

Posted on website 4/30/09

**** UNOFFICIAL ****

**BERNARDS TOWNSHIP BOARD OF EDUCATION
BASKING RIDGE, NEW JERSEY
REORGANIZATION & REGULAR BOARD MINUTES INDEX
APRIL 27, 2009
REGULAR SESSION 7:02 P.M.
CEDAR HILL SCHOOL**

- I. **Salute to Flag – 7:02 p.m. – Cedar Hill School Multi-Purpose Room –**
page 212
- II. **Statement of Public Meeting Notice –** page 212
- III. **Statement of Election Results –** page 213
- IV. **Oath of Office –** page 213
- V. **Roll Call of New Board –** page 213
- VI. **Election of Board President –** page 213
- VII. **Election of Board Vice President –** page 213
- VIII. **Administration of Code of Ethics –** page 214
- IX. **Reorganization of the Board**
 - 1) Adopt Bylaws, Policies and Job Descriptions 2009-10 School Year –
page 214
 - 2) Adopt of Curriculum Guides, Textbooks, Substance Abuse Program &
Emergency and Crisis Management Plans 2009-10 School Year – page 214
 - 3) Approve **Board Meeting Schedule** 2009-10 School Year – page 214
 - 4) Approve Designation of the Bernardsville News & Courier News as Official
Newspapers 2009-10 School Year – page 215
 - 5) Appoint **Nick Markarian** Board Secretary 2009-10 School Year – page 215
 - 6) Appoint **Board Attorney** 2009-10 School Year – page 215
 - 7) Appoint **Architect of Record** 2009-10 School Year – page 215
 - 8) Authorize Business Administrator to Award Contracts – page 215
 - 9) Appoint **Insurance Brokers of Record** 2009-10 School Year – page 216
 - 10) Appoint **Treasurer of School Monies** 2009-10 School Year – page 216

- 11) Appointment of Liaison for the Education of Homeless Children, Public Law 504 Coordinator, Americans with Disabilities Act Coordinator, Substance Awareness Officer, Affirmative Action Officer, Title IX Coordinator New Jersey State Integrated Pest Management Coordinator, Attendance Officer, Public Agency Compliance Officer, Open Public Records Act Officer, Public Employees Occupational Safety, Health Act Coordinator, Purchasing Agent Asbestos Management Officer – page 216
- 12) Approve Business Administrator to Sign Checks, Withdraw Funds and Invest Funds 2009-10 School Year – page 216
- 13) Approve Annual **Financial Advisory Services** 2009-10 School Year – page 216
- 14) Appoint **School District Auditors** 2009-10 School Year – page 217
- 15) Approve Statements for Newsletters 2009-10 School Year – page 217
- 16) Designate Personnel to Sign Checks 2009-10 School Year – page 218
- 17) Acknowledge Parent Groups/Organizations Affiliated with District Schools for the 2009-10 School Year – page 218
- 18) Approve **Use of State Contracts** 2009-10 School Year – page 219
- 19) Approve Membership in Professional Organizations – page 220
- 20) Approve **Tuition Rates** 2009-10 School Year – page 220
- 21) Adopt Resolution for **Out-of-District & Intra-District Travel Expenses** 2009-10 School Year – page 220
- 22) Adopt Resolution to **Join County Area Purchasing Cooperatives** – page 221
- 23) Approve **Tax Shelter Annuity Companies** 2009-10 School Year – page 221
- 24) Approve **Facility Use Fees** 2009-10 School Year – page 221
- 25) Approve **Disposal of Equipment** 2009-10 School Year – page 223
- 26) Approve **Field Trip Destinations** 2009-10 School Year – page 223

X. **Superintendent's Report**

- 1) Approve Submission **Applications to Operate Summer School Programs** – page 224

XI. **Sexual Harassment Training**

- 1) Sexual Harassment/Protected Classes – Assistant Superintendent Regina Rudolph – page 225

XII. **Public Forum on Agenda Items** – page 225

XIII. **Board Response** – page 225

XIV. **Approval of Minutes** – page 225

XV. Committee Reports

Finance

- 1) Approve List of Disbursements April 27, 2009 – page 225
- 2) Acknowledge Receipt of March 2009 Financial Reports – page 226
- 3) Approve Line Item Transfers 2008-09 Budget – page 226
- 4) Approve **Out-of-District Placement** 2008-09 School Year – page
- 5) Approve **Professional Development Expenses** 2008-09 School Year – page 226
- 6) Approve Submission **2009 Safety Grant Program** – page 226
- 7) Approve Contract **Educational Data Services, Inc.** 2009-10 School Year – page 226
- 8) Approve **Inter-local Transportation Services Somerset County Educational Services Commission** 2009-10 School Year – page 226
- 9) Approve Contract **Nonpublic School Services Somerset County Educational Services Commission** 2009-10 School Year – page 227
- 10) Approve **Field Trip Destinations** 2008-09 School Year – page 227
- 11) Approve Participation **New Jersey Board of Public Utilities Energy Audit** – page 227

Personnel

- 1) Accept Resignation **Carol Chamberlain** Language Arts Teacher William Annin Middle School 2008-09 School Year – page 228
- 2) Accept Resignation **Crucita Abad** Spanish Teacher Ridge High School 2008-09 School Year – page 228
- 3) Accept Resignation **Jennifer Frank** Science Teacher Ridge High School 2008-09 School Year – page 228
- 4) Accept Resignation **Ivon Garcia** Spanish Teacher Ridge High School 2008-09 School Year – page 228
- 5) Accept Resignation **Kimberlee Gonzales** Special Education Teacher Liberty Corner School 2008-09 School Year – page 229
- 6) Accept Resignation **Lauren McManus** Special Education Teacher Ridge High School 2008-09 School Year – page 229
- 7) Accept Resignation **Greg O'Reilly** Social Studies Teacher William Annin Middle School 2008-09 School Year – page 229
- 8) Accept Resignation **Ryan Thomas** Social Studies Teacher Ridge High School 2008-09 School Year – page 229
- 9) Abolishment of Elementary Spanish Positions 2009-10 School Year – page 229
- 10) Abolishment of SEM Positions 2009-10 School Year – page 229
- 11) Reorganization of Administration Structure 2009-10 School Year – page 229

- 12) Abolishment of Secretarial Positions 2009-10 School Year – page 230
- 13) Approve Change in Assignments 2008-09 School Year – page 230
- 14) Approve Stipend for **Steve Issacs** Computer Teacher William Annin Middle School 2009-10 School Year – page 231
- 15) Approve Stipend for **Jackie Moleta** Guidance Counselor Ridge High School 2009-10 School Year – page 231
- 16) Appoint **Dr. Matthew Speesler** District School Physician 2008-09 & 2009-10 School Years – page 231
- 17) Appoint Extracurricular Assignments 2008-09 School Year – page 231
- 18) Appoint 12-Month District Administrators 2009-10 School Year – page 231
- 19) Appoint 10-Month District Administrators 2009-10 School Year – page 232
- 20) Appoint Professional Staff 2009-10 School Year – page 232
- 21) Appoint Special Education Professional Staff 2009 Summer ESY Program & 2009-10 School Year – page 246
- 22) Approve Mentor Teachers 2008-09 School Year – page 247
- 23) Appoint Staff in Positions 2008-09 School Year – page 247
- 24) Appoint **Camp Jump Start** Staff 2009-10 School Year – page 247
- 25) Approve Staff College Instructor 2008-09 School Year – page 248
- 26) Appoint Bedside Instructor 2008-09 School Year – page 248
- 27) Approve Volunteer **Destination Imagination** Staff 2008-09 School Year – page 248
- 28) Appoint Student Interns 2008-09 School Year – page 248
- 29) Approve Substitute Teachers 2008-09 School Year – page 249

Policy

- 1) Approve Policies on Second Reading & Adopt – page 249

XVI. Public Forum on Other Than Agenda Items – page 250

XVII. Board Forum

- 1) Board Goals – page 250

XVIII. Adjournment – page 250

**BERNARDS TOWNSHIP BOARD OF EDUCATION
BASKING RIDGE, NEW JERSEY
REORGANIZATION & REGULAR MEETING MINUTES
APRIL 27, 2009
REGULAR SESSION 7:02 P.M.
CEDAR HILL SCHOOL**

The meeting was called to order by Board Secretary Nick Markarian at 7:02 p.m.

- I. **Salute to Flag – 7:02 p.m. – Cedar Hill School Multi-Purpose Room**
- II. **Statement of Public Meeting Notice**

This was a regular Meeting of the Board of Education of Bernards Township. Notice of the time and place of this meeting was provided and copies of that resolution were forwarded to the official newspapers as designated by the Board of Education and to the Township Clerk and a copy of the notice was posted on the bulletin board of the Board of Education Offices in accordance with P.L. 1975 Chapter 231A.

We very much welcome input from the public. There are two times during regular meetings that the public is invited to speak. One time is early in the meeting before the Board votes, and you may speak about any item that is listed on tonight's agenda. Towards the end of the meeting, there is another public forum to address any topic whatsoever.

When you approach the microphone, please state your name and address. We do not have a specific time limit, but we ask that you keep your comments brief. Please understand that our public forums are not structured as question and answer sessions, but rather they are offered as opportunities to share your thoughts with the Board. In instances where the Board feels that there is a misunderstanding or inaccuracy, a member of the Board or Administration will address it in the Board Response portion of the agenda.

There are times when a member of the public makes a comment or asks a question about an employee. New Jersey statute does not permit us to discuss personnel issues in public. Also as a matter of law, a Board of Education may only vote for or against the hiring of an employee upon the recommendation of the superintendent. If the superintendent does not recommend a person, that person's name is not listed on the agenda and there is no vote on that action. If it is necessary for the Board to go into executive session at the end of the meeting, we will provide an estimated length of time for the session and whether any action is anticipated to be taken upon returning to public session.

III. Statement of Election Results

Board Secretary Nick Markarian reviewed the election results.

April 21, 2009 School Election Results:

For 3 Three Year Terms

Lisa Winter 2,524

Robin McKeon 2,447

Susan Carlsson 2,405

For 1 Two Year Term

Bev Cwerner 2,424

General Fund Tax Levy

\$70,156,926

For

2,178

Against

1,525

IV. Oath of Office

1) Board Secretary Nick Markarian administered the Oath of Office to newly elected Board members:

Susan Carlsson, Bev Cwerner, Robin McKeon, Lisa Winter

V. Roll Call of New Board

PRESENT: Mr. Byrne, Ms. Carlsson, Mr. Carlucci, Ms. Cwerner, Mr. Koch, Ms. McGowan, Ms. McKeon, Mr. Wilke, Ms. Winter

ABSENT: None

VI. Election of Board President

Ms. Carlsson nominated Mr. Koch for the office of President of the Board of Education.

Mr. Koch was unanimously elected to this position.

VII. Election of Board Vice President

Ms. Winter nominated Ms. Carlsson for the office of Vice President of the Board of Education.

Ms. Carlsson was unanimously elected to this position.

VIII. Administration of Code of Ethics

Board Secretary Nick Markarian administered the Code of Ethics and requested that each Board member sign and return a copy to him. Several members of the Board commented on the value of the code and its description of Board responsibilities, and suggested that it be disseminated to the public. Mr. Koch requested that it be placed on the district website.

IX. Reorganization of the Board

BE IT RESOLVED THAT

- 1) The Bernards Township Board of Education does hereby adopt the bylaws, policies and job descriptions on file in the office of the Bernards Township Board of Education for the 2009-10 school year.
- 2) The Bernards Township Board of Education does hereby adopt the previously approved curriculum guides, textbooks for grades K-12 on file in the Curriculum Office, Substance Abuse Prevention Program, Long Range Maintenance Plan and Emergency and Crisis Management Plans for the 2009-10 school year.
- 3) The Bernards Township Board of Education does hereby adopt the following meeting schedule for the 2009-10 school year:

BERNARDS TOWNSHIP BOARD OF EDUCATION

*101 Peachtree Road
Basking Ridge, New Jersey 07920
(908) 204-2600*

2009-2010 SCHEDULE OF BOARD OF EDUCATION MEETINGS

EXECUTIVE SESSION (as necessary)

PUBLIC SESSION 7:00 P.M.

Meeting Date:

Location:

May 18, 2009	Oak Street School Auditorium
June 15, 2009*+	Board of Education Building
July 27, 2009	Board of Education Building
August 31, 2009	Board of Education Building
September 14, 2009	William Annin Middle School Auditorium
September 28, 2009	William Annin Middle School Auditorium
October 12, 2009	William Annin Middle School Auditorium
October 26, 2009	William Annin Middle School Auditorium

November 9, 2009	William Annin Middle School Auditorium
November 16, 2009*	William Annin Middle School Auditorium
December 14, 2009	William Annin Middle School Auditorium
January 11, 2010	William Annin Middle School Auditorium
January 25, 2010	William Annin Middle School Auditorium
February 15, 2010*	William Annin Middle School Auditorium
March 15, 2010*	Oak Street School Auditorium
March 29, 2010**	Oak Street School Auditorium
April 26, 2010	Cedar Hill School Multi-Purpose Room (Reorganization & Regular Board Meeting)
May 10, 2010	William Annin Middle School Auditorium
May 24, 2010	William Annin Middle School Auditorium
June 14, 2010+	Board of Education Building

*3rd Monday of month
 **5th Monday of month

+Employment agreements for the assistant superintendent & business administrator will be acted upon following a public hearing on these contracts.

- 4) *The Bernards Township Board of Education does hereby approve the designation of the **Bernardsville News and Courier News** as official district newspapers for the 2009-10 school year. (Tabled)*

- 5) The Bernards Township Board of Education does hereby appoint **Nick Markarian** as Board Secretary for the 2009-10 school year.

- 6) *The Bernards Township Board of Education does hereby appoint the law firm of **Adams, Stern, Gutierrez, Lattiboudere LLC** as board attorneys for the 2009-10 school year, and authorizes the execution of a contract. This contract is awarded without competitive bidding as a “professional service” under the provisions of the local public contracts law as a recognized profession, licensed and regulated by law, and due to the technical and unique character of this field of endeavor wherein experience and knowledge cannot be practically measured. (Tabled)*

- 7) *The Bernards Township Board of Education does hereby appoint the **Spiegle Architectural Group** as the architectural firm of record for the 2009-10 school year, and authorizes the execution of a contract. This contract is awarded without competitive bidding as a “professional service” under the provisions of the local public contracts law as a recognized profession, licensed and regulated by law, and due to the technical and unique character of this field of endeavor wherein experience and knowledge cannot be practically measured. (Tabled)*

- 8) The Bernards Township Board of Education does hereby authorize **Business Administrator Nick Markarian** to award contracts up to the state prescribed bid limit and to advertise for public bid all projects above the bid threshold.

9) *The Bernards Township Board of Education does hereby appoint the following brokers-of-record for the 2009-10 school year, and authorizes the execution of contracts:*

G. R. Murray - District insurance
LDP Consulting - Health insurance

These contracts are awarded without competitive bidding as a “professional service” under the provisions of the local public contracts law as a recognized profession, licensed and regulated by law, and due to the technical and unique character of this field of endeavor wherein experience and knowledge cannot be practically measured. (Tabled)

10) The Bernards Township Board of Education does hereby appoint **Michael Petrizzo** as Treasurer of School Monies effective May 1, 2009 through June 30, 2009 and for the 2009-10 school year.

11) The Bernards Township Board of Education does hereby appoint **Monica Butler** as Appointment of Liaison for the Education of Homeless Children, Public Law 504 Coordinator, Americans with Disabilities Act Coordinator and Substance Awareness Officer; appoint **Regina Rudolph** as Affirmative Action Officer and Title IX Coordinator; and appoint **Nick Markarian** as New Jersey State Integrated Pest Management Coordinator, Attendance Officer, Public Agency Compliance Officer, Open Public Records Act Officer, Public Employees Occupational Safety, Health Act Coordinator and Purchasing Agent; **Brian Heineman** as Asbestos Management Officer.

12) The Bernards Township Board of Education does hereby authorize the business administrator to open accounts, transfer, invest and maintain funds in the best interest of the Board of Education in the following approved public depositories for the 2009-10 school year:

New Jersey Cash Management
MBIA Municipal Investors Service Corp.
Wachovia Bank
Beneficial Bank

13) *The Bernards Township Board of Education does hereby approve a contract with **Capital Financial Advisors, Inc. (CFA)** for annual financial advisory services for the 2009-10 school year and authorize the execution of a contract. This contract is awarded without competitive bidding as a “professional service” under the provisions of the local public contracts law as a recognized profession licensed and regulated by law, and due to the technical and unique character of this field of endeavor wherein experience and knowledge cannot be practically measured. (Tabled)*

14) *The Bernards Township Board of Education does hereby appoint the firm of **Wiss & Company** as school district auditors for the 2009-10 school year and authorize the execution of a contract in the amount of \$45,850. This contract is awarded without competitive bidding as a “professional service” under the provisions of the local public contracts law as a recognized professional, licensed and regulated by law, and due to the technical and unique charger of this field of endeavor wherein experience and knowledge cannot be practically measures. (Tabled)*

15) The Bernards Township Board of Education does hereby approve the following statements which are reflective of the policy of the board of education and will be published at least annually in newsletters or related information publications of the Bernards Township Board of Education along with the names, addresses and phone numbers of the Affirmative Action Officer, the Public Law 504 Coordinator and the Public Employees Occupational Safety and Health Act Coordinator (PEOSHA) for the 2009-10 school year:

“The Bernards Township School District offers all students and staff equal educational and employment opportunities regardless of age, race, creed, color, national origin, ancestry, marital status, sex, affectional or sexual orientation.

The Bernards Township School District offers a free and appropriate public education and related services to handicapped students in an unrestricted environment in accordance with Section 504 of the Rehabilitation Act of 1973, Subsections 104.31 through 104.38.

The Board of Education believes that harassing, bullying and hazing activities of any type are inconsistent with the educational process and the board prohibits all such harassing, bullying and/or hazing behavior at any time on school premises, at any school-sponsored function, or on any school bus. Any person who believes that he or she has been the victim of harassment, bullying or hazing, or any person with knowledge or belief of conduct which may constitute harassment, bullying or hazing, shall report the alleged acts immediately to an appropriate school district official. The building principal is the person responsible for receiving reports of harassment, bullying or hazing at the building level. Any person may report harassment, bullying or hazing directly to the Affirmative Action Officer or the Superintendent. To review the complete policy and procedures of the Board of Education, please visit the district website at www.bernardsboe.com.

Students and staff members in Bernards Township Public Schools are expected to treat one another with respect regardless of gender, color, race, religion, national origin or sexual orientation. Inappropriate behaviors such as: touching of a sexual nature, gender based or sexual comments, jokes or name calling of any kind by students or staff are not permitted. For students, this also includes traveling on the way to or from school or on school property.”

16) The Bernards Township Board of Education does hereby designate the stated personnel to sign checks on the following accounts for the 2009-10 school year:

General Account	Board President, Board Secretary, Treasurer
Payroll Account	Treasurer
Agency Account	Treasurer
Unemployment Account	Board Secretary, Assistant Board Secretary
Cedar Hill Student Activities	Principal or Assistant Principal
Liberty Corner Student Activities	Principal or Assistant Principal
Mount Prospect Student Activities	Principal or Assistant Principal
Oak Street Student Activities	Principal or Assistant Principal
Ridge High Student Activities	Principal or Assistant Principal
Ridge High Athletic Account	Principal or Director of Athletics
William Annin Student Activities	Principal or Assistant Principal
Board of Education Petty Cash	Business Administrator
Superintendent Petty Cash	Superintendent
Assistant Superintendent Petty Cash	Assistant Superintendent
Cedar Hill School Petty Cash	Principal or Assistant Principal
Curriculum Petty Cash	Director of Curriculum
Liberty Corner Petty Cash	Principal or Assistant Principal
Oak Street Petty Cash	Principal or Assistant Principal
Ridge High School Athletic Petty Cash	Principal or Director of Athletics
Ridge High School Petty Cash	Principal or Assistant Principal
Special Education Petty Cash	Director of Special Services
William Annin Middle School Petty Cash	Principal or Assistant Principal
Autistic Petty Cash	Supervisor of Special Services
Peach Petty Cash	Supervisor of Special Services
PALS Petty Cash	Supervisor of Special Services

17) The Bernards Township Board of Education does hereby acknowledge the following parent groups/organizations for the 2009-10 school year which are using district schools:

<u>School:</u>	<u>Group:</u>
Ridge High	Ridge Booster Club
Ridge High	Ridge Drama Club
Ridge High	Ridge PTO

Ridge High	Ridge Runners
Ridge High	Touchdown Club
Ridge High	Ski Club
Ridge High	AFS Parent Group
Ridge High	Ridge Ice Hockey Association
Ridge High	Lady Devil Basketball Association
Ridge High	Lady Devil Softball Association
Ridge High	Ridge Marching Band Association
Ridge High	Ridge Diamond Club
Ridge High	Winners Circle
Ridge High	Rebound Club – Boys Basketball
Ridge High	Ridge Wrestling Parent Group
Ridge High	Ski Team Parent Group
Ridge High	Swim Team Parent Group
Ridge High	Ridge Cheerleading Parent Group
Ridge High	Ridge High Fencing Association
Ridge High	Ridge Boys’ Volleyball
Ridge High	Ridge Girls’ Volleyball
Ridge High	Ridge Girls’ Gymnastics
Ridge High	Ridge Sports Foundation
Ridge High	Foundation for Choral Excellence
William Annin	Ski Club
William Annin	Annin PTO
William Annin	William Annin Middle School Athletic Organization
Cedar Hill	Cedar Hill PTO
Oak Street	Oak Street PTO
Mount Prospect	Mount Prospect PTO
Liberty Corner	Liberty Corner PTO
District	Destination Imagination
District	Bernards Township Special Services Parents Group
District	Bernards Township Education Foundation

18) The Bernards Township Board of Education does hereby approve the use of the following state contracts for the 2009-10 school year:

<u>Company:</u>	<u>Service:</u>	<u>State Contract #:</u>
Cascade	School supplies	65589
Supplies Supplies, Inc.	School supplies	65605 & 59760
Warnock Auto Fleet	Trucks	73961 & 73976
Dell Computer	Computer hardware & equipment	70256
HP	Computer hardware & equipment	70262
IBM	Computer hardware & equipment	70265
Lenovo	Computer hardware & equipment	76263
Sun	Computer hardware & equipment	70258
Atlantic Business	Copiers & related services	54164

19) The Bernards Township Board of Education does hereby approve membership in the following professional organizations: New Jersey School Boards Association, Somerset County School Boards Association, Successful Practices Network, Somerset County Business Education Partnership, National Center for Education Research and Technology, New Jersey School Development Council, Garden State Coalition of Suburban Schools, New Jersey State Interscholastic Athletic Association.

20) The Bernards Township Board of Education does hereby approve the following tuition rates for the 2009-10 school year:

<u>Program:</u>	<u>Tuition:</u>	<u>ESY:</u>
Kindergarten	\$10,712	
Grades 1-5	\$11,353	
Grades 6-8	\$12,337	
Grades 9-12	\$11,974	
LLD	\$27,137	\$3,015
Moderate Cognitively Impaired	\$37,313	\$4,146
Multiple Disabled Elementary	\$57,281	\$6,365
PT Preschool Disabled	\$15,116	\$1,680
FT Preschool Autistic	\$72,391	\$8,043
Primary Autistic	\$72,391	\$8,043
Autistic Middle School	\$72,391	\$8,043
Autistic High School	\$72,391	\$8,043

21) The Bernards Township Board of Education does hereby adopt the following resolution for out-of-district and intra-district travel 2009-10:

Whereas, the State of New Jersey has enacted P.L. 2007 An Act Concerning School District Accountability requiring boards of education to annually approve the total amount of funds budgeted for travel and conferences for all faculty, staff, administration and board members, and

Whereas the ACT became effective on March 15, 2007, and requires prior approval of all travel and conference costs before they are incurred, and

Whereas there are three categories of travel and conferences that faculty, staff, administrators, and board members generally attend, including routine meetings held on annually scheduled dates, meetings of an emergent nature with little prior notice, and meetings/conferences that can be scheduled with at least several weeks' notice, and

Whereas it is practical to anticipate as many activities as possible, and receive annual approval for those and monthly approvals for unanticipated activities,

NOW THEREFORE BE IT RESOLVED, that the following budget amounts are acknowledged and costs of travel and conferences are approved for the 2009-10 school year:

Total amount budgeted for travel and conferences 2009-10: \$68,420

Intra-district business mileage for administrators, and where required, for members of the faculty and staff, including but not limited to faculty who teach in more than one school, child study team members, secretaries, etc. at the IRS mileage rate in effect at the time of travel at a cost not to exceed \$1,500 per person annually

Out-of-district business travel for administrators to attend professional meetings/conferences affiliated with, but not limited to, the NJ Department of Education, the County Superintendent of Schools, the Morris-Union Jointure Commission, professional organizations, etc. at the IRS mileage rate in effect at the time of travel at a cost not to exceed \$1,500 per person annually, and an individual conference expense not to exceed \$150

Out-of-district business travel for faculty and staff to attend conferences and professional development opportunities as approved by the superintendent at the IRS mileage rate in effect at the time of travel and an individual conference expense not to exceed \$150

Out-of-district business travel for members of the Board of Education to attend professional meetings/conferences affiliated with, but not limited to, the New Jersey School Boards Association, the Somerset County School Boards Association, etc. at the IRS mileage rate in effect at the time of travel and at a conference cost not to exceed \$1,500 per person annually.

22) The Bernards Township Board of Education does hereby adopt a resolution to join the Hunterdon, Somerset, Morris and Middlesex County Purchasing Cooperatives.

23) The Bernards Township Board of Education does hereby approve the following tax shelter annuity companies for the 2009-10 school year:

The Legend Group
 AXA Equitable Insurance Company
 MetLife Resources
 Lincoln Investments
 VALIC

24) The Bernards Township Board of Education does hereby approve the following Facility Use Fees for the 2009-10 school year as follows:

STANDARD USAGE	FEE CATEGORY:				
	A	B	C	D	E
Regular gyms	\$0	\$34	\$67	\$95	\$121
Elementary Auditorium – Multipurpose Room	\$0	\$37	\$53	\$68	\$110

Classroom	\$0	\$14	\$27	\$41	\$54
Specialty rooms	\$0	\$27	\$54	\$81	\$108
Kitchen	\$0	\$34	\$67	\$101	\$134
Cafeteria	\$0	\$34	\$67	\$101	\$134
Regular Field	\$0	\$14	\$27	\$41	\$54
Library/Media Center	\$0	\$27	\$54	\$81	\$108
Other	\$0		To be determined		

Special Usage:		FEE CATEGORY:			
RHS 2008 GYM					
RHS gym	\$25	\$54	\$81	\$108	\$162
RHS gym sound system		\$100 service charge per use			
RHS gym security	\$50 per hour at the discretion of the district. .5 setup and .5 hour cleanup. 4 hour minimum.				

Special Usage:		FEE CATEGORY:			
RHS 2008 AUDITORIUM					
RHS auditorium	\$0	\$81	\$95	\$108	\$162
RHS auditorium stage lighting	\$27	\$27	\$27	\$27	\$27
RHS auditorium sound system	\$27	\$27	\$27	\$27	\$27
RHS auditorium security	\$50 per hour at the discretion of the district. .5 setup and .5 hour cleanup. 4 hour minimum.				
Sound/Lighting Technician	\$50/technician/hour (Saturdays & Sundays \$75/technician/hour – 4 hour minimum)				

Special Usage:		FEE CATEGORY:			
2008 LEE FIELD					
Lee Field	\$25	\$54	\$81	\$108	\$162
Lee Field lighting		\$5/hour plus \$50 service charge			
Lee Field press booth sound		\$100 service charge per use			
Lee Field restrooms	\$14	\$14	\$14	\$14	\$14
Lee Field concession	\$14	\$14	\$14	\$14	\$14
Lee Field security	\$50 per hour at the discretion of the district. .5 hour setup and .5 hour cleanup. 4 hour minimum.				

Special Usage:		FEE CATEGORY:			
WAMS 2008 AUDITORIUM					
WAMS auditorium	\$0	\$53	\$66	\$80	\$131
WAMS auditorium sound system	\$14	\$14	\$14	\$14	\$14
WAMS auditorium stage lighting	\$20	\$20	\$20	\$20	\$20
Sound/Lighting Technician	\$50/technician/hour (Saturdays & Sundays \$75/technician/hour – 4 hour minimum)				

CUSTODIAN/KITCHEN SUPERVISOR: Fees assessed when the event creates the need for a custodian. \$36/hour (\$48/hour on Sundays) including .5 hour setup and .5 hour cleanup. 4 hour minimum.

OTHER SERVICES:

BASEBALL FIELD MAINTENANCE \$85/maintenance (lining and dragging the field) after June 1.

25) The Bernards Township Board of Education does hereby approve disposal of equipment/books for the 2009-10 school year; list maintained in the Board of Education office.

26) The Bernards Township Board of Education does hereby approve the following list of field trip destinations for the 2009-10 school year:

- | | |
|--|---|
| Adult Day Care Center, Basking Ridge, NJ | Millington Train Station, Millington, NJ |
| AMF Strike N Spare, Green Brook, NJ | Mitsown Marketplace, Edgewater, NJ |
| Basking Ridge Firehouse | Morristown (Mayo) Community Theatre, NJ |
| Bernardsville Movie Theater | Newark Museum, Newark, NJ |
| Bishop Janes Church Basking Ridge, NJ | NJ Law Center, New Brunswick, NJ |
| Bridgewater Commons, Bridgewater, NJ | NJ Marine Sciences Cons., Sandy Hook, NJ |
| Bridgewater Sports Arena, Bridgewater, NJ | NJ Rock Gym, Fairfield, NJ |
| Bronx Zoo, NY | NY Chinese Scholar's Garden, Staten Island, NY |
| Camp Bernie, Port Murray, NJ | Ocean Institute @ Sandy Hook, NJ |
| Clifton High School | Old Navy, Stirling, NJ |
| College of Staten Island, NYC | Palace Theatre, NYC |
| Columbia Presbyterian, NYC | Pastime Lanes, Mendham, NJ |
| Constitution Center, Philadelphia, PA | Paper Mill Playhouse, Millburn, NJ |
| Dodge Poetry Festival | Philadelphia Museum of Art, PA |
| Doyle's Unami Farm, Hillsborough, NJ | Princeton Plasma Physics Lab, NJ |
| Eastern State Penitentiary/Reading Terminal, PA | Princeton University, NJ |
| Elmwood Park High School | Raritan Valley Community College |
| Environmental Education Ctr., Basking Ridge, NJ | RVCC Planetarium, Branchburg, NJ |
| Federal Reserve Bank NYC | Red Mill Museum Village, Clinton, NJ |
| Fellowship Village, Basking Ridge, NJ | Repertorio Espanol Theatre NYC |
| Florham Park Roller Rink, Florham, NJ | Ridge Oak Sr. Center, Basking Ridge, NJ |
| Fonthill Museum/Mercer Tile Works,
Doylestown, PA | Rutgers University, New Brunswick, NJ |
| Franklin Institute Science Museum | Sandy Hook Ocean Institute, Sandy Hook, NJ |
| Franklin Institute | Six Flags Great Adventure, Jackson, NJ |
| Franklin Mineral Mine Museum | Somerset Co. Emergency Services Training
Academy, Hillsborough, NJ |
| Franklin Science Institute | Somerset Hills Hotel, Bridgewater, NJ |
| Frelinghuysen Arboretum, Morristown, NJ | Somerville High School, Somerville, NJ |
| Fuddrucker's, Bridgewater, NJ | South Brunswick High School |
| Garden State Scholastic Press Assn. | St. Hubert's, Morristown, NJ |
| George Street Playhouse, New Brunswick, NJ | St. James Church, Basking Ridge, NJ |
| Great Adventure, Jackson, NJ | State Theatre, New Brunswick, NJ |
| Grochowicz Farm, Glen Garner, NJ | Strike N Spare, Green Brook, NJ |
| Hancock Historic Station, Sandy Hook, NJ | Summit High School National French Concert |

Hershey Park Competition, Hershey, PA
 Philadelphia & National Constitution Cntr, PA
 Hotel Indigo, Basking Ridge, NJ
 Iberia Tavern & Restaurant, Newark, NJ
 IKEA, Elizabeth, NJ
 International Center of Photography
 JP Stevens HS, Edison, NJ
 Lyon's Mall, Basking Ridge, NJ
 Maple Leaf Diner, Maplewood, NJ
 Meadowlands Experience Tour
 Medieval Times, Lyndhurst, NJ
 Melicks Town Farm Orchard, Oldwick, NJ
 Mercer Co. College, Lawrenceville, NJ
 Metropolitan Museum of Art, NYC
 Middlesex Co. Community College
 Middletown High School

Target, Bridgewater, NJ
 Taylor Publishing Company, Warren, NJ
 TD Bank Ballpark, Bridgewater, NJ
 Theatre @ RVCC, Branchburg, NJ
 Union Co. Performing Arts Center
 United Methodist Church, Somerville, NJ
 VA Medical Center, Lyons, NJ
 Valley Shepherd Creamery, Chester, NJ
 Visual Arts Center of NJ, Summit, NJ
 Washington DC
 Washington's Crossing & Trenton Barracks
 Wegman's Food Market, Bridgewater, NJ
 Words Bookstore, Maplewood, NJ
 Wightman's Farm, Morristown, NJ
 William Annin Middle School

On motion by Ms. Carlsson, seconded by Ms. Cwerner, Items #1-26 were moved for approval.

Mr. Carlucci motioned for an amendment to approve Items #4, 6, 7, 9, 13 & 14 for a 90-day period of time to further review contracts.

After discussion Mr. Carlucci withdrew his motion for amendment. Ms. Carlsson and Ms. Cwerner withdrew their motion for approval.

On motion by Ms. Carlsson, seconded by Ms. Cwerner, Items #1-3, 5, 8, 10-12 & 15-26 were approved and Items #4, 6, 7, 9, 13 & 14 were tabled by the following roll call vote:

“Ayes” - Mr. Byrne, Ms. Carlsson, Mr. Carlucci, Ms. Cwerner, Ms. McGowan,
 Ms. McKeon, Mr. Wilke, Ms. Winter, Mr. Koch
 “Noes” - None
 “Abstain” - None

X. Superintendent’s Report

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve submission of applications to the County Superintendent to operate the following 2009 summer school programs:

- Camp Jump Start – Incoming 6th graders (WAMS)**
- Elementary 2009 Summer Activities Program – Grades K-5 (MPS)**
- Special Education 2009 Summer Program**

On motion by Ms. Cwerner, seconded by Ms. Winter, Item #1 was approved by all present.

Dr. Goger expressed her appreciation to the PTO organizations and Michele Cappola for their efforts to pass the school district budget.

XI. Sexual Harassment Training

1) Assistant Superintendent Regina Rudolph presented Sexual Harassment/Protected Classes training for the Board of Education. Ms. Rudolph reviewed the following items:

- Objectives
- Definition of sexual harassment
- Types of sexual harassment
- Examples of student to student
- District actions to reduce harassment and future initiatives
- Building actions to reduce sexual harassment
- Equity (12 protected classes)
- Assessment of situations

XII. Public Forum on Agenda Items

No comments were made.

XIII. Board Response

XIV. Approval of Minutes

March 26, 2009 – Executive Session Minutes
March 26, 2009 – Regular Session Minutes
March 30, 2009 – Executive Session Minutes
March 30, 2009 – Regular Session Minutes
April 13, 2009 – Executive Session Minutes
April 13, 2009 – Regular Session Minutes

On motion by Ms. Winter, seconded by Ms. Cwerner, the foregoing was approved by the following roll call vote:

“Ayes” - Mr. Byrne, Ms. Carlsson, Mr. Carlucci, Ms. Cwerner, Ms. McGowan,
Mr. Wilke, Ms. Woolford, Mr. Koch
“Noes” - None
“Abstain” - Ms. McKeon

XV. Committee Reports

FINANCE

BE IT RESOLVED THAT

- 1) The Bernards Township Board of Education does hereby a list of disbursements dated April 27, 2009 consisting of warrants in the amount of \$4,145,815.21.
- 2) The Bernards Township Board of Education acknowledges receipt of the March 2009 Financial Reports from the Board Secretary, the monthly Investment Report for March 2009, and the Treasurer of School Monies report for March 2009.

BE IT RESOLVED that pursuant to N.J.A.C. 6:20-2.13(e), the Bernards Township Board of Education, after review of the Secretary's Monthly Financial Report and upon consultation with the appropriate district officials, and to the best of their knowledge, certifies that as of the date of the Secretary's Monthly Financial Report, no major account or fund has been over expended.

- 3) The Bernards Township Board of Education does hereby approve the March line item transfers totaling \$241,515.20 to the 2008-09 school budget, list on file in the Board office.
- 4) The Bernards Township Board of Education does hereby approve the following out-of-district placement for the 2008-09 school year:

<u>Student #:</u>	<u>School:</u>	<u>Annual Tuition:</u>
302691	The Newmark School	\$15,764.43 (prorated reflecting start date)

- 5) The Bernards Township Board of Education does hereby approve professional development expenses in accordance with P.L. 2007 An Act Concerning School District Accountability and annual Board resolution for the 2009-10 school year:

<u>Name:</u>	<u>Name of Conference:</u>	<u>Cost:</u>	<u>Dates:</u>
N. Markarian	NJASBO Conference	\$645	5/6/09-5/8/09

- 6) The Bernards Township Board of Education does hereby approve the submission of a grant application for the **2009 Safety Grant Program through the New Jersey School Boards Association Insurance Group's ERIC North Subfund** for the qualified purposes described in the application in the amount of \$18,220.00 for the period July 1, 2009 through June 30, 2010.
- 7) The Bernards Township Board of Education does hereby approve a contract with **Educational Data Services, Inc.** to provide bidding services with a licensing and maintenance fee of \$12,500, time and material bid of \$1,650, and right-to-know services at a cost of \$5,100 for the 2009-10 school year.
- 8) The Bernards Township Board of Education does hereby approve the inter-local transportation services agreement for participation in coordinated transportation with the **Somerset County Educational Services Commission** for the 2009-10 school year.

9) The Bernards Township Board of Education does hereby approve a contract with **Somerset County Educational Services Commission** to provide administration of the nonpublic school services listed below for the 2009-10 school year. A 5% fee to cover costs of implementing the Nonpublic Technology program will be paid from the State allocated funds:

Nonpublic School Nursing Program
Nonpublic School Textbook Program
Nonpublic School Technology Program

10) The Bernards Township Board of Education does hereby approve the following field trip destinations for the 2008-09 school year:

Fellowship Village, Basking Ridge, NJ
New York Chinese Scholar's Garden, Staten Island, NY
Fort Hancock Historical District Station, Sandy Hook, NJ
Doyle's Unami Farm, Hillsborough, NJ
AMF Strike N Spare Lanes, Green Brook, NJ
Middlesex Community College, Edison, NJ
Pastime Bowling Lanes, Mendham, NJ
Six Flags Great Adventure, Jackson, NJ
IKEA, Elizabeth, NJ

11) The Bernards Township Board of Education does hereby adopt the following resolution:

WHEREAS, the New Jersey Board of Public Utilities, Office of Clean Energy administers the Local Government Energy Audit Program, an incentive program to assist local government agencies to conduct energy audits and to encourage implementation of energy conservation measures; and,

WHEREAS, the Bernards Township Board of Education has decided to apply to participate in the Local Government Energy Audit Program; and,

WHEREAS, the facilities to be audited are in New Jersey, are owned by the Bernards Township Board of Education, are served by a New Jersey regulated public utility, and that the Bernards Township Board of Education has not already reserved \$100,000 in the Program this year as of this application; and,

WHEREAS, it is acknowledged that acceptance into the Program is dependent on the Scope of Work and cost proposal, and that Program rules will have to be met in order to receive incentive funds; and,

WHEREAS, upon acceptance into the Program, the Bernards Township Board of Education will prepare Facility Data Forms and Scopes of Work for each facility to be audited, solicit quotations from the authorized contractors, and submit the Part B application; and,

WHEREAS, the Bernards Township Board of Education understands that energy audit work cannot proceed until an Application Approval Notice is received from the Program; and,

NOW, THEREFORE, BE IT RESOLVED that the Governing Body of the Bernards Township Board of Education approves the submission of an Application for participation in the Local Government Energy Audit Program of the New Jersey Board of Public Utilities.

On motion by Ms. McGowan, seconded by Ms. Carlsson, Items #1-11 were approved by the following roll call vote:

“Ayes” - Mr. Byrne, Ms. Carlsson, Mr. Carlucci, Ms. Cwerner, Ms. McGowan,
Ms. McKeon, Mr. Wilke, Ms. Winter, Mr. Koch
“Noes” - None
“Abstain” - None

PERSONNEL

WHEREAS the Superintendent has presented the following recommendations; now therefore

BE IT RESOLVED THAT

- 1) The Bernards Township Board of Education does hereby accept the resignation of **Carol Chamberlain** Language Arts Teacher William Annin Middle School effective June 30, 2009, for the purpose of retirement, with regret.
- 2) The Bernards Township Board of Education does hereby accept the resignation of **Crucita Abad** Spanish Teacher Ridge High School effective June 30, 2009.
- 3) The Bernards Township Board of Education does hereby accept the resignation of **Jennifer Frank** Science Teacher Ridge High School effective June 30, 2009.
- 4) The Bernards Township Board of Education does hereby accept the resignation of **Ivon Garcia** Spanish Teacher Ridge High School effective June 30, 2009.

- 5) The Bernards Township Board of Education does hereby accept the resignation of **Kimberlee Gonzales** Special Education Teacher Liberty Corner School effective June 30, 2009.
- 6) The Bernards Township Board of Education does hereby accept the resignation of **Lauren McManus** Special Education Teacher Ridge High School effective June 30, 2009.
- 7) The Bernards Township Board of Education does hereby accept the resignation of **Greg O'Reilly** Social Studies Teacher William Annin Middle School effective June 30, 2009.
- 8) The Bernards Township Board of Education does hereby accept the resignation of **Ryan Thomas** Social Studies Teacher Ridge High School effective June 30, 2009.
- 9) The Bernards Township Board of Education does hereby abolish the elementary Spanish positions at Oak Street School, Liberty Corner School, Cedar Hill School and Mount Prospect School effective June 30, 2009.
- 10) The Bernards Township Board of Education does hereby abolish the elementary SEM (Schoolwide Enrichment Model) positions at Oak Street School, Liberty Corner School, Cedar Hill School and Mount Prospect School effective June 30, 2009.
- 11) The Bernards Township Board of Education does hereby adopt the following resolution:

WHEREAS, the Board of Education in its deliberation on the construction of the 2009-10 budget needed to effect \$1.4 million in program reductions, and

WHEREAS, most of the staffing reduction was made in the elimination of several teaching positions, and

WHEREAS, the Board of Education believes that a proportionate reduction needs to be made in the area of administration, and

WHEREAS, the Bernards Township Board of Education is committed to the administrative staffing structure currently in place, and

WHEREAS, the Bernards Township Board of Education is committed to maintaining the structure as wholly as possible without combining areas of responsibility, and

WHEREAS, the responsibilities of scheduling and preparing the school for opening in September necessitates additional administrative time in the schools with the highest enrollment and course schedule intricacies, and

WHEREAS, the special education extended school year program is operated through the summer and requires administrative staffing,

NOW, THEREFORE, BE IT RESOLVED, that for reasons of economy the 12-month positions of curriculum supervisor in the content areas of Fine and Practical Arts, Language Arts, Math, Science and Technology, Social Studies, Special Education K-8, and World Languages be eliminated, and be replaced with 10-month positions, and

BE IT FURTHER RESOLVED, that for reasons of economy the 12-month positions of Assistant Principal in the elementary schools be eliminated, and be replaced with 10-month positions, and

BE IT FURTHER RESOLVED, that the administrative structure beginning July 1, 2009 will be staffed as follows:

Superintendent	12 months
Assistant Superintendent	12 months
Business Administrator	12 months
Director of Athletics	12 months
Director of Curriculum & Instruction	12 months
Director of Special Services	12 months
Principal, High School	12 months
Assistant Principal, High School (2)	12 months
Assistant Principal, High School (2)	10 months
Principal, Middle School	12 months
Assistant Principal, Middle School (2)	12 months
Principal, Elementary School (4)	12 months
Assistant Principal, Elementary School (4)	10 months
Curriculum Supervisor (1)	12 months
Curriculum Supervisor (7)	10 months

12) The Bernards Township Board of Education for reasons of economy does hereby abolish the two 12-month secretarial positions in the curriculum offices at Ridge High School and William Annin Middle School effective June 30, 2009 to be replaced with two 10-month positions.

13) The Bernards Township Board of Education does hereby approve the following change in assignments and/or locations:

<u>Name:</u>	<u>From:</u>	<u>To:</u>
Halina Haring	Instructional Aide-Autistic OS Step 2 \$22.77 per hour 6.5 hours 183 days 9/1/08-06/22/09	Instructional Aide-Autistic OS Step 2 \$22.77 per hour 6.5 hours 163 days 9/1/08-05/22/09 then Instructional Aide-Autistic OS

Step 2 \$22.77 per hour 3 hours 20 days 5/26/09-06/22/09

Kathy Hedden	Intermittent days of Federal Family Leave Media Specialist William Annin Middle School effective December 8, 2008 until April 30, 2009	Intermittent days of Federal Family Leave Media Specialist William Annin Middle School effective December 8, 2008 until June 30, 2009
Michelle Hallack	Federal Family Leave Instructional Aide OS effective February 2, 2009 until April 27, 2009	Federal Family Leave Instructional Aide OS effective February 2, 2009 until April 10, 2009 returning April 13, 2009
Patricia Pilat	Guidance Counselor Mount Prospect School effective March 2, 2009 through April 30, 2009 at a salary of \$215 per day then Permanent Substitute effective May 1, 2009 through June 22, 2009 at a salary of \$90 per day	Guidance Counselor Mount Prospect School effective March 2, 2009 through May 5, 2009 at a salary of \$215 per day then Permanent Substitute effective May 6, 2009 through June 22, 2009 at a salary of \$90 per day
Suzan Muszynski	Green Team RHS \$542.50 0 years/0 points/\$0 9/08-1/09	Green Team RHS \$1,085 0 years/0 points/\$0 9/08-06/09

14) The Bernards Township Board of Education does hereby appoint **Steve Issacs** Computer Teacher William Annin Middle School as the Virtual High School Teacher at a stipend of \$3,600 for attending training during Summer 2009.

15) The Bernards Township Board of Education does hereby appoint **Jackie Moleta** Guidance Counselor Ridge High School as the Virtual High School Site Coordinator at a stipend of \$4,437 for the 2009-10 school year.

16) The Bernards Township Board of Education does hereby appoint **Dr. Matthew Speesler** District School Physician effective April 27, 2008 through June 30, 2009 and July 1, 2009 through June 30, 2010 as per the physician fee schedule on file in the Board office.

17) The Bernards Township Board of Education does hereby appoint the following extracurricular assignment for the 2008-09 school year with stipends and longevity:

<u>Name:</u>	<u>School:</u>	<u>Position:</u>	<u>2008-09 Payment/Longevity:</u>
Colin Simpson	WAMS	Team Leader 8 th	\$3,956

18) The Bernards Township Board of Education does hereby appoint the following 12-month district administrators for the 2009-10 school year salary to be determined pending negotiations effective July 1, 2009 through June 30, 2010:

<u>Name:</u>	<u>Location:</u>	<u>Assignment:</u>
Monica Butler	Board Office	Director of Special Services
Paul Ciempola	William Annin	Assistant Principal
Jane Costa	Oak Street	Principal
Scott Graber	William Annin	Assistant Principal
Frank Howlett	Ridge High	Principal
Karen Hudock	William Annin	Principal
Joseph Mollica	Cedar Hill	Principal
Jean O'Connell	Ridge High	Supervisor of Special Education, 9-12 and self contained/autistic programs
Kathleen Pecoraro	Liberty Corner	Principal
Richard Shello	Board Office	Director of Athletics
Sean Siet	Board Office	Director of Curriculum & Instruction
Judy Slutzky	Mount Prospect	Principal
Gina Tenga	Ridge High	Assistant Principal
Scott Thompson	Ridge High	Assistant Principal

19) The Bernards Township Board of Education does hereby appoint the following 10-month district administrators for the 2009-2010 school year salary to be determined pending negotiations effective September 1, 2009 through June 30, 2010.

<u>Name:</u>	<u>Location:</u>	<u>Assignment:</u>
Janet Ankiel	William Annin	Supervisor of Language Arts
Mary Asfendis	Ridge High	Supervisor of World Languages
Kathleen Dusebout	Ridge High	Assistant Principal
Michael Fackelman	Ridge High	Supervisor of Fine & Practical Arts
Kristin Fox	Ridge High	Supervisor of Social Studies
Brian Heineman	Ridge High	Supervisor of Science & Technology
Joanne Hozeny	Mount Prospect	Assistant Principal
Lori Jones	Liberty Corner	Assistant Principal
Thomas Liss	Oak Street	Assistant Principal
Julianne Mahler	Cedar Hill	Assistant Principal
Marian Palumbo	William Annin	Supervisor of Mathematics
Lisa Vitale Stanzione	William Annin	Supervisor of Special Education K-8
Thomas Thorp	Ridge High	Assistant Principal

20) The Bernards Township Board of Education does hereby appoint the following professional staff for the 2009-10 school year at the following step, full time equivalencies, and salaries:

<u>Name:</u>		<u>FTE:</u>	<u>Step:</u>	<u>Salary:</u>
Abbaticola	Mariann	1.00	15 BA	\$59,629
Ace	Kimberly	1.00	2 BA	\$45,094
Agodon	Pamela	1.00	10 MA	\$59,364

Albert	Caryn	1.00	18 MA+30	\$79,463
Alfieri	Barbara	1.00	7 BA+30	\$53,142
Ambrozy	Kelly	1.00	13 BA+30	\$60,199
Amicone	Brendan	1.00	11 MA	\$60,700
Applebaum	Karen	1.00	11 MA	\$60,700
Aroldi	Carley	1.05	2 MA	\$53,409
Athanasiou	Cynthia	1.00	17 D	\$77,850
Baker	William	1.00	18 MA+30	\$79,463
Baldoni	Lauren	1.00	8 MA	\$57,115
Baldwin	Sean	0.30	9 BA	\$15,486
Banach	Vicky	0.40	16 MA+30	\$29,859
Bard	Richard	1.00	17 MA+30	\$76,850
Baril	Kristyne	1.00	4 BA	\$46,870
Baron	Melissa	1.00	8 BA+30	\$54,178
Batcha	Hillarey	1.00	7 MA	\$56,023
Batcha	Meredith	1.00	5 MA	\$53,900
Battenfelder	Rhonda	1.00	11 MA	\$60,700
Baverstock	Clare	1.00	12 MA	\$62,066
Beaver	Carol	1.00	21 MA	\$90,080
Bedi	Patricia	1.00	9 BA	\$51,621
Bene	Charles	1.00	21 MA+30	\$96,340
Benitz	Fran	1.00	21 BA	\$79,865
Benson	Deirdre	1.00	21 MA	\$90,080
Benthien	Bob	0.90	20 BA	\$65,107
Bessin	Karen	1.00	21 BA+30	\$85,456
Beyer	Julia	1.00	2 MA	\$50,866
Beykirch	Nick	1.00	15 MA	\$67,262
Bickar	Renee	1.00	21 MA	\$90,080
Bierbower	Beth	1.00	12 MA	\$62,066
Bilenker	Helayne	1.00	21 MA	\$90,080
Bivaletz	Tami	1.00	13 MA	\$63,462
Bivona	Susan	1.00	18 MA	\$73,713
Bizarre	Jocelyn	1.00	5 MA	\$53,900
Black	Debbi	1.00	21 MA+30	\$96,340
Blackwell	Thomas	1.00	13 MA+30	\$68,413
Blanford	Allyson	1.00	13 MA	\$63,462

Block	Melanie	1.00	4 BA	\$46,870
Bobowicz	Kristin	1.00	17 MA	\$71,289
Bollaro	Rebecca	1.00	11 MA+30	\$65,436
Bollwage	Leyna	1.00	4 MA+30	\$56,994
Bologno	Fiorella	1.00	9 MA	\$58,229
Bond	Ellen	1.00	4 BA	\$46,870
Boop	Travis	1.00	7 BA	\$49,666
Borchert	Dawn	1.00	16 MA	\$69,246
Bouton	Timothy	1.00	13 MA+30	\$68,413
Bowman	Tara	1.00	21 MA+30	\$96,340
Bramwell	Kelly	1.00	5 BA+30	\$51,129
Brasno	Andrew	1.00	10 D	\$64,996
Braun	Jennifer	1.00	6 BA	\$48,716
Brouillard	Lisa	1.00	10 BA+30	\$56,312
Brown	Judy	1.00	21 MA	\$90,080
Brown	Danielle	1.00	12 MA	\$62,066
Bruins	Rebecca	1.00	3 BA	\$45,973
Brum	John	1.00	14 MA+30	\$70,431
Bruni	Brenda	1.00	10 MA	\$59,364
Brush	Steve	1.00	21 MA	\$90,080
Bubnowski	Trisha	1.00	11 MA	\$60,700
Bubser	Kathy	1.00	17 MA+30	\$76,850
Bucciarelli	Allison	1.00	9 MA	\$58,229
Buist	James	1.05	21 MA	\$94,584
Bullis	Kellie	1.00	2 MA	\$50,866
Burfeindt	Lisa	1.05	21 MA	\$94,584
Burke	Mary Ellen	1.00	21 MA+30	\$96,340
Burt	Jill	1.00	3 MA	\$51,858
Bush	Barbara	1.00	21 D	\$97,340
Bynoe	Alicia	1.00	2 BA	\$45,094
Cahill	Marguerite	1.05	6 D	\$60,238
Caldero	Graciela	1.00	20 MA	\$82,115
Caldwell	Niall	1.00	10 BA	\$52,628
Cali	Jennifer	1.00	3 MA	\$51,858
Calie	Debra	1.00	8 MA	\$57,115
Callaway	Denise	1.00	15 MA+30	\$72,509

Calvaruso	Fran	1.00	12 MA	\$62,066
Campos	Joyce	1.00	13 MA	\$63,462
Cantagallo	Tara	1.00	6 BA	\$48,716
Cantono	Diane	1.00	21 MA	\$90,080
Capone	Pia	1.00	8 MA+30	\$61,571
Carbonaro	Adria	1.00	8 MA	\$57,115
Carnevale	Dana	1.00	11 MA	\$60,700
Castleman	Sloane	1.00	14 MA	\$65,334
Cavagnaro	Gabriella	1.00	12 MA	\$62,066
Centore	Mary	1.00	10 BA	\$52,628
Cerra-Johannson	Jennifer	1.00	12 MA+30	\$66,908
Cheo-Isaacs	Cathy	1.00	8 MA	\$57,115
Cherdack	Robert	1.00	21 D	\$97,340
Cherry	Kenneth	1.00	20 BA+30	\$77,406
Chiravalle	Christine	1.00	11 MA	\$60,700
Chmura-Kaufman	Jennifer	1.00	9 BA+30	\$55,235
Chung	Tara	1.00	9 BA	\$51,621
Ciavola	Aldamarie	1.00	12 MA+30	\$66,908
Cicchino	Cindy	1.00	13 MA	\$63,462
Clark	Colette	1.00	21 MA	\$90,080
Clark	Kathryn	1.00	6 MA	\$54,951
Clark	John	1.00	21 MA+30	\$96,340
Clark	Kimberly	1.00	4 MA	\$52,869
Climes	Maryanne	1.00	21 MA+30	\$96,340
Conklin	Cheryl	1.00	10 MA	\$59,364
Cook	Jennifer	1.00	9 BA	\$51,621
Corcoran	Stephanie	1.00	3 BA	\$45,973
Corey	Ralph	1.00	5 MA	\$53,900
Corigliano	Christine	1.00	6 MA+30	\$59,238
Coto	Tricia	1.00	17 MA	\$71,289
Curran	Jennifer	1.00	18 MA	\$73,713
D'Armiento	Lidia	1.00	17 MA	\$71,289
Davignon	Margaret	1.00	2 BA	\$45,094
Davis	Paul	1.00	6 BA	\$48,716
Davis	Carly	1.00	4 BA	\$46,870
Deak	Amy	1.00	11 MA+30	\$65,436

DeAngelis	Anita	1.00	6 BA	\$48,716
DeBisco	John	1.00	21 MA	\$90,080
DeFrancesco	Tracy	0.20	14 MA	\$13,066
DeGregorio	Adria	1.00	11 MA	\$60,700
Dein	Ruthann	1.05	21 MA+30	\$101,157
Delaney	Ann	1.00	4 BA	\$46,870
Delmonico	Susan	1.00	14 MA	\$65,334
DeLorenzo	Barbara	1.00	4 MA	\$52,869
deMarrais	Sarah	1.00	18 BA	\$65,064
DeMayo	Kelly	1.00	6 BA+30	\$52,126
Demcsak	Jessica	1.00	9 MA+30	\$62,772
Dengelegi	Laura	1.00	4 BA	\$46,870
Denys	Glen	1.00	10 MA	\$59,364
Derose	Jessica	1.00	7 BA	\$49,666
Devlin	Siobhan	1.00	21 MA+30	\$96,340
DiEduardo	Marcy	1.00	13 MA	\$63,462
Doerring	Melanie	1.00	14 MA+30	\$70,431
Donahue	Katherine	1.00	6 MA	\$54,951
Dory	Carol	1.00	3 BA	\$45,973
DuBois	Jessica	1.00	13 MA	\$63,462
Duque	Anne	1.05	6 MA	\$57,698
Dwyer	Barbara	1.00	3 MA	\$51,858
Edwards	Melissa	1.00	9 MA	\$58,229
Ehid	Mary	1.00	14 MA+30	\$70,431
Ehrgott	Aileen	1.00	5 BA	\$47,784
Erickson	Barbara	1.00	20 MA+30	\$89,870
Erik	Arlene	1.00	21 MA+30	\$96,340
Fabio	Mark	1.00	19 MA	\$76,440
Fahner-Vihtelic	Alexandra	1.00	4 BA	\$46,870
Falb	Carla	1.00	21 MA+30	\$96,340
Falis	Rachel	0.30	2 BA	\$13,528
Fela	Janine	1.00	3 BA	\$45,973
Feldman	Lisa	1.00	4 BA+30	\$50,151
Fico	John	1.00	13 MA	\$63,462
Filippini	Lisa	1.00	7 MA	\$56,023
Finazzo	Karen	1.00	10 BA+30	\$56,312

Fiore	Peter	1.00	15 MA+30	\$72,509
Fiorilli	Dawn	1.00	10 MA+30	\$63,996
Fisher	Diane	1.00	8 MA	\$57,115
Florance	James	1.00	21 MA+30	\$96,340
Forsell	Kathleen	1.00	14 MA+30	\$70,431
Fowler	Jennifer	1.00	3 BA+30	\$49,192
Foy	Theresa	1.00	15 MA	\$67,262
Francis	Beverly	1.00	13 MA+30	\$68,413
Freisen	Elizabeth	1.00	8 MA	\$57,115
Friedman	Daniel	1.00	21 D	\$97,340
Fry	John	1.00	21 MA+30	\$96,340
Fuellhart	Marissa	1.00	6 BA+30	\$52,126
Gagliano	Buffy	1.00	13 MA	\$63,462
Gakos	MaryBeth	1.00	3 MA+30	\$55,904
Gallagher	Laura	1.00	17 MA	\$71,289
Gambino	Pat	1.00	15 MA	\$67,262
Ganz	Joshua	1.00	4 MA	\$52,869
Garrity	James	1.00	21 MA+30	\$96,340
Gavarny	Sarah	1.00	3 BA	\$45,973
Gavin	Kimberly	1.00	11 BA	\$53,812
Gebhardt	Joshua	1.00	9 MA	\$58,229
Genova	Nancy	1.00	19 BA	\$66,983
German	Dina	1.00	12 MA	\$62,066
Gialanella	Tara	1.00	7 BA	\$49,666
Giglio	William	1.00	21 MA+30	\$96,340
Gillikin	Chad	1.00	21 MA	\$90,080
Gilmore	Michael	1.00	21 MA	\$90,080
Goetjen	Deborah	1.00	5 MA+30	\$58,105
Golum	Rachel	1.00	15 D	\$72,509
Gomes	Catarina	1.00	9 MA	\$58,229
Goodwin	Joanna	1.00	6 BA+30	\$52,126
Goracy	Diane	1.00	21 MA	\$90,080
Gorski	Tara	1.00	10 MA+30	\$63,996
Gospin	Jean	1.00	21 MA+30	\$96,340
Graff	Denise	1.00	12 MA	\$62,066
Greaney	Margaret	1.00	5 BA+30	\$51,129

Greco	Jessica	1.00	6 BA+30	\$52,126
Gregorio	Nicholas	1.00	6 MA	\$54,951
Griffiths	Chad	1.00	12 BA	\$55,023
Grune	Laurie	1.00	7 BA	\$49,666
Guggenheim	Maryann	1.00	13 MA	\$63,462
Gullifer	John	1.00	9 MA	\$58,229
Gurkin	Jami	1.00	16 MA	\$69,246
Hall	Angela	1.00	19 BA	\$66,983
Hamant	Jim	1.00	8 MA	\$57,115
Hamilton	Jill	1.00	13 MA	\$63,462
Hartman	Rich	1.00	8 MA	\$57,115
Hasson	Aimee	1.00	9 MA	\$58,229
Hauser	Jennifer	1.00	2 BA	\$45,094
Hawkswell	Jenna	1.00	7 MA	\$56,023
Hedden	Kathy	1.00	21 MA+30	\$96,340
Heitmann	Kathleen	1.00	6 MA	\$54,951
Henry	Mary	1.00	18 MA	\$73,713
Henthorn	Andrew	1.00	21 MA	\$90,080
Hildeman	Jennifer	0.60	11 MA	\$36,420
Hoagland	Scott	1.00	14 MA	\$65,334
HoAire	Allison	1.00	8 MA	\$57,115
Hoffman	Megan	1.00	6 MA	\$54,951
Hostetter	Melanie	0.60	21 MA	\$54,048
House-Quigley	Barbara	1.00	11 MA	\$60,700
Howard	Lisa	1.00	9 MA	\$58,229
Howard	Timothy	1.00	8 BA	\$50,634
Huefner	Janelle	0.60	15 MA	\$40,357
Hynes	Julia	1.00	2 BA	\$45,094
Iannella	Penny	1.00	18 MA	\$73,713
Illian	Connie	1.00	17 BA+30	\$67,623
Immerman	Kathie	1.00	19 MA	\$76,440
Innella	Nesi	1.00	8 BA	\$50,634
Isaacs	Steven	1.00	18 MA+30	\$79,463
Jacques-Lech	Katharine	1.00	3 BA	\$45,973
Jaeger	Monika	1.00	14 D	\$71,431
Jain	Melissa	1.00	9 BA	\$51,621

Jakubowski	Sheri	1.00	10 MA+30	\$63,996
Jeffrey	Wendell	1.00	15 MA+30	\$72,509
John	Sarah	1.00	8 MA	\$57,115
Jordan	Rita	1.00	21 MA	\$90,080
Kadin	Samantha	1.00	2 BA	\$45,094
Kagel	Michelle	1.00	13 BA	\$56,261
Kamenir	Amy	1.05	21 MA+30	\$101,157
Kane	Sherrie	1.00	3 BA	\$45,973
Kappel	Teresa	1.00	19 BA	\$66,983
Karch	Kevin	1.00	12 MA	\$62,066
Karuppan	Debbie	1.00	16 BA	\$61,388
Keenan	Donna	1.00	7 MA	\$56,023
Kennedy	Susan	1.00	9 MA+30	\$62,772
Kiernan	Renee	1.00	17 MA+30	\$76,850
Kilpatrick	Michele	1.00	12 MA+30	\$66,908
Kirsch	Sara	1.00	7 BA	\$49,666
Kizoulis	Antonia	1.00	6 BA	\$48,716
Knapp	Nicole	1.00	9 MA+30	\$62,772
Kober	Don	1.00	20 BA+30	\$77,406
Koeckert	Diana	1.00	17 MA+30	\$76,850
Kovacs	Jessica	1.00	10 MA	\$59,364
Kowalewski	Katarzyna	1.00	10 BA+30	\$56,312
Kupiec	Chiara	1.00	6 BA	\$48,716
Kurland-Ross	Meredith	1.00	15 MA	\$67,262
Kuscenko	Daria	1.00	21 BA	\$79,865
Kwityn	Barbara	1.00	14 MA	\$65,334
Lamparello	Emma	1.00	21 MA	\$90,080
LaPara	Angela	1.00	12 MA	\$62,066
LaRubbio	Dina	1.00	17 MA	\$71,289
Latchaw	Lisa Marie	1.00	10 MA+30	\$63,996
LaVecchia	Liana	1.00	13 MA+30	\$68,413
Layton	Joann	1.00	5 MA+30	\$58,105
Le Cour	Ken	1.00	21 MA	\$90,080
Lebofsky	Tara	1.00	7 BA+30	\$53,142
Lechleider	Nancy	1.00	11 MA	\$60,700
Lee	Cristin	1.00	7 MA	\$56,023

Legvari	Amy	1.00	2 BA	\$45,094
Leiwant	Carol	1.00	21 D	\$97,340
Len	Debbie	1.00	10 MA+30	\$63,996
Leonow	Marla	1.00	2 BA	\$45,094
Lettorale	Jennifer	1.00	2 MA	\$50,866
Levy	Michael	1.00	21 MA	\$90,080
Licata	Michelle	1.00	10 MA	\$59,364
Lieb	Susan	1.00	13 MA+30	\$68,413
Lieder	Steve	1.00	21 BA+30	\$85,456
Lier	Kristine	1.00	14 MA	\$65,334
Lime	Kathy	1.00	18 MA+30	\$79,463
Lingel	Deborah	1.00	3 BA	\$45,973
Linstra	Kerry	1.00	15 MA	\$67,262
Lipnick	Emily	1.00	4 MA	\$52,869
Locascio	Frank	1.00	6 MA	\$54,951
Lutsky	Natalie	1.00	3 BA+30	\$49,192
Lynn	Amy	1.00	21 MA+30	\$96,340
Machnowski	Dorothy	1.00	12 BA	\$55,023
MacMahon	Megan	1.00	6 MA	\$54,951
MacRae	Mary	1.00	16 MA+30	\$74,648
Madara	Elizabeth	1.00	12 MA	\$62,066
Madorma	Susan	1.00	20 MA+30	\$89,870
Malone	Megan	1.00	10 MA	\$59,364
Maltz	Adena	1.00	3 BA	\$45,973
Manfra	Joyce	1.00	21 MA	\$90,080
Manies	Patricia	1.00	6 BA+30	\$52,126
Maresca	Karen	1.00	11 BA	\$53,812
Marin	Carol	1.00	21 MA	\$90,080
Marino	Janet	1.00	21 BA+30	\$85,456
Marney	Jennifer	1.00	10 MA	\$59,364
Marsh	Kenneth	1.00	15 MA+30	\$72,509
Martin	Karen	1.00	15 MA+30	\$72,509
Mastrian	Cindy	1.00	10 MA	\$59,364
Mastroianni	Sara	1.00	14 BA	\$57,921
Matteo	Elaine	1.05	21 MA	\$94,584
Mauro	Jaime	1.00	15 MA+30	\$72,509

McCabe	Rhania	1.00	4 BA	\$46,870
McCarthy	Jacqueline	1.00	6 BA	\$48,716
McCarthy	John	1.00	21 MA	\$90,080
McClain	Brad	1.00	9 MA	\$58,229
McElyea	Janean	1.00	11 BA+30	\$57,579
McGowan	Brian	1.00	7 BA	\$49,666
McNally	Mary Jane	1.00	21 D	\$97,340
Mensingher	Maria	1.00	8 MA+30	\$61,571
Migliore	Lawrence	1.00	21 MA	\$90,080
Milde	Megan	1.00	4 BA	\$46,870
Miller	Christina	1.00	9 MA	\$58,229
Miller	Patricia	1.00	13 BA+30	\$60,199
Miller	Kathryn	1.00	5 BA	\$47,784
Minicozzi	Enzo	1.00	7 MA	\$56,023
Miscia	Cara	1.05	3 MA	\$54,450
Mitchell	Margaret	1.00	12 MA+30	\$66,908
Moench	Stephanie	0.40	2 MA	\$20,346
Moleta	Jackie	1.05	4 MA	\$55,512
Mollica	Sharon	1.00	21 MA+30	\$96,340
Mongno	Megan	1.00	4 BA+30	\$50,151
Mooney	Tim	1.00	19 MA	\$76,440
Moran	Geraldine	1.00	11 BA+30	\$57,579
Morgan	Kate	1.00	15 MA	\$67,262
Morozko	Bruce	1.00	16 MA	\$69,246
Mottola	Anthony	1.00	10 MA	\$59,364
Mukherji	Shukti	1.00	10 MA+30	\$63,996
Mullarkey	John	1.00	17 MA+30	\$76,850
Mullen	Linda	1.00	7 BA	\$49,666
Mullins	Mary Grace	1.00	14 MA+30	\$70,431
Muraview	Rebecca	1.05	21 MA+30	\$101,157
Murphy-Scudiero	Rebecca	1.00	7 MA	\$56,023
Muserlian	Michelle	1.00	7 MA	\$56,023
Musumeci	Jessica	1.00	6 BA	\$48,716
Muszynski	Suzanne	1.00	9 BA	\$51,621
Nadal-Willis	Cathy	1.00	20 BA	\$72,342
Napier	Tom	1.00	10 MA+30	\$63,996

Nejmeh	Colleen	1.00	4 MA	\$52,869
Newton	Tracy	1.00	7 BA	\$49,666
Nichols	Laura	1.00	5 MA	\$53,900
Noerenberg	Beth Anne	1.00	5 BA	\$47,784
Noiset	Jacqueline	1.00	15 MA	\$67,262
Nollkamper	Linda	1.00	19 MA	\$76,440
Novitsky	Jody	1.00	10 MA+30	\$63,996
O'Brien	Christian	1.00	11 MA+30	\$65,436
O'Connell	Kari	1.00	13 MA	\$63,462
Ogitis	Germaine	1.00	9 MA	\$58,229
O'Leary	Mary	1.00	13 MA	\$63,462
O'Neil	Maureen	1.00	21 MA+30	\$96,340
Orr	Michael	1.00	10 MA	\$59,364
Orr	Stephanie	1.00	10 MA+30	\$63,996
Ortega	William	1.00	5 MA	\$53,900
Osborn	Hanina	1.00	7 MA	\$56,023
Ost	Jonathan	1.00	7 MA	\$56,023
Papanikolaw	Christie	1.00	4 BA	\$46,870
Paris	William	1.00	5 MA	\$53,900
Parkinson	Marykate	1.00	7 MA+30	\$60,393
Parr	Jack	1.00	21 MA+30	\$96,340
Pasquale	Mary	1.05	21 MA	\$94,584
Pellicone	Karen	1.00	16 MA+30	\$74,648
Peluso	Phillip	1.00	8 BA+30	\$54,178
Pepitone	Michael	1.00	8 MA	\$57,115
Pernice	Philip	1.00	7 MA	\$56,023
Persily	Amy	1.00	9 MA	\$58,229
Persily	David	1.00	8 MA+30	\$61,571
Peters	Kristin	1.00	9 MA+30	\$62,772
Petersen	Megan	1.00	15 MA	\$67,262
Petersen	David	1.00	5 BA+30	\$51,129
Philhower	Susan	1.00	19 MA	\$76,440
Piper	Dawn	1.00	8 MA	\$57,115
Pitoniak	Michelle	1.00	6 MA	\$54,951
Polakowski	Lorraine	1.00	21 MA+30	\$96,340
Porro	Allison	1.00	7 MA	\$56,023

Preston	Merle	1.00	21 MA+30	\$96,340
Prusina	Rose	1.00	19 MA	\$76,440
Quinn-Foy	Noreen	1.00	12 MA+30	\$66,908
Ramos	Jennifer	1.00	6 MA	\$54,951
Raphaels	Jennifer	1.00	4 MA	\$52,869
Rauschenberger	Eric	1.05	11 MA+30	\$68,707
Ray	Judy	1.00	18 MA	\$73,713
Ray	Heather	1.00	9 MA+30	\$62,772
Rayner	Nancy	1.00	21 MA+30	\$96,340
Reeves	Elizabeth	1.00	5 BA+30	\$51,129
Reilly	Diane	1.00	20 MA	\$82,115
Ressa	Derek	1.00	6 MA+30	\$59,238
Restaino	Cara	1.00	6 BA	\$48,716
Resvick	Debbie	1.00	11 MA	\$60,700
Retzko	Barbara	1.00	21 MA+30	\$96,340
Reynolds	Deborah	1.00	7 MA	\$56,023
Riccobono	Linda	1.05	4 MA	\$55,512
Richards	Steven	1.00	11 BA	\$53,812
Richardson	Corey	1.00	11 BA	\$53,812
Rodgers	Maureen	1.00	9 BA	\$51,621
Roio	Amberley	1.00	10 MA	\$59,364
Romano	Malia	1.00	10 MA	\$59,364
Romanyshyn	Robert	1.00	14 MA	\$65,334
Romash	Christopher	1.00	3 BA	\$45,973
Rose	Constance	1.00	21 MA+30	\$96,340
Rosenbaum	Sheri	1.00	2 BA	\$45,094
Roth	William	1.00	21 MA	\$90,080
Ruane	Jennifer	1.00	10 MA	\$59,364
Russell	Ed	1.00	19 BA	\$66,983
Russo	Robert	1.00	15 MA	\$67,262
Russo	Sandra	1.00	21 MA+30	\$96,340
Russo	Christine	1.00	18 MA	\$73,713
Rutledge	Pat	1.00	21 MA+30	\$96,340
Ryan	Jaclyn	1.00	5 MA	\$53,900
Rymer	Meredith	0.40	8 MA	\$22,846
Saalfield	Linda	1.00	21 MA+30	\$96,340

Saide	Barry	1.00	10 MA+30	\$63,996
Schaefer	Lyndsey	1.00	6 BA	\$48,716
Scheckman	Michael	1.00	4 BA+30	\$50,151
Scheffler	Marsha	1.00	10 MA	\$59,364
Schlosser	Wendy	1.00	21 MA+30	\$96,340
Schnell	Raymond	1.00	8 MA	\$57,115
Schofield	Gerald	1.00	19 BA	\$66,983
Schwartz	Debra	1.00	18 MA+30	\$79,463
Scott	Brian	1.00	13 MA	\$63,462
Scully	Sloan	1.00	11 MA	\$60,700
Seaton	Kara	1.00	10 BA+30	\$56,312
Sedorak	Kerry	1.00	10 MA	\$59,364
Segale	Kathleen	1.00	21 MA+30	\$96,340
Seiffert	Elizabeth	1.00	3 BA	\$45,973
Seigel	Marc	1.00	15 MA	\$67,262
Sekula	Sylvia	1.00	4 BA	\$46,870
Semler	Connie	1.00	12 MA	\$62,066
Sharpe	Rachel	1.00	10 BA+30	\$56,312
Shaughnessy	Deirdre	1.00	3 MA	\$51,858
Shutte	Joy	1.15	4 BA	\$53,900
Siccone	Elizabeth	1.00	4 BA	\$46,870
Simon	Katherine	1.00	10 MA+30	\$63,996
Simpson	Colin	1.00	9 BA	\$51,621
Skiba	Melissa	1.00	2 MA	\$50,866
Slack	Caitlin	1.00	4 MA	\$52,869
Slack	Elizabeth	1.00	18 BA	\$65,064
Slattery	Pat	1.00	21 MA+30	\$96,340
Smerillo	Kristin	1.00	11 MA+30	\$65,436
Smith	Daniel	1.00	10 MA+30	\$63,996
Soltis	Amy	1.00	9 MA	\$58,229
Somers	Sandra	1.00	14 MA+30	\$70,431
Sperber	Toby	1.00	13 BA	\$56,261
Staats	Teresa	1.00	3 BA	\$45,973
Stanford	Maureen	0.40	7 BA	\$19,866
Stanzel	William	1.00	17 MA+30	\$76,850
Stappenbeck	Cheryl	1.00	5 MA+30	\$58,105

Stavenick	Janice	1.00	21 BA+30	\$85,456
Stianchi	Erica	1.00	4 MA	\$52,869
Stoeckel	Jennifer	1.00	5 MA	\$53,900
Stoudemayer	Michaela	1.00	10 MA	\$59,364
Sudol	Allyson	1.15	11 MA+30	\$75,251
Suminski	Jennifer	1.00	7 MA+30	\$60,393
Surett	Kimberly	1.00	9 MA+30	\$62,772
Suter	Ann	1.00	12 MA	\$62,066
Swanson	Chris	1.00	5 MA	\$53,900
Sweeny	Lisa	1.00	8 MA	\$57,115
Sweet	Kimberlee	1.05	2 MA	\$53,409
Szajowski	Kathryn	1.00	5 BA	\$47,784
Szmidt	Jennifer	1.00	6 BA	\$48,716
Szrom	Christine	1.00	9 MA	\$58,229
Taavoste	Patricia	1.00	21 MA+30	\$96,340
Tadenev	Tatyana	1.00	12 MA+30	\$66,908
Tauriello	Ruth	1.00	8 MA	\$57,115
Taxeras	Megan	1.00	7 MA	\$56,023
Teevan	Amanda	1.00	8 MA	\$57,115
Testa	Rosemary	1.00	19 BA+30	\$71,672
Thompson	Lori	1.00	10 MA	\$59,364
Thorpe	Kristin	1.00	17 D	\$77,850
Thurston	Laural	1.00	21 MA	\$90,080
Tomaro	Lee Ann	1.00	19 BA+30	\$71,672
Troast	Jennifer	1.00	13 BA	\$56,261
Troullos	Roseann	1.00	13 BA+30	\$60,199
Turner	Denise	1.00	13 MA+30	\$68,413
Turtur	Melanie	1.00	7 BA	\$49,666
Uhler	Krissy	1.00	4 MA	\$52,869
Underhill	Tracy	1.00	12 MA	\$62,066
Valles	Catherine	1.00	3 MA	\$51,858
Van Dusen	Kathleen	1.00	16 MA+30	\$74,648
Van Natta	Kathryn	1.00	18 MA	\$73,713
Van Pelt	Megan	1.00	7 MA	\$56,023
VanderStad	Amy	1.00	2 BA	\$45,094
VanDerStad	Katherine	1.05	17 MA	\$74,853

VanWageninge	Robert	1.00	21 MA+30	\$96,340
Vasto	Kathleen	1.00	5 MA	\$53,900
Velocci	Kim	1.00	4 BA	\$46,870
Vena	Theresa	1.00	21 MA+30	\$96,340
Vespucci	Deborah	1.00	15 MA	\$67,262
Vreeland	Patrick	1.00	10 MA+30	\$63,996
Wachtler	Kara	1.00	6 MA	\$54,951
Wallace	Elizabeth	1.00	20 MA	\$82,115
Walsh	Eleanor	1.00	21 MA	\$90,080
Waltz	Josephine	1.00	21 MA+30	\$96,340
Wargo	Susan	1.00	8 MA+30	\$61,571
Weniger	Theresa	1.00	21 MA+30	\$96,340
White	Katherine	1.00	9 MA+30	\$62,772
Whiteley	Kathleen	1.00	12 MA	\$62,066
Wilson	Kathryn	1.00	8 MA	\$57,115
Wilson	Elizabeth	1.00	11 MA	\$60,700
Wilson	Fern	1.00	21 MA+30	\$96,340
Winget	Louise	1.00	10 BA+30	\$56,312
Winkler	Kelly	1.00	12 MA	\$62,066
Wolf	Elizabeth	1.00	21 MA+30	\$96,340
Wolff	Kristen	1.00	6 MA+30	\$59,238
Wong	Wyman	1.00	11 BA+30	\$57,579
Wu	Margaret	1.05	3 MA+30	\$58,699
Yastremski	David	1.00	14 MA+30	\$70,431
Yerkes	Megan	1.00	6 BA	\$48,716
Zande	Greg	1.00	12 MA	\$62,066
Zuchowski	Karen	1.00	21 MA+30	\$96,340
Zukowski	Peggy	1.00	5 MA+30	\$58,105

21) The Bernards Township Board of Education does hereby appoint the following special education professional staff for the 2009 summer extended school year program and the 2009-10 school year at the following step, full time equivalencies and salaries:

<u>Last Name:</u>	<u>First Name:</u>	<u>Full Time Equivalent:</u>	<u>Step:</u>	<u>Salary:</u>
Aron	Ann	1.0 + 20 days extended school year	5 BA+30	\$56,242
Deitchman	Carole	1.0 + 24 days extended school year	7 MA	\$62,746
Lenzi	Michele	1.0 + 20 days extended school year	3 MA	\$57,044
Lozano	Marcus	1.0 + 20 days extended school year	2 MA	\$55,953

Mautone	Mark	1.0 + 20 days extended school year	14 BA	\$63,921
Rothschild	Jessica	1.0 + 20 days extended school year	3 MA	\$57,044
Valera	Linda	1.0 + 20 days extended school year	20 BA+30	\$85,147
Zuppa	Christine	1.0 + 20 days extended school year	8 MA	\$62,827

22) The Bernards Township Board of Education does hereby approve the following mentors for the 2008-09 school year, mentoring fee to be paid by the provisional teacher:

<u>Provisional Teacher:</u>	<u>Position:</u>	<u>Mentor:</u>	<u>Payment:</u>
Lizabeth Baliko	Kindergarten	Barbara Kwityn	\$184

23) The Bernards Township Board of Education does hereby approve the following individuals listed in positions below:

<u>Name:</u>	<u>Position:</u>	<u>Hours/ Hourly Rate:</u>
Chet Lawson	Home Instruction	3 hours per week/\$24.88 per hour
Kelly Flanagan	Home Instruction	5 hours per week/\$22.77 per hour

24) The Bernards Township Board of Education does hereby appoint the following Camp Jump Start staff:

<u>Name:</u>	<u>Subject:</u>	<u>Per diem:</u>	<u># of Days:</u>	
Amicone	Brendan	Language Arts	\$176	15
Fuellhart	Marissa	Language Arts	\$176	15
Osborn	Hanina	Language Arts	\$176	15
Bouton	Tim	Math	\$176	15
German	Dina	Math	\$176	15
Gialanella	Tara	Math	\$176	15
Schroeder	Eric	Math	\$168	15
Abbaticola	Mariann	Nurse	\$176	15
Peterson	Dave	Science	\$176	15
Fowler	Jen	Special Education	\$168	15
Marney	Jen	Special Education	\$176	15
O'Brien	Christian	Special Education	\$176	15
Slack	Caitlin	Special Education	\$176	15
Turtur	Melanie	Special Education	\$176	15
Bollaro	Becky	Study Skills	\$176	15
Karch	Kevin	Study Skills	\$176	15
Cali	Jen	Substitute	\$168	As needed
Corigliano	Christina	Substitute	\$168	As needed
Corey	Ralph	Substitute	\$168	As needed
Davis	Carly	Substitute	\$168	As needed
Fela	Janine	Substitute	\$176	As needed
Lime	Kathy	Substitute	\$168	As needed
LoCascio	Frank	Substitute	\$176	As needed
Maltz	Adena	Substitute	\$168	As needed

Matteo	Elaine	Substitute	\$176	As needed
Randazzo	Vincent	Substitute	\$168	As needed
Ressa	Derek	Substitute	\$176	As needed
Shaughnessy	Deirdre	Substitute	\$168	As needed
Suter	Ann	Substitute	\$168	As needed
Villarino	Stephanie	Substitute	\$168	As needed

25) The Bernards Township Board of Education does hereby approve the following staff college instructor:

<u>Name:</u>	<u>Class:</u>	<u>Total:</u>
Steve Issacs	Flex Day	\$500

26) The Bernards Township Board of Education does hereby appoint the following bedside instructor at a salary of \$72.07 per hour for the 2008-09 school year:

Patti Kolshorn

27) The Bernards Township Board of Education does hereby approve the following volunteers to staff Destination Imagination for the 2008-09 school year:

Lisa Bahler
Lisa Dudzik

28) The Bernards Township Board of Education does hereby approve the following student interns for the 2008-09 school year:

<u>Name:</u>	<u>College/University:</u>	<u>Cooperating Teacher:</u>
Ashley Kovach	Rutgers University	Ridge High School David Yastremski/9/3/09-12/2/09
Elizabeth Drake	College of Saint Elizabeth	Oak Street School Diane Rozzelle/4/1/09
Faith Wilde	Raritan Valley Community College	Cedar Hill School Amy Lynn/3/26/09
Michael Owdij	Rutgers University	Ridge High School Cathy Nadal-Willis/9/3/09-12/2/09
Lauren Senko	The College of New Jersey	Oak Street School Christine Chrivalle/9/8/09-12/18/09

29) The Bernards Township Board of Education does hereby appoint the following substitute teachers for 2008-09 school year at a salary of \$80 per day and \$120 per day for substitute nurses:

Roseanne Hogan	Stephanie Psiaki
Ann Laurdisen	Katelyn Von Bargaen
McKinley Parker	Emily Benjamin
Stephanie Goulida	Jessica Malangone
Susan Ridley	Marcy Borcharding
Sean Moore	Christine Broomhead
Katherine James*+	

*Subject to County Approval

+Subject to Fingerprint Clearance

On motion by Ms. Winter, seconded by Ms. Carlsson, Items #1-29 were approved by the following roll call vote:

“Ayes” - Mr. Byrne, Ms. Carlsson (except Item #11), Mr. Carlucci, Ms. Cwerner, Ms. McGowan, Ms. McKeon, Mr. Wilke, Ms. Winter, Mr. Koch
“Noes” - Ms. Carlsson (only Item #11)
“Abstain” - None

POLICY

BE IT RESOLVED THAT

1) The Bernards Township Board of Education does hereby approve the following policies on second reading and adopt said policies:

- a. Policy File Code: 0134 Board Self Evaluation
- b. Policy File Code: M0142.1 Nepotism
- c. Policy File Code: 0151 Organizing Meeting
- d. Policy File Code: 0152 Board Officers
- e. Policy File Code: 0164 Conduct of Board Meeting
- f. Policy File Code: M0176 Collective Bargaining and Contract Approval/
Ratification
- g. Policy File Code: M1220 Employment of Chief School Administrator
- h. Policy File Code: 1620 Administrative Employment Contracts
- i. Policy File Code: M2460 Special Education
- j. Policy File Code: M2467 Surrogate Parents and Foster Parents

- k. Policy File Code: M5755 Equity in Educational Programs and Services
- l. Policy File Code: M6362 Contributions to Board Members and Contract Award

On motion by Mr. Carlucci, seconded by Ms. Carlsson, Item #1 was approved by the following roll call vote:

- “Ayes” - Mr. Byrne, Ms. Carlsson, Mr. Carlucci, Ms. Cwerner, Ms. McGowan, Ms. McKeon, Mr. Wilke, Ms. Winter, Mr. Koch
- “Noes” - None
- “Abstain” - None

XVI. Public Forum on Other Than Agenda Items

No comments were made.

XVII. Board Forum

President Bill Koch requested Board members forward their committee assignment requests to him as soon as possible.

1) Vice President Susan Carlsson reviewed a list of 12 items compiled from Board member input. The 12 items will be formulated into 3 or 4 goals. Three broad goal topics discussed were public relations, finance role, and the adolescent use of drugs & alcohol. Each member of the Board elaborated on their priorities and how best to measure each goal. It was suggested that the superintendent, assistant superintendent and business administrator share their input before the Board finalizes the goals. Ms. Carlson will send a draft to Board members for review prior to its May 18 meeting.

XVIII. Adjournment

On motion by Ms. Carlsson, seconded by Ms. McKeon, and approved by all present, the meeting was adjourned at 9:14 p.m.

Respectfully submitted,

Nick Markarian
Board Secretary