

JEFFERSON TOWNSHIP BOARD OF EDUCATION
Regular Meeting
Monday
May 12, 2003

A. Mr. Hanisch called the meeting to order at 8:00 PM, and read the Open Meeting Statement.

B. Pledge of Allegiance.

C. **ROLL CALL:**

	<u>Present</u>	<u>Absent</u>
Mr. Andre	X	
Mrs. Cammarano	X	
Mr. Cuccio		X
Mr. Erdmann	X	
Mr. Hanisch	X	
Miss Klepp	X	
Mrs. Muller	X	
Mr. Tasker	X	
Mrs. Van Houwe	X	
Theresa Giamanco	X	
Ali Mustafa	X	

D. **SUPERINTENDENT'S REPORT**

Good News and Progress in Our Schools.

E. **PRESENTATIONS**

A-3521: Delayed State Aid Payment

F. **MINUTES OF MEETINGS**

F.1 Motion by Mr. Andre, seconded by Mrs. Muller, that the minutes of the following meeting be approved as submitted:

April 14, 2003 - Regular Meeting

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

F.2 Motion by Mr. Andre, seconded by Mrs. Muller, that the minutes of the following meeting be approved as submitted:

April 21, 2003 – Special Meeting

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Abstain
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Six in favor. Two abstentions. Motion carried.

F.3 Motion by Mr. Andre, seconded by Mr. Tasker, that the minutes of the following meeting be approved as submitted:

April 28, 2003 – Special Meeting

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Abstain
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Six in favor. Two abstentions. Motion carried.

F.4 Motion by Mr. Andre, seconded by Mrs. Muller, that the minutes of the following meeting be approved as submitted:

April 29, 2003 – Reorganization Meeting

During the discussion, Mr. Erdmann asked that the minutes be corrected to reflect that he abstained from the consent agenda.

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Yes	Mr. Tasker	- Abstain
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

G. FINANCE COMMITTEE

Motion by Mrs. Muller, seconded by Miss Klepp, to accept the recommendation of the Superintendent to approve and adopt motions G.3 through G.7, as described below:

G.3 Motion to accept the **Treasurer and Secretary's Report** dated March 2003.

G.4 Motion to approve the **transfers** dated April 2003.

G.5 Motion that the Board of Education approve the **certification** by the Board Secretary, pursuant to NJAC 6A:23-2.11(c)3, that as of April 2003 no line item account has encumbrances and expenditures, which in total exceed the line item appropriation in violation of NJAC 6A:23-2.11(a).

G.6 Motion to certify, in accordance with NJAC 6A:23-2.11(c)4, that as of April 2003, after review of the Board Secretary’s and Treasurer's **Monthly Financial Reports** and upon consultation with the appropriate district officials, to the best of our knowledge no major account or fund has been overexpended in violation of NJAC 6A:23-2.11(b), and that sufficient funds are available to meet the district’s financial obligations for the remainder of the fiscal year.

G.7 Motion to approve the following resolution for Change in Medical Insurance Program:

Whereas, the Jefferson Township Board of Education approved the termination of the State Health Benefits Program (SHBP) at its meeting of April 28, 2003, by formal resolution, and

Whereas, the Jefferson Township Board of Education has explored the proposal received by Horizon-Blue Cross Blue Shield of New Jersey for a replacement medical plan; and

Whereas, the Board is satisfied that the above noted program from Horizon-Blue Cross Blue Shield of New Jersey is equal to or better than the SHBP, based upon a written guarantee and an issue by issue analysis conducted by its Broker.

Now therefore be it resolved, that the Jefferson Township Board of Education authorizes the Superintendent and Board Secretary to enter into a contract with Horizon-Blue Cross Blue Shield of New Jersey, based upon its quote, and to take all appropriate action consistent with this resolution. The Board President is authorized to execute the final form of contract, subject to review by the Board attorney.

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

Motion by Mr. Andre, seconded by Mrs. Cammarano, to accept the recommendation of the Superintendent to approve and adopt motions G.1 and G.2, as described below:

G.1 Motion to approve the list of **requisitions** dated April 2003 in the amount of \$11,479,583.37.

G.2 Motion to approve the **bills list** dated April 2003 in the amount of \$991,589.13.

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Abstain
	Mr. Erdmann	- Yes	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

H. PERSONNEL COMMITTEE

Motion by Mr. Tasker, seconded by Mrs. Cammarano, to accept the recommendation of the Superintendent to approve and adopt motions H.1 through H.7 and H.9 through H.11, as described below:

H.1 Motion to accept resignation of **Cynthia Corbett**, Child Study Team part-time secretary effective 5/30/03.

H.2 Motion to accept resignation of **Alice Robinson**, Business Administrator/Board Secretary effective 8/1/03.

H.3 Motion to note the Job Abandonment of **Erich Bujese**, custodian, effective 4/29/03.

H.4 Motion to note **retirements** as indicated below:

Eleanor Munze, JTHS German teacher effective 7/1/03 with 27 years in Jefferson
Ruth Rendle, JTHS Mathematics teacher effective 7/1/03 with 30 years in Jefferson
Elaine Furfero, ETB Grade 4, effective 7/1/03 with 20 years in Jefferson

H.5 Motion to approve a medical leave of absence for **Janice Leagrea**, JTMS Language Arts teacher effective 4/28/03 for six weeks or upon release from physician utilizing accumulated sick days.

H.6 Motion to approve medical leave of absence for **C. N.**, High School Business teacher, effective 4/28/03 and returning upon release from physician utilizing accumulated sick days.

H.7 Motion to appoint the **substitutes** for the 2002/03 school year.

TEACHERS – Erin Bayley, Peter Kessler, Sherry Kiernan, Justin Kulick, Harry Shortway, and John Thomas

H.9 Motion to appoint and submit to the County Superintendent applications for **emergent hiring** and the applicant’s attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below: (All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts, * denotes mentoring required)

Susanne Porter – Stanlick One to One aide 3.6 hrs per day at \$12.05 per hour effective 4/28/03

Karen Reveal – Stanlick One to One aide 3 hrs per day at \$12.05 per hour effective 4/29/03

Theresa Coderre – JTHS long-term SAC effective 4/29/03 at \$177.50 per diem

Carol Verzi – JTHS Mathematice teacher effective 9/1/03 BA step 11, \$43,800 Salary to be adjusted upon completion of negotiations.

Dale Gaul – ETB .49 part-time secretary effective 5/29/03 at step 4 for 10 months, \$11,551.20

Lisa Kennedy – CST .49 part-time secretary effective 6/1/03 Group 1, step 1 \$12,939.68

Linda Matisak – ETB/JTMS long-term substitute Art teacher at \$177.50 per diem effective retro to 5/7/03

Barbara Runz – JTMS Long-term substitute effective 4/28/03 for Janice Leagrea At \$177.50 per diem.

Susan Talmadge - Bus Driver, effective 5/13/03 at \$14.29 per hour

Marie Gamble - Bus Driver, effective probationary period from 5/13/03 – 10/31/03 At \$11.29 pr hour – regular driver effective 11/03/03 – 6/30/04 at Step 1 of Bus drivers guide \$14.29 to be adjusted upon completion of negotiations and adoption of new guide.

Lynda Mohlenhoff - JTHS Mathematics teacher effective 9/1/03 at MA step 10, \$44,700, salary to be adjusted upon completion of negotiations

H.10 Motion to appoint **EDP’s** as indicated below for the 2002/03 school year:

Vanessa Tucker – School Psychologist – 8 hours case work for JTMS at \$28.67 per hour

Denyse Edge – Social Worker – 7.5 hours case work for JTMS at \$32.13 per hour

Sue Rodgers – LDT/C – 9 hours case work for JTMS at \$40.60 per hour

H.11 Motion to **adjust EDP salary** of Brian Palumbo from Assistant Lacrosse step 2 \$3156.04 to step 3 \$3566.10 for the 2002/03 school year.

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

Motion by Miss Klepp, seconded by Mrs. Cammarano, to accept the recommendation of the Superintendent to approve and adopt motions H.1 through H.7 and H.9 through H.11, as described below:

H.8 Motion to **appoint Faculty and Staff** as indicated below for the 2003/04 school year:

- Attachment A Administrators**
- Attachment B Department Chairpersons**
- Attachment C Non-union Administrative Staff/Administrative Support Staff**
- Attachment D Certificated Staff**
- Attachment E Clerical Staff**
- Attachment F Custodial/Maintenance Staff**
- Attachment G Cafeteria Staff**
- Attachment H Bus Drivers/Mechanics**

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Abstain
	Mr. Erdmann	- Yes	Mr. Tasker	- Abstain
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Six in favor. Two abstentions. Motion carried.

I. EDUCATION COMMITTEE

Motion by Mrs. Muller, seconded by Mrs. Van Houwe, to accept the recommendation of the Superintendent to approve and adopt motion I.1 – I.3, as described below:

I.1 Motion to approve a **Multiple Disabilities** self-contained class at JTMS for 2003/04.

I.2 Motion to approve **placement of students** out of district as indicated below:

M-16 at Lakeview Learning Center M-7 at The Allegro School

I.3 Motion to approve **reimbursement** for college credits pursuant to Article XXXIII of the JTEA/JTBOE agreement as indicated below:

NAME	CREDITS	AMOUNT
Stewart, Christine	3	\$450.00
Tadenev, Tatyana	2	\$300.00

Administrative Reimbursement:

Baggs, Bernard	Reimbursement for Fall '02 Doctoral Program Courses	\$2,000.00
Prystash, Kathleen	Reimbursement for Fall '02 Doctoral Program Courses	\$2,000.00

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Abstain	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

Seven in favor. One abstention. Motion carried.

I.4 Mrs. Muller noted the **enrollment** as of 4/30/03:

	Jun-02	Apr 02	Apr 03
R. F. Drummond	114	117	101
Milton	200	197	181
Cozy Lake	331	330	318
Stanlick	228	226	261
E.T. Briggs	405	407	397
White Rock	496	496	484
Total Elementary	1774	1773	1742
JTMS	796	800	871
JTHS	948	948	955
GRAND TOTAL	3518	3521	3568
Tuition students received	0	0	0
Out of district placement	45.5	50	60

J. AUXILIARY SERVICES COMMITTEE

Motion by Mrs. Cammarano, seconded by Mr. Andre, to accept the recommendation of the Superintendent to approve and adopt motion J.1, as described below:

J.1 Motion to approve the disposal of **obsolete equipment**, as listed below:

<u>Asset #</u>	<u>Equipment</u>
001438	Olivetti ET 2400 typewriter

Roll call vote:	Mr. Andre	- Yes	Miss Klepp	- Yes
	Mrs. Cammarano	- Yes	Mrs. Muller	- Yes
	Mr. Erdmann	- Yes	Mr. Tasker	- Yes
	Mr. Hanisch	- Yes	Mrs. Van Houwe	- Yes

All in favor. Motion carried.

K. COMMITTEE REPORTS – None.

L. CORRESPONDENCE

Thank you note received from Nancy Harris for the JTMS Gifted and Talented class trip.

M. OLD BUSINESS

Mr. Tasker congratulated Brian Hough for being selected Teacher of the Year. Mr. Tasker also noted the reduction in state funding over the years.

N. NEW BUSINESS None.

O. COMMENTS FROM THE AUDIENCE

Comments were made regarding the following:

- JTMS Play
- Sixth Grade Career Day

P. BOARD MEMBER COMMENTS

Dr. Bowen informed the Board that there is a pre-construction meeting scheduled for May 13th at 1:30 PM at JTHS.

Miss Giamanco updated the Board on the JTHS prom.

Mr. Mustafa updated the Board on the Each One Reach One participation in field days.

Q. CONFIDENTIAL SESSION

Motion by Mrs. Muller, seconded by Mrs. Cammarano, that the Board of Education adopt the following resolution:

BE IT RESOLVED, by the Jefferson Township Board of Education on this 12th day of May, 2003 at 8:29 PM, as follows:

1. The Board shall recess to closed session in accordance with the Open Public Meetings Law, N.J.S.A. 10:4-12b (7) and (8) to discuss negotiations and personnel. Action may be taken.
2. The matters discussed or determined in closed session will be disclosed to the public at the earliest possible date.
3. This resolution shall take effect immediately.

Motion carried.

R. ADJOURN

Motion by Mrs. Muller, seconded by Mrs. Cammarano, that the meeting adjourn at 9:10 PM.

Respectfully submitted,

Alice Robinson
Board Secretary

ATTACHMENT A**May 12, 2003****ADMINISTRATORS 2003/2004**

NAME	BASE	EXTRA	TOTAL SALARY

PRINCIPALS			
Bernard Baggs	105,666.	----	105,666.00
Dr. Kelly Cooke	95,095.	1,500.	96,595.00
Dennis Nick	113,977.	----	113,977.00
Dr. Prystash	97,108	1,500.	98,608.00
Dr. Michael Raj	91,218.	1,500.	92,718.00
VACANT Elem Principal			
VICE PRINCIPALS			
Gerard Bossard - JTMS	92,371.		92,371.00
Virginia Jones - JTHS	89,044.	800.	89,844.00
Brian Purzak - JTHS	92,829.	----	92,829.00
DIRECTOR OF GUIDANCE			
Steven Rendle	108,173.	1,000.	109,173.00
ATHLETIC DIRECTOR			
John DiColo	105,206.	----	105,206.00
DIRECTOR OF SPECIAL SERVICES			
Tina Steinberg	96,804.		96,804.00
DIRECTOR OF PLANNING/RESEARCH & EVALUATION			
Lisa Antunes	92,857.	1,500.	94,357.00
DIRECTOR OF ELEMENTARY EDUCATION			
Dr. Mary K. Thornton	105,206.	1,500.	106,706.00
DIRECTOR OF SECONDARY EDUCATION			
Joseph Cleary	108,173.	1,000.	109,173.00
COORDINATOR OF TECHNOLOGY			
Edward Cleaver	98,177.	1,000.	99,177.00

ATTACHMENT B

May 12, 2003

DEPARTMENT CHAIRPERSONS 2003/2004

NAME	TOTAL SALARY
Robin Knutelsky	65,427.00
Eileen Matak	93,104.00
Robert Quinn	90,846.00
Eleanor Urcuioli	75,270.00

ATTACHMENT C

May 12, 2003

2003/2004 NON UNION ADMINISTRATIVE STAFF

NAME	BASE	LONG/RETIRE	TOTAL SALARY
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OFFICE MANAGER

Debbie Levonick	53,252.45	625.	53,877.45
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TRANSPORTATION COORDINATOR

Lynne Stanlick	72,367.51	725.	73,092.51
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ASSISTANT TO TRANSPORTATION COORDINATOR

Elizabeth Nick	37,358.17	----	37,358.17
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MASTER MECHANIC

Thomas Vogel	58,624.94	----	58,624.94
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NAME	Administrative Support Staff BASE	LONG/RETIRE	TOTAL SALARY
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Falkowski, Mary Confidential Secretary	49,958.02	525.	50,483.02
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Fletcher, Brenda Confidential Secretary	55,461.53	725.	56,186.53
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Haines, Phyllis Confidential Secretary	40,326.55	----	40,326.55
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Holleritter, Joan Confidential Secretary	57,735.27	725.	58,460.27
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Vacant Staff Accountant			
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Sincavage, Susan School messenger			10.09pr hr + .25 mileage
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Sacino, Susan Substitute Caller	4,693.50	----	4,693.50
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SALARIES ABOVE ARE 2002/03 - 2003/04 SALARIES TO BE DETERMINED

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Abad	Crucita	39,700
Adam	Nancy	68,809
Ajaj	Laura	29,964
Albano	Angela	70,600
Allen	Jennifer	37,400
Anderson	Jean	40,200
Anello	Debora	20,332
Archer	Sandra	39,200
Argondizzo	Ralph	40,200
Arnold	Lenore	38,200
Atkinson	Georgette	53,800
Austin	Marci	55,730
Bamond	Donna Lee	46,000
Barile	Patricia	44,745
Barrieres	Richard	42,800
Bayley	Charlotte	54,000
Betar	Susan	80,571
Bishop	Estelle	35,500
Black	Alexis	79,270
Blake	Evelyn	33,020
Bobrovcan	Molly	38,200
Bock	Sharon	37,400
Bonora	Linda	40,000
Boyer	Dalyce	80,821
Boyle	Nancy	67,150
Brennan	Claire	77,270
Bresett	David	80,821
Bresko	Joan	63,800
Brun	Linda	45,000
Bush	Amy	78,470
Cahill	Barbara	74,682
Cammarata	John	37,400
Cantoni	Cheryl	38,200
Caraturo	Nicole	38,200
Carlsen	Susan	39,100
Carney	Elizabeth	40,900
Caroll	Siobhan	41,200
Carroll	Patricia	53,800
Casciano	Roxanne	42,800
Castimore	Shannon	36,700
Cerciello	Marietta	68,809

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Ciaraffo	Jodie	58,200
Cieri	Elizabeth	83,160
Ciliento	Sharon	36,100
Cilli	Lynne	77,270
Cinotti	John	76,782
Clayton	Sharon	36,700
Coffaro	Philip	35,500
Conklin	Theresa	66,688
Connors	Amy	39,200
Constantino	Arthur	76,876
Constantino	Diane	52,340
Corazza	Carol	17,080
Correia	Karen	46,490
Costabile	Jennifer	37,400
Courtney	Jan	38,200
Curd	Catherine	60,900
Cutrona	Kathleen	37,400
Daly	Colleen	40,100
D'Ambrosio	Kathleen	38,200
D'Arco	Patricia	36,100
Davey	Patricia	63,300
Decker	Mary	80,821
DeGraaf	Andrea	21,372
Devore	Linda	74,582
DiFiore	Tia Marie	40,200
DiGennaro	Peter Joseph	44,945
DiGiacomo	Jennifer	42,800
DiLemmo	Diane	64,367
Dillenkofer	Patricia	60,900
Doherty	Jerilyn	77,270
Donnelly	Barbara	39,200
Doyle	Elizabeth	43,700
Drake	Carol	56,000
Ducceschi	Linda	41,000
Duda	Cathy	49,940
Eck	Gregg	61,530
Eckert	Gail	63,500
Edge	Denyse	48,200
Eicher	Josephine	79,270
Elder	Robert	66,688

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Emmons	Jaime	62,500
Engelsman	Taisa	37,400
Fahrer	Maureen	59,500
Fastnacht	Nicole	39,200
Feldmann	Angela	73,559
Fern	Carol	39,100
Ferro	Nina	73,250
Fiorello	Mary	72,132
Fisher-Morgan	Sandra	77,720
Fitzgerald	Lois	31,980
Focacci	Frances	32,500
Fostle	Betty	83,010
Francavilla	Barbara	45,700
Freideman	Melissa	36,100
Gardner	John	71,250
Garza	Frank	72,132
Gastrock	Lorraine	55,730
Glusiec	Peter	64,530
Gogick	Helen	70,600
Gottlieb	Steven	82,560
Grady	Eileen	43,800
Graham	Pamela	36,700
Grlica	Linda	25,300
Guarraia	Philip	54,000
Guziewicz	Joseph	47,640
Hack	Linda	42,900
Haight	Teri	36,700
Halsall	Deborah	37,400
Hannaway	Stephen	79,720
Hansen	Cecilia	46,440
Hardcastle	Barbara	72,632
Harris	Michael	37,400
Harris	Nancy	63,800
Headley	Susan T.	66,927
Hedges	Kristin	35,500
Helfand	Deborah	41,200
Hemberger	Susan	77,270
Herman	Lorraine	17,689

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Heuer	Latifa	42,000
Hille	Cathleen	82,560
Hille	Dana	36,100
Hoertel	Jessica	36,100
Hoffman	Beth	19,306
Hollar	Kim	39,200
Holzschuh	Bertha	36,700
Hopper	Lisa	71,250
Hough	Brian	38,200
Hugo	Catherine	75,270
Hunter	Jodie	38,200
Inguagiato	Janice	83,160
Iraggi	Linda	63,500
Januszeski	Thomas	62,500
Jelken	Pauline	63,950
Jermyn	Elizabeth	36,100
Johnson	Lori	40,000
Kalavik	Michael	71,250
Kanazik	Cheryl	35,500
Kielty	Shawn	67,150
King	Janet	37,400
Kircher	Lori	42,000
Klebez	Jason	36,500
Klein	Douglas	35,500
Klienberg	Elizabeth	82,560
Klutkowski	Dean	49,940
Koontz	Michele	47,000
Krygier	Roseann	38,200
Kuzmiak	Kenneth	74,582
Landsman	Kathryn	39,100
Lang	Christy	35,500
Latham	Virginia	71,350
Latronica	Deborah	64,530
Leagra	Janice	36,100
Leighton	Linda	83,160
Leighton	Nancy	73,609
Lenox	Sherry Rose	35,920
Levens	Ed	78,176
Levine	Matthew	38,400
Lewanda	George	71,250
Lewis	Ann	80,371

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Lin	Katy	37,500
Lowe	Laura	42,100
Lubin	Marlene	45,700
Lundsten	Barbara	37,400
MacRae	Lillian	37,100
Mallatratt	Beverly	18,326
Mansbery	Kathleen	83,060
Manziona	Denise	35,500
Maragliano	Suzan	81,968
Markowick	Jennifer	78,270
Martin	Sarah	36,700
Martino	Joanne	44,900
Mason	Karen	47,200
Massotto	Carmen	35,044
Mathiasen	Susan	38,200
Matsakis	James	43,800
Mattessich	Joseph	40,000
McCabe	Kevin	39,200
McCauley	James	83,010
McHugh	Rosemary	64,530
McLeod	Maryellen	42,800
McLoughlin	Lori	60,900
McNelis	Danette	70,350
Meggiolaro	Daniel	74,682
Memory	Jerome	83,160
Migliacci Jr	Louis	75,270
Milan	Stacy	36,100
Miliano	Suzanne	43,800
Mitchell	Robin	74,682
Moneypenny	Judy	63,530
Moore	Colleen	36,100
Moore	Kevin	79,720
Morando	Denise	39,100
Murnane	Eileen	46,490
Nemeth	Lorraine	37,400
Nemetz	Anne	73,609
Newman	Deborah	63,800
Nikolis	Christine	43,800
Notte	John	74,532
O'Connor	James	72,250

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Oliveri	Ellen	66,779
Olsen	Karen	39,100
O'Neill	Jeanne	67,150
Orlak	Joseph	41,000
Ortense	Stacy	41,100
Ortner-Stein	Janice	32,400
Ottavinia	Amy	36,700
Ottens	Frank	64,367
Padfield	W. James	75,882
Pagano	Joan	45,000
Palko	Cheryl	36,100
Palumbo	Brian	36,100
Parent	Michael	38,200
Pasake	Susan	64,567
Pawlicki	Theresa	44,000
Perkins	Carolyn	43,900
Piazza	Megan	35,500
Pierson	Katherine	37,500
Pierson	Linda	69,150
Pilewski	Diane	68,709
Platz	Barbara	40,000
Poff	Marlene	38,500
Pollison	Howard	80,283
Potosnak	Mary	40,000
Powell	Gale	82,796
Pratt	Margaret	83,360
Pugliesi-Smith	Phyllis	62,500
Quigley	Christine	36,500
Rademacher	Michele	72,613
Rhinesmith	Nancy	60,400
Ricadela	Jennifer	35,500
Riccobono	Karen	72,250
Richards	Kay	79,270
Robbins	Carol	72,582
Robertson	Jennifer	36,700
Rocks	Sharon	36,700
Rodgers	Suzanne	36,540
Rolon	Gabrielle	37,500
Rose	Gino	36,700
Ross	Joanne	83,010
Rowe	James	38,200

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Rowe	Kristie	37,400
Savacool	Diane	36,700
Savage	Kasey	36,700
Scherlacher	Niemah	26,820
Schoeck	Pat	33,020
Schoonmaker	Claudia	69,150
Scognamiglio	Lynne	37,400
Segal	Linda	67,150
Shinberg	Judy	83,010
Siersma	Corrin	35,500
Silverstein	Patricia	63,800
Simler	Renee	40,100
Sisco	Scott	35,500
Slayton	Richard	37,400
Smid	Melissa	35,500
Smith	Amy	38,200
Smith	Brenda	46,490
Smith	Kirsten	37,400
Stager	William	41,800
Staples	Karen	78,270
Steinbacher	Eleanor	66,688
Stewart	Christine	49,940
Stewart	Babette	71,250
Stumpf	Cynthia	79,720
Syme	Linda	61,530
Szuszkowski	Patricia	17,689
Szwartz	Anthony	67,150
Tadenev	Tatyana	37,400
Tallamy	John	35,500
Tauriello	Ruth	39,400
Thomson	Amy	41,900
Tiefau	Terri	71,150
Tomsey	Donna	61,500
Tordoff	Susan	42,800
Toth	John	69,150
Tucker	Vanessa	43,000
Tummillo	Peter	83,010
Tundstead	Mary Ann	60,900
Ulrich	Tammie	36,700
VanAntwerp	Barbara	36,830

2003/2004 CERTIFICATED STAFF

<u>LAST</u>	<u>FIRST</u>	<u>SALARY</u>
Vandigriff	Patricia	37,700
VanHouten	W.Leigh	83,160
Vitkovsky	Sharon	53,500
Warncke	Rolf	67,150
Warner	Mary	46,490
Weber	Kathleen	79,720
Weir	Kathleen	63,300
Westberg	Kenneth	35,500
Willis	Margaret	69,150
Wilson	Marie	80,871
Winson	Barbara	83,060
Worster	Mary	41,000
Wynne	James	82,560
Yonitch	Lorraine	68,809
Young	Lisa	69,350
Ziem	Shawn	36,700
Ziobro	Patricia	70,109
Zuravnsky	Melanie	36,100

Technical Support Assistant		
Creswick,	Thomas	38,836.49

SALARIES ABOVE BASED ON 2002/03 GUIDE – 2003/04 TO BE DETERMINED

2003/2004 CLERICAL STAFF

NAME	SALARY
Beardslee, Jacqueline	47,049.54 + \$625. longevity
Ciaburri, Valerie .83	24,548.24
Cooper, Denise	36,984.20
DeGrande, Joan	34,730.22
Doyle, Mary Ann	47,049.54
Doyle, Maureen .21	5,773.08
Gerosa, Louise	40,742.24
Grieves, Michelle	28,402.25
Gurlacz, Judy .53	15,403.71
Jahn, Judy	31,066.63
Kennedy, Lisa .49	12,939.68
Manziona, Mini .83	33,816.06
Marchiano, Maryann	49,713.39 + \$525. longevity
Melchoni, Dawn	49,713.39
Miller, Catherine	47,049.54 + \$525. lonevity
Monzo, Carol Lynn .83	23,573.87
Neff, Patricia	47,049.54
Osborne, Virginia	47,049.54 + \$625. longevity
Pabst, Barbara	49,713.39
Sandgran, Nella	47,049.54 + \$625. longevity
Smart, Diane	34,120.06
Smith, Claire	34,730.22
Sofio, Sue	47,049.54 + \$525. longevity
Sparling, Jodie	32,193.16
Tasker, Nancy	34,120.06
Vollmers, Sharon	32,193.16
Zinn, Virginia	47,049.54 + \$525. longevity

SALARIES BASED ON 2002/03 GUIDE - 2003/04 TO BE DETERMINED

2003/2004 CUSTODIAL/MAINTENANCE

NAME **HOURLY RATE**

Briggs, Charles	22.31 + \$525. longevity
Brown, Sandy	22.31 + \$525. longevity
Brown, Timothy	22.31 + \$775. longevity
Byrnes, John Jr	21.31 + \$625. longevity
Byrnes, June	14.55
Crane, Andrew	22.31
Culp, Stanley	22.31 + \$525. longevity
Damiano, Daniel	19.20 + 10% for 3 rd shift = \$21.12
DiNapoli, Nicholas	22.31
Eskow, Stanley	22.70
Fennell, Jack	22.31
Hardy, Edwin	22.31
Kane, Edward	24.23 + \$525. longevity
Kellam, Warren	24.23
List, John	13.86
Monks, Bruce	22.31 + \$525. longevity
Riker, Michael	22.31 + \$725. longevity
Ryan, John	24.23 + \$725. longevity
Sisco, Matthew	20.04
Sloat, Barbara	22.31 + \$525. longevity
Smith, Ralph	22.31 + \$525. longevity
Stegman, Joseph	13.86
Townley, Walter	14.55 + 10% for 3 rd shift = \$16.01
Vanderhoof, Robert	18.81
VanNatta, Harry	21.47 + \$525. longevity (on 00/01 guide)
Vicidomini, Anthony	22.31

SALARIES BASED ON 2002/03 GUIDE - 2003/04 TO BE DETERMINED

2003/2004 CAFETERIA STAFF

NAME	HOURLY RATE
Babula, Anna Marie	15.46
Baram, Frances	15.46
Beaudry, Joyce	15.46 + \$625. longevity
Blanchard, Kathy	15.46
Bolzan, Janet	15.46
Carey, Ellen	15.46
Chamberlain, Marianne	15.46
Ciuba, Geraldine	17.94 + \$525. longevity
Greene, Linda	15.46
Heiner, Lynne	15.46
Kaiser, Rita	15.46 + \$575. longevity
Pastula, Kathy	15.46
Peck, Frances	15.46
Rodgers, Patricia	16.86 + \$725. longevity
Sacino, Susan	15.46
Scardilli, Donna	15.46
Scro, Patricia	15.46 + \$525. longevity
Smarz, Sophie	17.94 + \$525. longevity/300 adjustment

SALARIES ABOVE BASED ON 2002/03 GUIDE - 2003/04 TO BE DETERMINED

2003/2004 BUS DRIVERS MECHANICS

NAME	HOURLY RATE
Ackerson, Sandy	15.01
Blaszak, Robert	14.29
Bordonaro, Grace	23.51
Brown, Eileen	23.51
Buchanan, Shirley	23.51 + \$625.Longevity
Burns, Linda	23.51 + \$525.Longevity
Cardozzo, Anthony	14.29
Cataldo, Cindy	23.51 + \$775.Longevity
Fleming, Clarissa	14.65
Kraemer, Patricia	14.29
Larssen, Rebecca	15.01
Munier Susan	14.84
Nouri, Joseph	16.42
Post, Diane	23.51 + \$525.Longevity
Rocks, Delilah	23.51
Sandhovel, Earl	14.84
Sekula, Bridgette	14.84
Sorber, Donna	14.29
Tanis, Janet	23.51
Vindici, Helen	16.42
Wetherill, Charles	14.65

MECHANICS

Palmer, Robert	23.73
Shaw, Danny	19.47

SALARIES ABOVE BASED ON 2002/03 GUIDE - 2003/04 TO BE DETERMINED