, with 15 (fifteen) days of written and substantiated notice to the Client.

Client: West Orange Board of Education

By:



Name:

Tonya Flowers

Its/Title:

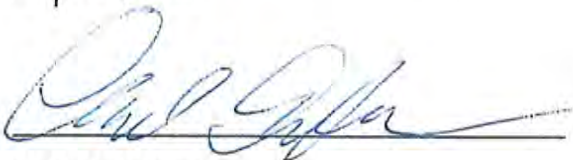
Business Administrator

Date:

1/13/22

Edustaff, LLC:

By:



Name:

Clark Galloway

Its/Title:

President

Date:

1-17-22