

SPRINGFIELD BOARD OF EDUCATION

MAY 10, 2021

REGULAR MEETING

The Springfield Board of Education is committed to providing high quality, efficient educational programs through which all students achieve the New Jersey Core Curriculum Contents Standards. Every effort is made to ensure that the district's certificated and support personnel are among the best in their fields.

The staff and Board of Education are dedicated to maintaining excellence in the delivery of child-centered educational programs. Very simply stated, in Springfield...SCHOOLS ARE FOR KIDS!

A Public Hearing and Regular Meeting of the Board of Education of the Township of Springfield in the County of Union, New Jersey, was held via electronic media through zoom on Monday, May 10, 2021 at 6:05 P.M.

President's Statement: Pursuant to the New Jersey Open Public Meetings Act, Public Law 1975, Chapter 231, the Board Secretary caused notice of the meeting to be given to the public and the press on January 4, 2021 and revised on April 12, 2021 and May 7, 2021. The public comment format for this meeting is as follows – attendees wishing to comment during the public sessions will enter their name and address in the Q&A. The President of the Board of Education will recognize the attendee at the appropriate time by allowing the attendee to use audio or audio and video function to ask a question or make a comment.

1. CALL TO ORDER

The meeting was called to order by Board President, Mrs. Laura Gamarekian.

Present: Mr. Anthony Delia, Mr. Marc Miller, Mr. Hector Munoz(*arrived at 7:27PM*)
Mrs. Meredith Murphy, Mrs. Kristy Rubin, Mrs. Paula Saha, Mr. Scott Silverstein, Mrs. Hilary Turnbull(*arrived at 7:32PM*), Mrs. Laura Gamarekian

Also Present:

Mr. Matthew Clarke, Business Administrator/Board Secretary
Mrs. Erica Scudero, Assistant Superintendent for Curriculum, Instruction & Assessment
Mrs. Dana Kelly, Director of Human Resources

2. CLOSED SESSION

Moved by Mr. Silverstein, seconded by Mr. Miller, "I move to suspend the rules of the order of business of the Regular Meeting and adjourn to closed conference session for the reasons contained in the following resolution:"

RESOLUTION

"WHEREAS the Board of Education must discuss subjects concerning matters protected by Attorney/Client privilege and Negotiations which are not appropriate subjects to be discussed in a public meeting and which are within the exemptions permitted to be discussed and acted upon in private session pursuant to P.L. 1975 Chapter 231, it is therefore

RESOLVED that the aforesaid subjects shall be discussed in private session by this Board and the administrative staff and information pertaining thereto will be made

available to the public as soon thereafter as possible and once the reasons for non-disclosure no longer exist.”

Closed Conference Items

1. Matters protected by Attorney/Client privilege
2. Residency Hearing
3. RECOVENE FROM CLOSE CONFERENCE
Moved by Mr. Silverstein, seconded by Mr. Miller, approval to reconvene to the Regular Meeting Agenda of the Board of Education.

Yeas: Unanimous by all Members present.

MOTION CARRIED

4. PLEDGE OF ALLEGIANCE
5. EMERGENCY REGULATIONS
Moved by Mr. Silverstein, seconded by Mr. Miller, approval of the resolution regarding emergency regulations:

WHEREAS, the New Jersey Department of Community Affairs enacted emergency regulations that require public bodies (e.g., municipalities, boards of education, etc.) to meet certain criteria if the public body is holding a remote public meeting during a state of emergency; and

WHEREAS, the Springfield Board of Education ("Board") is required by the aforementioned regulations to adopt procedures for public comment made during remote meetings during a state of emergency.

NOW THEREFORE, be it resolved that:

1. The Board Secretary shall announce publicly, and shall cause to be entered in the minutes of the meeting, an accurate statement to the effect that either: (1) both adequate and electronic notice of the meeting has been provided, specifying the time, place, and manner in which such notice was provided; or (2) only electronic notice of the meeting has been provided, specifying the time, place, and manner in which such notice was provided, and that discussion and effectuation of public business shall be limited to the matters included in *N.J.A.C. 5:39-1.5(g)*;
2. In the event the Board conducts a remote meeting during a state of emergency, the Board shall allow members of the public to make comments via audio or audio and video. Individuals will be prompted to enter their name and address in the Q&A function, and the Board shall hear the comments in the order received. All of the Board's Policies and Regulations related to public participation in board meetings shall remain in effect, including, but not limited to, the presiding officer's ability to limit each statement made by a participant to a 3 minute duration;
3. If a member of the public becomes disruptive during any portion of the remote public meeting, the Board President shall mute, or direct appropriate staff to mute,

the disruptive member of the public. The disruptive individual shall receive a warning that continued disruption may result in the individual being removed from the remote meeting or muted at future remote meetings. Disruptive conduct includes, but is not limited to, shouting, interruption, or use of profanity. If time permits, the Board may allow the disruptive individual to make a public comment at the conclusion of the public comment portion, but reserves the right to continue muting or remove the disruptive individual if the disruptive behavior persists.

4. These procedures and requirements for making public comment, along with an explanation of the audio muting function of the electronic communications platform being used, shall be announced by the Board President at the beginning of each remote public meeting during a state of emergency.
6. COMMUNICATIONS
- a. NJSBA –
 - i. School Board Notes- April 28th and May 5th.
 - ii. NJSBA’s Public Relations Forum: Getting your community ready for September- June 3rd Forum at 9AM Virtual.
 - iii. NJSBA’s Virtual Workshop 2021 is October 26-28, 2021.
 - b. GSCS –
 - i. News and Notes – April 26th and May 3rd.
 - ii. The Best of the Buzz – May 6th.
 - c. Renewals – any adjustments will be brought back to the BOE on May 24th.
 - d. Amistad should be “District” not High School only.

7. MINUTES-REGULAR MEETING

Moved by Mr. Silverstein, seconded by Mr. Munoz, to approve the following minutes:

Executive Meeting	- April 26, 2021
Regular Meeting	- April 26, 2021

Present: Mr. Anthony Delia, Mr. Marc Miller, Mr. Hector Munoz, Mrs. Meredith Murphy, Mrs. Kristy Rubin, Mrs. Paula Saha, Mr. Scott Silverstein, Mrs. Hilary Turnbull, Mrs. Laura Gamarekian

MOTION CARRIED

8. SUPERINTENDENT’S REPORT

Moved by Mr. Silverstein, seconded by Mr. Miller, to accept and approve the Superintendent’s Report as presented –

1. Student/Staff Recognitions
 - 2 Second grade students from TLS were selected as winners of the Union County Arbour Day Poetry Contest. Taylor Triplet received 1st place for her piece titled “Tree Limerick” and Tawana Turo received 3rd place for her piece titled “Yoga Tree”.
2. Expanding Learning Update
 - Big Week – 5 days at all 3 Elementary schools.
3. HIB Report (The Board will go into closed session at the end of the meeting if specific clarification is needed.)
4. Building Usage Request
5. Fund Raiser Request
6. Fieldtrip Request
7. Contracts PL2015, Chapter 47

Yeas: Unanimous by all Members present.

MOTION CARRIED

9. PUBLIC SESSION (7:29PM – 7:31PM)

The following member of the public had question(s) or comment(s) regarding the Superintendent's Report on Transportation matters:

- Rahel Gossa
- Matthew Weber

10. BOARD SECRETARY'S REPORT

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to approve the Board Secretary's Report dated March 31, 2021 and that it be received and placed on file.

Yeas: Unanimous by all Members present.

MOTION CARRIED

11. TREASURER'S REPORT

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to approve the Treasurer's Report dated March 31, 2021 and that it be received and placed on file.

Yeas: Unanimous by all Members present.

MOTION CARRIED

12. LEGALS MARCH 2021

Moved by Mrs. Rubin, seconded by Mr. Silverstein, Pursuant to N.J.A.C. 6:20-2.13 (e) and after review of the Board Secretary's and Treasurer's monthly financial reports and upon consultation with the appropriate district officials, I move the Board certify that to the best of its knowledge as of March 31, 2021 no major account or fund has been over expended in violation of N.J.A.C. 6:20-2.13 (b) and that sufficient funds are available to meet the district's financial obligations for the remainder of the fiscal year."

Yeas: Unanimous by all Members present.

MOTION CARRIED

13. SPECIAL SALARIES, FEES AND COMPENSATION RATES 2021-2022

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to approve the Special Salaries, Fees, and Compensation Rates for the 2021-2022 school year. (Attachment A)

Yeas: Unanimous by all Members present.

MOTION CARRIED

14. TUITION RATES FOR 2021-2022

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to approve the following 2021-2022 tuition charges for those children residing out of the district who are enrolled in regular/special education classes in the Springfield School District, as provided in Springfield Board of Education Policy #6150:

Preschool (half day)	\$ 7,120
Kindergarten (full day)	\$ 14,241
Grades 1 – 5	\$ 15,737
Grades 6 – 8	\$ 15,257
Grades 9 – 12	\$ 16,857
LLD	\$ 42,390
PreK Dis PT	\$ 29,399.

Yeas: Unanimous by all Members present.

MOTION CARRIED

15. DISTRICT BANK ACCOUNTS FOR 2021-2022

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to designate the following banks as depositories for school district funds, for the 2021 - 2022 school year

a. Investors Savings Bank

Springfield Board of Education

General Account

Payroll Account

Payroll Agency Account

Summer Savings Account

UCI Trust Account

Capital Projects Account

Food Service Account

Before and Aftercare Account

Edward V Walton Student Activity Account

James Caldwell Student Activity Account

Thelma L Sandmeier Student Activity Account

Florence M Gaudineer Student Activity Account

Jonathan Dayton Student Activity Account

Jonathan Dayton Athletic Activity Account

b. State of New Jersey Cash Management Fund.

Yeas: Unanimous by all Members present.

MOTION CARRIED

16. PETTY CASH 2021-2022

Moved by Mrs. Rubin, seconded by Mr. Silverstein, At the recommendation of the Superintendent, the Secretary of the Board be directed to establish petty cash funds for the 2021 - 2022 school year as follows, as required by statute:

Superintendent/Administration	\$300.00
Jonathan Dayton High School	300.00
Florence M. Gaudineer School	200.00
Edward V. Walton School	150.00
James Caldwell School	150.00
Thelma L. Sandmeier School	150.00
Buildings and Grounds	150.00
Special Services	100.00
JDHS Athletic Dept.	100.00

Yeas: Unanimous by all Members present.

MOTION CARRIED

17. INVESTMENT OF FUNDS

Moved by Mrs. Rubin, seconded by Mr. Silverstein, to authorize, pursuant to 17:12B-241, Mr. Matthew A. Clarke, School Business Administrator/Board Secretary, to invest school funds, and order wire transfers if necessary to complete the transaction, in one or more accounts in any insured bank whose principal office is located in New Jersey in any amount up to, but not exceeding, the amounts for which such accounts are insured.

Yeas: Unanimous by all Members present.

MOTION CARRIED

18. HORIZON BLUE CROSS & BLUE SHIELD MEDICAL COVERAGE

Moved by Mrs. Rubin, seconded by Mr. Silverstein, approval to authorize the Business Administrator/Board Secretary to sign a contract with Horizon Blue Cross/Blue Shield of New Jersey to provide medical coverage per the Springfield Education Association Agreement, Article VII A, Insurance Protection for the 2021-2022 school year, the broker of record for the medical program to be Arthur J Gallagher & Co., Gallagher O'Gorman & Young.

Yeas: Unanimous by all Members present.

MOTION CARRIED

19. HORIZON BLUE CROSS & BLUE SHIELD PRESCRIPTION COVERAGE

Moved by Mrs. Rubin, seconded by Mr. Silverstein, approval to authorize the Business Administrator/Board Secretary to sign a contract with Horizon Blue Cross/Blue Shield of New Jersey to provide prescription coverage per the Springfield Education Association Agreement, Article VII C, Insurance Protection for the 2021-2022 school year, the broker of record for the prescription program to be Arthur J Gallagher & Co., Gallagher O'Gorman & Young. The prescription plan is capped at \$184,154.00 for SEA members pursuant to Article VII C.

Yeas: Unanimous by all Members present.

MOTION CARRIED

20. DELTA DENTAL COVERAGE

Moved by Mrs. Rubin, seconded by Mr. Silverstein, approval to authorize the Business Administrator/Board Secretary to sign a contract with Delta Dental to provide dental coverage per the Springfield Education Association Agreement, Article VII B, Insurance Protection for the 2021-2022 school year, the broker of record for the dental program to be Arthur J Gallagher & Co., Gallagher O'Gorman & Young.

Yeas: Unanimous by all Members present.

MOTION CARRIED

21. PERSONNEL APPOINTMENTS

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, approval of the appointment of personnel on the attachment all such contracts being subject to future action on account of substantial reductions in State School Aid by virtue of the state of emergency and resulting Statewide Financial dislocation. (Attachment B)

Yeas: Unanimous by all Members present.

MOTION CARRIED

22. STAFF RENEWALS FOR 2021-2022

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, approval of certificated and non-certificated staff appointments for the 2021 - 2022 school year all such contracts being subject to future action on account of potential reductions in State School Aid by virtue of the state of emergency and resulting Statewide Financial dislocation. (Attachment B1)

Yeas: Unanimous by all Members present.

MOTION CARRIED

23. PROFESSIONAL DEVELOPMENT- OFFSITE

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, approval of the attached personnel to participate in offsite Professional Development. (Attachment C)

Yeas: Unanimous by all Members present. MOTION CARRIED

24. SPECIAL EDUCATION PLACEMENTS

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, that the Board of Education approve Special Education request for Related Services/Placements on the attachment. (Attachment D)

Yeas: Unanimous by all Members present. MOTION CARRIED

25. REVISED CURRICULUM

Moved by Mrs. Saha, seconded by Mr. Miller, at the recommendation of the Superintendent, to approve the following revised curriculum –

- LGBTQIA - Middle School
- LGBTQIA - High School
- Amistad - High School.

Yeas: Unanimous by all Members present. MOTION CARRIED

26. FMG MEDIA CENTER

Moved by Mr. Delia, seconded by Mr. Miller, approval of the following resolution regarding submission of the schematic design and final design review to the New Jersey Department of Education:

RESOLUTION

WHEREAS, the Springfield Public School District Board of Education (the “Board”), a regular operating public school district in the State of New Jersey has identified certain anticipated capital improvement projects (the “Projects”) for which it wishes to seek the approval of the New Jersey Department of Education (“DOE”); and

WHEREAS, the anticipated Projects identified by the Board are as follows:

- a. Middle School:
 - i. Media Center Additions and Alterations

WHEREAS, the Board, through its architect DIGroup Architecture, LLC (the “Architect”), intends to submit an application for this Project to the DOE for approval; and

WHEREAS, in connection with the anticipated Project, the Board has previously submitted an Amendment Request associated with the Long Range Facilities Plan (the “Plan”) to include each Project, and

WHEREAS, the Board intends to use Other Capital Project (No State Funding) funds in connection with the Project.

NOW THEREFORE, BE IT RESOLVED by the Board as follows:

- Section 1. The Board hereby authorizes the Architect to submit to the DOE for approval an application for each Project.
- Section 2. The Board hereby authorizes the Architect to submit to the DOE for approval the Amendment to the Plan previously submitted incorporating the Projects.
- Section 3. The Board hereby authorizes the School Business Administrator/Board Secretary, in conjunction with the Architect, to utilize the approved funds from the 2020-21 and 2021-22 final budget to funds as Other Capital Projects (no state funding).

Yeas: Unanimous by all Members present.

MOTION CARRIED

27. JAG VOLUNTEER PHYSICIAN FOOTBALL GAMES

Moved by Mrs. Murphy, seconded by Mr. Miller, at the recommendation of the Superintendent, to approve the following vendor to provide volunteer physicians for home football games on an as need basis for the 2021-22 school year -

JAG Physical Therapy
2360 Morris Avenue, Union, NJ.

Yeas: Unanimous by all Members present.

MOTION CARRIED

28. JAG SUBSTITUTE TRAINER SERVICES

Moved by Mrs. Murphy, seconded by Mr. Miller, at the recommendation of the Superintendent, to approve the following vendor to provide substitute trainer services on an as need basis for the 2021-22 school year -

JAG Physical Therapy - \$55/hour
2360 Morris Avenue, union, NJ.

Yeas: Unanimous by all Members present.

MOTION CARRIED

29. SIDEBAR AGREEMENT- RECLASSIFICATION OF SCHOOL SUPERVISOR

Moved by Mr. Silverstein, seconded by Mr. Miller, at the recommendation of the Superintendent, to approve a Sidebar Agreement between the Springfield Board of Education and the Springfield Supervisor Association for reclassification of School Supervisor (July 2019 – June 2023), negotiated contract. (Attachment E)

Yeas: Unanimous by all Members present.

MOTION CARRIED

30. PUBLIC SESSION

The public did not have any questions or comments at this time.

31. NEW BUSINESS

- 1. Encourage parent to check emails, a lot is happening!

32. OLD BUSINESS

None to report at this time.

33. ADJOURNMENT

Moved by Mr. Miller, seconded by Mr. Silverstein, to adjourn the regular meeting at 7:49 PM.

Yeas: Unanimous by all Members present.

MOTION CARRIED

Upcoming Meetings:

1. Regular Meeting – May 24, 2021 at 7:30 PM in the JDHS IMC
2. Regular Meeting – June 14, 2021 at 7:30 PM in the JDHS IMC

Matthew A. Clarke
Business Administrator/Board Secretary

Springfield Public Schools
Springfield, New Jersey 07081
2021 - 2022 School Year

Special Salaries, Fees, and Compensations

1	Bedside Instruction Rate	\$	43.25	per hour
1a	Interpreter/Translator (language)	\$	43.25	per hour
2	Substitute and Part-time Clerks	\$	14.75	per hour
3	Substitute Clerical Personnel (Retirees)	\$	14.75	per hour
	Business Office Support	\$	21.50	per hour
4	Custodial Substitutes/Maintenance Worker	\$	14.75	per hour
5	Summer Student Help	\$	13.00	per hour
6	Rate for Mileage	\$	0.350	per mile
7	Substitute/School Bus Drivers	\$	17.00	per hour
8	Charge for Copies of Materials	\$	0.05	per/page standard
		\$	0.07	per/page legal
9	Bus Rental Fee	\$	72.00	per hour
10	Subscription Busing	\$	425.00	1 way
		\$	850.00	Roundtrip
11	Substitute Teacher			
	a. County Certificate			
	1-19 days	\$	96.00	
	20+ days	\$	106.00	
	b. County Certificate/BA			
	1-19 days	\$	101.00	
	20+ days	\$	111.00	
	c. Regular Teaching Certificate			
	1. Cumulative days of service in current school year			
	1-19 days	\$	106.00	
	20-39 days	\$	111.00	*
	40+ days	\$	121.00	
	2. Cumulative days of service in same assignment & current school year			
	1-19 days	\$	111.00	
	20+ days	\$	144.00	**
	d. County Certificate/Certified RN			
	1+ days	\$	190.00	

* After 50 days of cumulative service the previous year, the rate of pay will be \$111.00

** After 20 consecutive days in the same assignment, \$144/diem retro-active to the 1st day.

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Certificated Staff								
Liberto	Mary Cathleen	Mathematics Teacher	FMG	---	---	---	Retirement	7/1/2021
Gabriel	Leonard	Art Teacher	JDHS	---	---	---	Retirement	7/1/2021
Rebinbas	Jacqueline	Elementary Teacher	EVW	---	---	---	Revised Leave Dates	4/5/2021 - 10/26/2021
Laurenelle	Laura	Special Education Teacher	FMG	---	---	---	Revised Leave Dates	2/1/2021 - 5/21/2021
Hollingsworth	Jessica	LTDC	TLS	---	---	---	Leave	9/1/2021 - 11/22/2021
Nardiello	Kristen	Social Worker	EVW	---	---	---	Leave	9/1/2021 - 11/23/2021
Schoch	Lisa	Rutgers Reading	EVW	---	\$51.22/HR	---	Adjusted Rate: Max 20 Hours, Fund 11	4/27/2021 - 5/27/2021
Perdomo	Mary	Rutgers Reading	EVW	---	\$51.22/HR	---	Adjusted Rate: Max 20 Hours, Fund 11	4/27/2021 - 5/27/2021
Hollingsworth	Jessica	20-21 PD Academy Presenter	District	---	\$60.09/HR	New	Max 10 Hours, Fund 20	5/11/2021 - 6/22/2021
Reynolds	Barbara	20-21 PD Academy Presenter	District	---	\$60.09/HR	New	Max 10 Hours, Fund 20	5/11/2021 - 6/22/2021
Dillard	Gillian	20-21 PD Academy Presenter	District	---	\$60.09/HR	New	Max 10 Hours, Fund 20	5/11/2021 - 6/22/2021
Clark	Gillian	20-21 PD Academy Presenter	District	---	\$60.09/HR	New	Max 10 Hours, Fund 20	5/11/2021 - 6/22/2021
Garrod	Wendy	Summer School Coordinator	District	---	\$8,325.00	New	---	5/3/2021 - 7/23/2021
Turner	Lauren	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Maul	Theresa	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Fiamingo	Jeneva	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Gutierrez	Tamara	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Dillard	Gillian	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Lagemann	Melissa	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Paolino	Camille	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Gigante	Lauren	Extended School Year Staff	District	---	\$58.76/HR	New	Max 80 Hours, IDEIA	6/28/2021 - 7/23/2021
Schoch	Lisa	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Kelly	Megan	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Matt	Paige	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Chang	Lauren	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Ela	Danielle	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Campbell	David	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Baker	Erin	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Heron	Chris	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Grobarz	Alyssa	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Frankhouser	Kathy	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Scheckman	Shari	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Stroher	Dana	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Best	Crystal	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Gaughan	Jamie	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Van Brunt	Michael	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Gillen	Allison	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Maged	Jill	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Noto	Kimberly	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Livesey	Amanda	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Marchese	Christina	Transition/Remediation/Enrichment	District	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Zale	Allison	DCA Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
DeWinne	Morgan	DCA Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Mortensen	Jennifer	DCA Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Malino	Judith	JDHS Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Moore	Erica	JDHS Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Collins	Trish	JDHS Transition	JDHS	---	\$58.76/HR	New	Max 80 Hours	6/28/2021 - 7/23/2021
Newman	Kendra	Credit Recovery	JDHS	---	\$58.76/HR	New	Max 60 Hours	6/28/2021 - 7/23/2021
DeNicolò	Anthony	Credit Recovery	JDHS	---	\$58.76/HR	New	Max 60 Hours	6/28/2021 - 7/23/2021
Powers	Mary Ellen	Credit Recovery	JDHS	---	\$58.76/HR	New	Max 60 Hours	6/28/2021 - 7/23/2021
Abbate	Mike	Head Boys Baseball	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Steinman	David	Assistant Baseball	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Rennie	Dave	Head Softball (Girls)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Dusheck	Marissa	Assistant Softball	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Balletto	Bryan	Head Spring Track (Girls)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Salmon	Greg	Assistant Spring Track (Girls)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Van Deursen	Matthew	Head Spring Track (Boys)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Adams	Chris	Assistant Spring Track (Boys)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Maged	Jillian	Head Tennis (Boys)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Campbell	Dave	Head Golf	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Braxton	Robert	Head Lacrosse (Boys)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Iannacone	Nick	Assistant Lacrosse (Boys)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Braxton	Robert	Head Lacrosse (Girls)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Iannacone	Nick	Assistant Lacrosse (Girls)	JDHS	Schedule E	*s4	---	Phase 3	5/21/2021 - end of season
Lynch	Matthew	Middle School Softball Coach	FMG	Schedule E	*s4	---	Phase 2	4/27/21-5/11/21
Schultz	Kevin	Middle School Baseball Coach	FMG	Schedule E	*s4	---	Phase 2	4/27/21-5/11/21
Lynch	Matthew	Middle School Softball Coach	FMG	Schedule E	*s4	---	Phase 3	5/11/21-end of season
Schultz	Kevin	Middle School Baseball Coach	FMG	Schedule E	*s4	---	Phase 3	5/11/21-end of season

Last Name	First Name	Position	Location	Guide/Step	Salary	Renewal/New	Additional Information	Effective Date
Substitute/Home Instructor/Volunteer								
Jonas	Jani	Substitute Teacher	District	---	---	New	County Certificate	5/11/2021 - 6/30/2021
Soffer	Robin	Substitute Teacher	District	---	---	New	County Certificate + BA	5/10/2021 - 6/30/2021

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Non-Certificated								
Ryan	Doreen	Instructional Aide	JDHS	---	---	---	Resignation	***
Hannon	Alexa Rae	Instructional Aide	FMG	---	---	---	Resignation	***
Hanselmann	Gina	Athletic Secretary	JDHS	---	---	---	Extended Leave	7/8/2021 - 8/24/2022
Leonardis	Rosa	Elementary Principal Secretary	JC	---	---	---	Retirement	July 1, 2021

Last Name	First Name	Position	Location	Guide/Step	Salary	Replacement/ Renewal/New	Additional Information	Effective Date
Before and After School Program/Childcare								

* A school district or charter school may employ.... for a period not to exceed 90 days pending review by the school district providing all the following are satisfied:

Applicant complied with providing list

School district has no knowledge or information that the applicant would be required to disclose under the law.

School district determines special or emergent circumstances exist that justify the temporary employment of this applicant**

Springfield Board of Education Regular Meeting 5/10/2021

***Resignation subject to the requirements provided by law

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<u>SCHOOL/DEPT.</u>	<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>START DATE</u>	<u>CATEGORY</u>	<u>Step</u>	<u>Guide</u>	<u>Base Salary</u>	<u>Stipends/Dr.</u>	<u>Longevity</u>	<u>Total</u>
ADMINISTRATION	BUDIS	TRACY	7/1/05	Assistant to the Business Administrator	---	---	66,657.00	-	-	66,657.00
ADMINISTRATION	HUBER	JEANNETTE	06/07/2004	Bookkeeper	11	C	51,683.00	-	2,398.00	54,081.00
ADMINISTRATION	SIGNORELLI	KATHY	01/03/2006	Bookkeeper	11	C	51,683.00	-	2,398.00	54,081.00
ADMINISTRATION	DAVITT	SARAH	1/1/19	Confidential Secretary	---	---	54,636.00	-	-	54,636.00
ADMINISTRATION	MANNINO	PATRICIA	8/1/12	Confidential Secretary	---	---	60,566.00	3,982.00	-	64,548.00
ADMINISTRATION	OLIVEIRA	ANN	10/1/18	Confidential Secretary	---	---	73,212.00	-	-	73,212.00
ADMINISTRATION	FELIPE	GENESIS	1/9/20	Confidential Secretary	---	---	53,045.00	-	-	53,045.00
ADMINISTRATION	CARTER	EDDIE	1/2/18	Grounds	5	M	48,524.00	1,559.00	-	50,083.00
ADMINISTRATION	GAMBUZZA	CARMELO	01/09/2008	Grounds	13	M	57,208.00	-	386.00	57,594.00
ADMINISTRATION	LICATESE	FRANCESCO	09/01/1998	Grounds	15	M	59,199.00	1,559.00	1,143.00	61,901.00
ADMINISTRATION	GRIMM	RICHARD W	07/01/1992	Maintenance	17	M	61,245.00	-	1,143.00	62,388.00
ADMINISTRATION	TRANQUILLI	ROBERT A.	09/01/1997	Maintenance	16	M	60,220.00	-	1,143.00	61,363.00
ADMINISTRATION	WUEST	ADAM F.	01/04/1993	Maintenance	17	M	61,245.00	-	1,143.00	62,388.00
ADMINISTRATION	KNORR	WILLIAM	06/02/2008	Supervisor of B&G	---	---	110,000.00	-	-	110,000.00
ADMINISTRATION	DIAL	NICHOLAS	12/4/18	IT Technician	---	---	67,749.00	-	-	67,749.00
ADMINISTRATION	LUGO	LORENS	9/29/20	IT Technician	---	---	63,860.00	-	-	63,860.00
ADMINISTRATION	SALMON	JOSEPH	12/4/19	IT Technician	---	---	65,776.00	-	-	65,776.00
ADMINISTRATION	FABI	JORDAN	2/1/17	IT Technician	---	---	74,566.00	-	-	74,566.00
SPECIAL SERVICES	FERRERA	SHERRY	7/1/19	Secretary	6	E	38,141.00	-	-	38,141.00
SPECIAL SERVICES	GIORDINO	SUSAN	7/9/12	Secretary	11	F	49,243.00	-	-	49,243.00
SPECIAL SERVICES	HOLLINGSWORTH	JESSICA	9/1/19	Special Ed	4	MA+30	69,625.00	-	-	69,625.00
SPECIAL SERVICES	ROUSSO	REGINE	09/01/2007	Special Ed	13	MA+30	83,159.00	-	-	83,159.00
TRANSPORTATION	MONTEVERDE	HECTOR A.	12/29/1998	Courier/Bus Driver	---	---	46,809.00	1,244.00	-	48,053.00
TRANSPORTATION	LIES	SUSAN	01/04/2010	Transportation Coordinator	---	---	48,173.00	-	-	48,173.00
CALDWELL ELEMENTARY	ALVARDO	ISMAEL	2/12/20	Custodian	5	C	46,268.00	1,559.00	-	47,827.00
CALDWELL ELEMENTARY	FELDMAN	STEWART	10/01/1991	Custodian	18	C	58,818.00	2,717.00	1,143.00	62,678.00
CALDWELL ELEMENTARY	MC NANNA	DAVID T.	01/01/1994	Custodian	17	C	58,818.00	1,559.00	1,143.00	61,520.00
CALDWELL ELEMENTARY	BLANCHARD-SALMON	KAREN	09/01/2004	Nurse	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	RENNIE	DAVID	7/1/06	Principal	J	ELEM	137,511.00	9,381.00	2,617.00	149,509.00
CALDWELL ELEMENTARY	LEONARDIS	ROSA M	10/16/1989	Secretary	OG	A	54,262.00	-	4,803.00	59,065.00
CALDWELL ELEMENTARY	ALTMAN	RENEE D.	02/11/2002	Special Ed	17	MA+30	92,295.00	-	-	92,295.00
CALDWELL ELEMENTARY	GLAZNER	TRACI	01/01/2004	Special Ed	14	MA	79,617.00	-	-	79,617.00
CALDWELL ELEMENTARY	ABBATE	MICHAEL D.	09/01/2002	Teacher	17	MA	86,367.00	-	-	86,367.00
CALDWELL ELEMENTARY	BAKER	ERIN	9/1/12	Teacher	9	MA	70,293.00	-	-	70,293.00
CALDWELL ELEMENTARY	BHASIN	KANAK	09/01/2000	Teacher	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	BIERLY	LISA	09/01/1999	Teacher	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	CAMPBELL	DAVID	09/01/1995	Teacher	19	MA	91,831.00	-	-	91,831.00
CALDWELL ELEMENTARY	CHANG	LAUREN	09/01/2003	Teacher	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	DAUBERT	KELSEY	9/1/13	Teacher	8	MA	68,830.00	-	-	68,830.00
CALDWELL ELEMENTARY	ELIA	DANIELLE	9/1/15	Teacher	7	BA	62,547.00	-	-	62,547.00
CALDWELL ELEMENTARY	FRANKHOUSER	KATHERINE	09/01/1993	Teacher	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	GING	JESSICA	09/01/2001	Teacher	18	MA+30	95,333.00	-	-	95,333.00
CALDWELL ELEMENTARY	GRIFFITHS	STEVEN I	09/01/1994	Teacher	19	MA+30	98,146.00	-	-	98,146.00
CALDWELL ELEMENTARY	GROBARZ	ALYSSA	9/1/15	Teacher	7	BA	62,547.00	-	-	62,547.00
CALDWELL ELEMENTARY	HERON	CHRISTINE	09/01/1999	Teacher	19	MA	91,831.00	-	-	91,831.00
CALDWELL ELEMENTARY	LEUNG	CAROLINE	9/1/15	Teacher	6	MA	66,438.00	-	-	66,438.00
CALDWELL ELEMENTARY	LYNCH	JAMIE	9/1/13	Teacher	9	MA	70,293.00	-	-	70,293.00
CALDWELL ELEMENTARY	MEDINA	SARAH	09/01/2008	Teacher	11	MA	73,960.00	-	-	73,960.00
CALDWELL ELEMENTARY	SCHULTZ	KEVIN	9/1/15	Teacher	6	BA	61,547.00	-	-	61,547.00
CALDWELL ELEMENTARY	ZAMBOLLA	MARNIE	09/01/2007	Teacher	12	MA+30	81,516.00	-	-	81,516.00

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CALDWELL ELEMENTARY	ZAVOCKI	CRISTIN	9/1/16	Teacher	5	MA	65,457.00	-	-	65,457.00
CALDWELL ELEMENTARY	ZIMMER	DANIEL	9/1/16	Teacher	6	BA	61,547.00	-	-	61,547.00
GAUDINEER MIDDLE	BOYD	RICKY	07/01/2005	Custodian	13	C	54,818.00	2,717.00	757.00	58,292.00
GAUDINEER MIDDLE	MC CABE	THOMAS	03/20/1995	Custodian	17	C	58,818.00	1,559.00	1,143.00	61,520.00
GAUDINEER MIDDLE	ROCHA	MARIA	11/14/16	Custodian	7	C	47,918.00	1,559.00	-	49,477.00
GAUDINEER MIDDLE	TURNER	DARRELL	2/7/14	Custodian	8	C	48,818.00	1,559.00	-	50,377.00
GAUDINEER MIDDLE	LYNCH	MATTHEW	7/1/15	Assistant Principal	5	AP	103,538.00	-	688.00	104,226.00
GAUDINEER MIDDLE	KIELTY	TIMOTHY	09/01/2004	Principal	H	MID	147,879.00	9,381.00	2,617.00	159,877.00
GAUDINEER MIDDLE	CAMPOS	MARY JO	1/4/21	Secretary	2	D	32,509.00	-	-	32,509.00
GAUDINEER MIDDLE	WETZEL	JENNIFER	10/1/18	Secretary	4	B	36,213.00	-	-	36,213.00
GAUDINEER MIDDLE	AMER	NADA	9/1/19	Teacher	2	BA	58,697.00	-	-	58,697.00
GAUDINEER MIDDLE	BEST	CRYSTAL	9/1/16	Teacher	6	BA	61,547.00	-	-	61,547.00
GAUDINEER MIDDLE	BIRKMANN	NICOLE	1/9/20	Teacher	3	MA	63,931.00	-	-	63,931.00
GAUDINEER MIDDLE	CARIANI	JUDY S	09/01/1999	Teacher	19	MA+30	98,146.00	-	-	98,146.00
GAUDINEER MIDDLE	CHOU	LILLIAN	09/01/2001	Teacher	19	MA+30	98,146.00	-	-	98,146.00
GAUDINEER MIDDLE	CIOFFI	JOSEPHINE	09/01/1999	Teacher	19	MA	91,831.00	-	-	91,831.00
GAUDINEER MIDDLE	CLARK	GILLIAN	9/1/19	Teacher	2	MA	63,430.00	-	-	63,430.00
GAUDINEER MIDDLE	COLLINS	TRISH	9/1/12	Teacher	9	MA	70,293.00	-	-	70,293.00
GAUDINEER MIDDLE	CONDON	EILEEN	09/01/2004	Teacher	15	MA	81,617.00	-	-	81,617.00
GAUDINEER MIDDLE	D'AMORE	MICHELLE	09/01/2008	Teacher	11	MA	73,960.00	-	-	73,960.00
GAUDINEER MIDDLE	D'ANGELO	LAURE	9/1/12	Teacher	10	BA	66,947.00	-	-	66,947.00
GAUDINEER MIDDLE	DAVID	JOSEPH J	09/01/2005	Teacher	15	MA	81,617.00	-	-	81,617.00
GAUDINEER MIDDLE	DAVID	SARAH	09/01/2003	Teacher	16	MA	83,957.00	-	-	83,957.00
GAUDINEER MIDDLE	FRIEDMAN	JILL	9/1/16	Teacher	13	MA+30	83,159.00	-	-	83,159.00
GAUDINEER MIDDLE	GAUGHAN	JAIME	9/1/18	Teacher	3	BA	59,197.00	-	-	59,197.00
GAUDINEER MIDDLE	GILLEN	ALISON	09/01/1988	Teacher	O	MA	99,359.00	-	-	99,359.00
GAUDINEER MIDDLE	GOERGE	MICHAEL	09/01/2007	Teacher	12	BA	70,447.00	-	-	70,447.00
GAUDINEER MIDDLE	HAGGERTY	DEVIN	09/01/2004	Teacher	15	MA	81,617.00	-	-	81,617.00
GAUDINEER MIDDLE	HERNANDEZ	STEPHANIE	09/01/2005	Teacher	15	MA	81,617.00	-	-	81,617.00
GAUDINEER MIDDLE	HERRINGTON	AMY W.	01/06/2006	Teacher	14	MA+30	85,545.00	-	-	85,545.00
GAUDINEER MIDDLE	HILDEBRAND	ROBERT A.	09/01/2005	Teacher	14	MA+30	85,545.00	-	-	85,545.00
GAUDINEER MIDDLE	HILSER	KATHLEEN	4/9/18	Teacher	5	MA	65,457.00	-	-	65,457.00
GAUDINEER MIDDLE	HILTON	DAVID S.	09/01/2000	Teacher	18	BA	83,447.00	-	-	83,447.00
GAUDINEER MIDDLE	KANTERMAN	ROBIN	09/01/2007	Teacher	19	MA+30	98,146.00	-	-	98,146.00
GAUDINEER MIDDLE	KRINNER	CHELSEA	2/20/18	Teacher	5	BA	60,647.00	-	-	60,647.00
GAUDINEER MIDDLE	KRUPIT	BENJAMIN	9/1/12	Teacher	10	MA	72,117.00	-	-	72,117.00
GAUDINEER MIDDLE	LAGEMANN	MELISSA	09/01/1993	Teacher	19	BA	95,947.00	-	-	95,947.00
GAUDINEER MIDDLE	LAURENCELLE	LAURA	9/1/17	Teacher	12	BA	70,447.00	-	-	70,447.00
GAUDINEER MIDDLE	MARX	JULIE	09/01/2004	Teacher	15	BA	76,197.00	-	-	76,197.00
GAUDINEER MIDDLE	MASTERSON	KIMBERLY ANN	09/01/2001	Teacher	18	MA+30	95,333.00	-	-	95,333.00
GAUDINEER MIDDLE	MIRABELLA	MICHAEL J	09/01/1988	Teacher	10	MA	72,117.00	-	-	72,117.00
GAUDINEER MIDDLE	MOJKA	ALEXIS	9/1/15	Teacher	7	MA	68,542.00	-	-	68,542.00
GAUDINEER MIDDLE	MOWCZAN	RENEE	9/1/18	Teacher	3	BA	59,197.00	-	-	59,197.00
GAUDINEER MIDDLE	NOVITSKY	JODY	11/2/20	Teacher	13	MA+30	83,159.00	-	-	83,159.00
GAUDINEER MIDDLE	OLIVE	VIRGINIA K.	01/02/2002	Teacher	18	MA+30	95,333.00	-	-	95,333.00
GAUDINEER MIDDLE	PERONE	JASON	09/01/2006	Teacher	13	BA	72,197.00	-	-	72,197.00
GAUDINEER MIDDLE	REYNDERS	ALISON	9/1/17	Teacher	4	BA	59,897.00	-	-	59,897.00
GAUDINEER MIDDLE	RODRIGUEZ	CHRISTINA M	10/17/2006	Teacher	6	BA	61,547.00	-	-	61,547.00
GAUDINEER MIDDLE	SANDFORD	ROSALBA	01/01/2003	Teacher	17	MA+30	92,295.00	-	-	92,295.00
GAUDINEER MIDDLE	SHECKMAN	SHARI L.	09/01/1998	Teacher	19	MA+30	98,146.00	-	-	98,146.00
GAUDINEER MIDDLE	STROBER	DANA	9/1/15	Teacher	6	BA	61,547.00	-	-	61,547.00
GAUDINEER MIDDLE	VAN BRUNT	MICHAEL	9/1/20	Teacher	6	BA	61,547.00	-	-	61,547.00
GAUDINEER MIDDLE	WEAKLEY	MAUREEN	11/13/17	Teacher	5	BA	60,647.00	-	-	60,647.00

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JONATHAN DAYTON	BYNUM	STEPHANIE	6/19/18	Custodian	4	C	45,518.00	1,559.00	-	47,077.00
JONATHAN DAYTON	DOUGHERTY	DIXIE L.	07/01/2005	Custodian	13	C	54,818.00	4,045.00	757.00	59,620.00
JONATHAN DAYTON	ELIJAH	ROBERT	1/2/18	Custodian	5	C	46,268.00	1,559.00	-	47,827.00
JONATHAN DAYTON	HINTON	MARY	7/1/16	Custodian	6	C	47,018.00	3,185.00	-	50,203.00
JONATHAN DAYTON	JOSEPH	JEAN D.	09/03/1996	Custodian	16	C	57,818.00	4,045.00	1,143.00	63,006.00
JONATHAN DAYTON	PEREZ	FELIX	08/01/1991	Custodian	17	C	58,818.00	1,559.00	1,143.00	61,520.00
JONATHAN DAYTON	POUGH	SAMUEL	9/1/17	Custodian	6	C	47,018.00	1,559.00	-	48,577.00
JONATHAN DAYTON	VAUGHAN	ALAN	07/01/1975	Custodian	OG	C	75,630.00	1,559.00	1,143.00	78,332.00
JONATHAN DAYTON	SILBERTO-GRAHAM	ROXANNE	01/25/2000	Nurse	19	MA+30	98,146.00	-	-	98,146.00
JONATHAN DAYTON	FRANCIS	NORMAN	7/1/15	Principal	I	HIGH	157,298.00	11,881.00	1,374.00	170,553.00
JONATHAN DAYTON	TELESCA	JONATHAN	09/01/2002	Assistant Principal	2	AP	102,000.00	-	-	102,000.00
JONATHAN DAYTON	CIERI	KIM	1/2/18	Secretary	5	G	36,903.00	-	-	36,903.00
JONATHAN DAYTON	FERRETTI	CINDY	7/1/15	Secretary	7	G	38,496.00	-	-	38,496.00
JONATHAN DAYTON	FINNE	KAREN	08/25/2004	Secretary	10	B	43,951.00	-	2,398.00	46,349.00
JONATHAN DAYTON	FORD-HAYES	RENEE	1/4/21	Secretary	2	G	36,528.00	-	-	36,528.00
JONATHAN DAYTON	HANSELMANN	GINA	8/18/15	Secretary	10	A	40,218.00	-	-	40,218.00
JONATHAN DAYTON	JACOBS	LANCE	08/15/2006	Supervisor (PE)/Athletic Director	---	---	109,880.00	9,968.00	1,303.00	121,151.00
JONATHAN DAYTON	SALMON	GREGORY	7/1/16	Supervisor (STEM)	---	---	77,438.00	19,935.00	-	97,373.00
JONATHAN DAYTON	SCHIANO	CANDICE	7/1/15	Supervisor (HUMANITIES)	---	---	95,637.00	19,935.00	688.00	116,260.00
JONATHAN DAYTON	ADAMS	CHRISTOPHER	9/1/16	Teacher	6	BA	61,547.00	-	-	61,547.00
JONATHAN DAYTON	BALLETTO	BRYAN	9/1/13	Teacher	9	BA	65,197.00	-	-	65,197.00
JONATHAN DAYTON	BATES	LAURA	9/1/18	Teacher	4	BA	59,897.00	-	-	59,897.00
JONATHAN DAYTON	BAUERS	ASHLEY	09/01/2006	Teacher	13	BA	72,197.00	5,975.00	-	78,172.00
JONATHAN DAYTON	BEAL	JENNIFER	9/1/13	Teacher	9	BA	65,197.00	-	-	65,197.00
JONATHAN DAYTON	BELGROD	TATIANA	02/01/2008	Teacher	18	MA+30	95,333.00	-	-	95,333.00
JONATHAN DAYTON	BELLAROSA	MANDEE M.	02/02/2003	Teacher	17	MA	86,367.00	-	-	86,367.00
JONATHAN DAYTON	BREEN	SUSAN	09/01/2003	Teacher	16	MA	83,957.00	-	-	83,957.00
JONATHAN DAYTON	CARLSON	STEPHANIE	02/01/2008	Teacher	12	MA	75,892.00	-	-	75,892.00
JONATHAN DAYTON	CHOMKO	KARYN L.	01/18/2000	Teacher	19	MA	91,831.00	-	-	91,831.00
JONATHAN DAYTON	COKEING	MARY E	09/01/1997	Teacher	19	MA+30	98,146.00	-	-	98,146.00
JONATHAN DAYTON	COWARD	GREGORY M.	09/01/2005	Teacher	14	MA	79,617.00	-	-	79,617.00
JONATHAN DAYTON	CUGLIARI	MARK	8/6/12	Teacher	9	MA	70,293.00	-	-	70,293.00
JONATHAN DAYTON	CUSICK	COLLEEN	9/1/19	Teacher	3	MA+30+Dr.	68,926.00	1,895.00	-	70,821.00
JONATHAN DAYTON	DAVISON	BRYAN	09/01/2005	Teacher	19	MA	91,831.00	-	-	91,831.00
JONATHAN DAYTON	DENICOLO	ANTHONY	09/01/2008	Teacher	11	MA	73,960.00	-	-	73,960.00
JONATHAN DAYTON	DEWINNE	MORGAN	1/28/20	Teacher	3	BA	59,197.00	-	-	59,197.00
JONATHAN DAYTON	DI GANGI	STEVEN B.	09/01/1992	Teacher	19	MA+30	98,146.00	-	-	98,146.00
JONATHAN DAYTON	DIEZ	SANDRA	09/01/2007	Teacher	13	MA+30	83,159.00	-	-	83,159.00
JONATHAN DAYTON	DORING	WILLIAM	09/01/2009	Teacher	15	BA	76,197.00	-	-	76,197.00
JONATHAN DAYTON	GABENE	DERRICK	9/1/19	Teacher	7	BA	62,547.00	-	-	62,547.00
JONATHAN DAYTON	GARROD	WENDY	09/01/2002	Teacher	15	BA	76,197.00	-	-	76,197.00
JONATHAN DAYTON	GENOVA	MARIE	9/1/13	Teacher	13	MA+30	83,159.00	-	-	83,159.00
JONATHAN DAYTON	GONZALEZ- SILVA	DAVID	9/1/14	Teacher	7	BA	62,547.00	-	-	62,547.00
JONATHAN DAYTON	HILL	DARLENE	9/1/16	Teacher	6	MA+30	71,496.00	-	-	71,496.00
JONATHAN DAYTON	HOFMAN	VERONICA M.	09/01/2006	Teacher	14	MA+30	85,545.00	-	-	85,545.00
JONATHAN DAYTON	HORLACHER	WILLIAM	9/1/20	Teacher	4	BA	58,897.00	-	-	58,897.00
JONATHAN DAYTON	HUANG	KEVIN	9/1/18	Teacher	5	MA+30+Dr.	70,480.00	1,895.00	-	72,375.00
JONATHAN DAYTON	IANNACONE	NICHOLAS	9/1/19	Teacher	2	BA	58,697.00	-	-	58,697.00
JONATHAN DAYTON	JACKSON	NIA	9/1/19	Teacher	3	MA	63,931.00	-	-	63,931.00
JONATHAN DAYTON	KUSZMERSKI	JENNIFER	09/01/2008	Teacher	11	MA	3,960.00	-	-	3,960.00
JONATHAN DAYTON	LICO	ADELINO	9/1/18	Teacher	2	MA	63,430.00	-	-	63,430.00

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JONATHAN DAYTON	MAGED	JILLIAN	9/1/16	Teacher		5	MA	65,457.00	-	-	65,457.00
JONATHAN DAYTON	MALINO	JUDITH	11/1/16	Teacher		16	MA	83,957.00	-	-	83,957.00
JONATHAN DAYTON	MARTIN	ROBERT	09/01/2005	Teacher		19	BA	85,947.00	-	-	85,947.00
JONATHAN DAYTON	MARTINEZ	JENNIFER	9/1/16	Teacher		12	BA	70,447.00	-	-	70,447.00
JONATHAN DAYTON	MOORE	ERICA	9/1/15	Teacher		9	MA	70,293.00	-	-	70,293.00
JONATHAN DAYTON	MORTENSEN	JENNIFER	09/01/2004	Teacher		15	MA	81,617.00	-	-	81,617.00
JONATHAN DAYTON	NEWMAN	KENDRA	9/1/20	Teacher		7	MA	72,632.00	-	-	72,632.00
JONATHAN DAYTON	O'BRIEN	MICHAEL	9/1/17	Teacher		5	MA	65,457.00	-	-	65,457.00
JONATHAN DAYTON	ORNOVITZ	IRENE	09/01/1999	Teacher	T		MA+30	99,479.00	-	-	99,479.00
JONATHAN DAYTON	PAOLINO	CHERYL	11/2/20	Teacher		7	MA	72,632.00	-	-	72,632.00
JONATHAN DAYTON	PAZ	KIMBERLY	9/1/16	Teacher		13	MA	77,431.00	-	-	77,431.00
JONATHAN DAYTON	POWERS	MARY ELLEN	09/01/1991	Teacher	U		MA+30	98,656.00	-	-	98,656.00
JONATHAN DAYTON	QUINTANA-MARTIN	MARIA C.	9/1/19	Teacher		18	MA	89,155.00	-	-	89,155.00
JONATHAN DAYTON	RANDOLPH	MEGAN	9/1/15	Teacher		7	MA	68,542.00	-	-	68,542.00
JONATHAN DAYTON	REYNOLDS	BARBARA	4/14/16	Teacher		9	MA	70,293.00	-	-	70,293.00
JONATHAN DAYTON	RITTER	JACQUELINE L	09/01/2001	Teacher		18	MA+30	95,333.00	-	-	95,333.00
JONATHAN DAYTON	ROONEY-KUHN	ELIZABETH A.	09/01/1998	Teacher		19	MA	91,831.00	-	-	91,831.00
JONATHAN DAYTON	SALADINO	TRACEYELLEN	09/01/2005	Teacher		14	BA	74,197.00	-	-	74,197.00
JONATHAN DAYTON	SALMON	KATHERINE	9/1/10	Teacher		10	MA+30	77,448.00	-	-	77,448.00
JONATHAN DAYTON	SCIMONE	AGATINA	9/23/19	Teacher		8	BA	63,797.00	-	-	63,797.00
JONATHAN DAYTON	SIMON	DANIELLE	2/5/18	Teacher		12	MA	75,892.00	-	-	75,892.00
JONATHAN DAYTON	SISTA	MARIA C.	03/05/2002	Teacher		17	MA+30	92,295.00	-	-	92,295.00
JONATHAN DAYTON	SPANGLER	IKE	08/15/2007	Teacher		12	MA	75,892.00	-	-	75,892.00
JONATHAN DAYTON	STEINMAN	DAVID	9/1/13	Teacher		8	MA	68,830.00	-	-	68,830.00
JONATHAN DAYTON	STOLLER	JACQUELINE L	9/1/19	Teacher		7	MA+30	72,632.00	-	-	72,632.00
JONATHAN DAYTON	VAN DEURSEN	MATTHEW	9/1/11	Teacher		10	MA	72,117.00	-	-	72,117.00
JONATHAN DAYTON	VECCHIONE	ANTHONY	9/1/14	Teacher		7	MA	68,542.00	-	-	68,542.00
JONATHAN DAYTON	WHITE	CHRISTOPHER	09/01/2004	Teacher		16	MA+30	89,795.00	-	-	89,795.00
JONATHAN DAYTON	ZALE	ALLISON	9/2017	Teacher		4	BA	58,897.00	-	-	58,897.00

SANDMEIER ELEMENTARY	GONCALVES	MARIA	8/19/19	Custodian		3	C	44,768.00	1,559.00	-	46,327.00
SANDMEIER ELEMENTARY	LEONE	CHRISTOPHER	07/01/2009	Custodian		11	C	52,818.00	2,717.00	386.00	55,921.00
SANDMEIER ELEMENTARY	MADER-KARAN	PATRICIA	2/11/20	Nurse		6	BA	61,547.00	-	-	61,547.00
SANDMEIER ELEMENTARY	SLATE	RONALD S	7/1/07	Principal		4	ELEM	121,387.00	9,381.00	-	130,768.00
SANDMEIER ELEMENTARY	FERREIRA	SUSAN	8/26/13	Secretary		9	A	39,018.00	-	-	39,018.00
SANDMEIER ELEMENTARY	DELALLAVE	PAMELA	2/1/12	Teacher		10	MA	72,117.00	-	-	72,117.00
SANDMEIER ELEMENTARY	DILLARD	GILLIAN M.	09/01/1999	Teacher		19	MA	91,831.00	-	-	91,831.00
SANDMEIER ELEMENTARY	DISKO	MAURA	9/1/13	Teacher		9	MA	70,293.00	-	-	70,293.00
SANDMEIER ELEMENTARY	EARLEY	MARISSA	9/1/13	Teacher		8	MA	68,830.00	-	-	68,830.00
SANDMEIER ELEMENTARY	ERICKSON	GREGG P.	09/01/2004	Teacher		16	MA+30	89,795.00	-	-	89,795.00
SANDMEIER ELEMENTARY	FELLER	DANIELLE	9/1/13	Teacher		9	MA	70,293.00	-	-	70,293.00
SANDMEIER ELEMENTARY	GUTIERREZ	TAMARA	09/01/2006	Teacher		13	BA	72,197.00	-	-	72,197.00
SANDMEIER ELEMENTARY	HANDY	DOLORES M.	02/21/2001	Teacher		19	MA+30	98,146.00	-	-	98,146.00
SANDMEIER ELEMENTARY	LIVESAY	AMANDA	9/26/16	Teacher		5	BA	59,897.00	-	-	59,897.00
SANDMEIER ELEMENTARY	LIVINGSTONE	KRISTEN	9/1/15	Teacher		6	MA	66,438.00	-	-	66,438.00
SANDMEIER ELEMENTARY	MARCHESE	CHRISTINA	9/1/18	Teacher		4	MA	64,631.00	-	-	64,631.00
SANDMEIER ELEMENTARY	MERINGOLO	SAMANTHA	9/1/16	Teacher		5	BA	59,897.00	-	-	59,897.00
SANDMEIER ELEMENTARY	MURRAY PLENT	KRISTINE	02/01/1999	Teacher		19	MA+30	98,146.00	-	-	98,146.00
SANDMEIER ELEMENTARY	NOTO	KIMBERLY A.	09/01/2003	Teacher		16	MA+30	89,795.00	-	-	89,795.00
SANDMEIER ELEMENTARY	PALUMBO	LeETTA	09/01/2005	Teacher		16	MA	83,957.00	-	-	83,957.00
SANDMEIER ELEMENTARY	REINDEAU	SAMANTHA	9/1/17	Teacher		4	BA	59,897.00	-	-	59,897.00

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SANDMEIER ELEMENTARY	SALOMON	REBECCA	09/01/2003	Teacher	16	MA+30	89,795.00	-	-	89,795.00
SANDMEIER ELEMENTARY	SCARPELLI	ANTHONY V	03/01/1995	Teacher	19	MA+30	98,146.00	-	-	98,146.00
SANDMEIER ELEMENTARY	SCHMIDT	LINDA	03/01/2000	Teacher	19	MA	91,831.00	-	-	91,831.00
SANDMEIER ELEMENTARY	STEARNS	LINDSAY	2/1/14	Teacher	8	BA	63,797.00	-	-	63,797.00
SANDMEIER ELEMENTARY	TAUSCHER	KELLEY	9/1/14	Teacher	8	BA	63,797.00	-	-	63,797.00
WALTON SCHOOL	PLIAS	MICHAEL	7/1/12	Principal	7	ELEM	131,331.00	9,381.00	1,374.00	142,086.00
WALTON SCHOOL	VACCARELLA	LUCY	11/16/2000	Bookkeeper	11	C	51,683.00	-	4,803.00	56,486.00
WALTON SCHOOL	LUSTIG-KERR	ALICE C.	07/01/2009	Clerk	10	D	37,869.00	-	1,199.00	39,068.00
WALTON SCHOOL	BALKE	THEODORE W.	07/01/1999	Custodian	15	C	56,818.00	2,717.00	1,143.00	60,678.00
WALTON SCHOOL	DUNLAP	ALI	7/1/14	Custodian	9	C	49,818.00	1,559.00	-	51,377.00
WALTON SCHOOL	TAYLOR	CLARENCE	7/1/14	Custodian	9	C	49,818.00	1,559.00	-	51,377.00
WALTON SCHOOL	WILLIAMS	FREDDIE	6/3/13	Custodian	11	C	52,818.00	1,559.00	-	54,377.00
WALTON SCHOOL	DU BEAU	MARIE A.	09/01/2006	Secretary	10	B	43,951.00	-	2,398.00	46,349.00
WALTON SCHOOL	NARDIELLO	KRISTEN	9/25/20	Special Ed	8	MA	68,830.00	-	-	68,830.00
WALTON SCHOOL	PAOLINO	CAMILLE	09/01/1991	Special Ed	Q	MA	96,587.00	-	-	96,587.00
WALTON SCHOOL	WEISS	STACY	3/1/16	Special Ed	9	MA+30	75,555.00	-	-	75,555.00
WALTON SCHOOL	BERGER	DEBRA P	01/01/1997	Teacher	19	MA+30	98,146.00	-	-	98,146.00
WALTON SCHOOL	CARIELLO	JAMES	9/1/19	Teacher	2	BA	58,697.00	-	-	58,697.00
WALTON SCHOOL	CIFELLI	KARI	9/1/16	Teacher	5	MA	65,457.00	-	-	65,457.00
WALTON SCHOOL	COSTA	DIANA	9/1/16	Teacher	11	MA+30	79,389.00	-	-	79,389.00
WALTON SCHOOL	D'ALOISIO	DORI	01/04/2010	Teacher	10	MA	72,117.00	-	-	72,117.00
WALTON SCHOOL	DICARLO	JENNA	9/1/16	Teacher	5	BA	60,647.00	-	-	60,647.00
WALTON SCHOOL	DUSHECK	MARISSA	9/1/19	Teacher	2	BA	58,697.00	-	-	58,697.00
WALTON SCHOOL	FEIGELES	SUSAN B.	09/01/2002	Teacher	16	MA	83,957.00	-	-	83,957.00
WALTON SCHOOL	FELTER	SUSAN	09/01/2000	Teacher	18	MA	89,155.00	-	-	89,155.00
WALTON SCHOOL	FORTNA	VICTORIA	09/01/2008	Teacher	18	BA	83,447.00	-	-	83,447.00
WALTON SCHOOL	FRETZ	DANA	9/1/12	Teacher	10	MA	72,117.00	-	-	72,117.00
WALTON SCHOOL	FUNK	COLLEEN	09/01/2002	Teacher	17	MA	86,367.00	-	-	86,367.00
WALTON SCHOOL	GIGANTE	LAUREN	9/1/14	Teacher	8	MA	68,830.00	-	-	68,830.00
WALTON SCHOOL	GIULIANO	ALISON	9/1/13	Teacher	16	BA	78,447.00	-	-	78,447.00
WALTON SCHOOL	GRIFFIN	MEGAN M.	09/01/2005	Teacher	15	MA+30	87,545.00	-	-	87,545.00
WALTON SCHOOL	JONES	MARISSA	9/1/10	Teacher	11	BA	68,697.00	-	-	68,697.00
WALTON SCHOOL	KELLY	MEGAN A.	09/01/1999	Teacher	19	MA	91,831.00	-	-	91,831.00
WALTON SCHOOL	KINNEY	KENDRA M.	09/01/1999	Teacher	19	MA	91,831.00	-	-	91,831.00
WALTON SCHOOL	LEONARDIS	DEANNA	09/01/2008	Teacher	11	MA+30	79,389.00	-	-	79,389.00
WALTON SCHOOL	LEVINE	PHOEBE H.	09/01/2001	Teacher	17	MA+30	92,295.00	-	-	92,295.00
WALTON SCHOOL	LOWE (MCGOWAN)	CAITLIN	9/1/16	Teacher	6	MA	66,437.00	-	-	66,437.00
WALTON SCHOOL	MATT	PAIGE	9/1/17	Teacher	4	BA	59,897.00	-	-	59,897.00
WALTON SCHOOL	MAUL	THERESA S.	09/01/2000	Teacher	18	BA	83,447.00	-	-	83,447.00
WALTON SCHOOL	PERDOMO	MARY SANCHEZ	09/01/1993	Teacher	19	MA+30	98,146.00	-	-	98,146.00
WALTON SCHOOL	PERONE	REBECCA A.	09/01/2004	Teacher	16	MA	83,957.00	-	-	83,957.00
WALTON SCHOOL	REBIMBAS	JACQUELINE	9/1/14	Teacher	8	BA	63,797.00	-	-	63,797.00
WALTON SCHOOL	REILLY	DONNA	9/1/12	Teacher	10	BA	66,947.00	-	-	66,947.00
WALTON SCHOOL	RICARDO	DEBORAH A	09/01/1989	Teacher	19	MA	91,831.00	-	-	91,831.00
WALTON SCHOOL	SALICETI	CHRISTINE	1/2/13	Teacher	9	MA	70,293.00	-	-	70,293.00
WALTON SCHOOL	SANCHEZ	EMILY	2/4/21	Teacher	3	BA	59,197.00	-	-	59,197.00
WALTON SCHOOL	SCHOCH	LISA	09/01/1995	Teacher	19	BA	85,947.00	-	-	85,947.00
WALTON SCHOOL	SUMMERS	TAYLOR	9/1/16	Teacher	6	MA	66,437.00	-	-	66,437.00
WALTON SCHOOL	TURNER	LAUREN M	02/02/2009	Teacher	10	MA	72,117.00	-	-	72,117.00
WALTON SCHOOL	WEISS	MELANIE S.	09/01/2001	Teacher	18	MA+30	95,333.00	-	-	95,333.00
WALTON SCHOOL	ZIKA	DANA L.	12/17/2001	Teacher	18	BA	83,447.00	-	-	83,447.00

CONFERENCES/CONVENTIONS/WORKSHOPS								
LAST NAME	FIRST NAME	SCHOOL	DESCRIPTION	LOCATION	Funding	DATE	AMOUNT	BOE APPROVED
Boehm	Tiffany	District	Aspiring Leaders Program	Virtual	F10	12/20-04/21	\$ 1,000.00	5/10/21
Kelly	Dana	District	Aspiring Leaders Program	Virtual	F10	12/20-04/21	\$ 1,000.00	5/10/21
Medina	Sarah	JCS	Teach Forward: Innovations in reading	Virtual	---	5/14/21	\$ -	5/10/21

**Special Education Request
Related Services/OOD Placements**

Attachment (D)

RELATED SERVICES REQUEST

<u>Vendor</u>	<u>Related Service</u>	<u>Rate</u>	<u>Hours/days/week</u>	<u>Term</u>	<u>Student</u>
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OF DISTRICT PLACEMENT REQUEST

<u>School/Placement</u>	<u>Student</u>	<u>Tuition</u>	<u>Term</u>	<u>Comments</u>
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Allen W. Roberts School New Providence, NJ	1004	\$1,897.00	20-21ESY	
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SIDEBAR AGREEMENT

This Sidebar Agreement is made and entered into by and between the **SPRINGFIELD BOARD OF EDUCATION** (“Board”) and **SPRINGFIELD SUPERVISORY ASSOCIATION** (“Association”), (collectively the “Parties”).

W I T N E S S E T H:

WHEREAS, the Board operates the Springfield School District; and

WHEREAS, the Association is the exclusive representative for collective negotiations concerning the terms and conditions of employment for supervisory staff members, including but not limited to Assistant Principals, as specifically set forth in Article I, Recognition, of the Agreement; and

WHEREAS, the Parties entered into an Agreement effective July 1, 2019 through June 30, 2023 (the “Agreement”); and

WHEREAS, the Parties have revised the salary guide and job description for Assistant Principals; and

WHEREAS, the Parties desire to enter into a Sidebar Agreement (the "Sidebar") to amend the terms and conditions set forth in the Agreement to adopt the revised Assistant Principal position and ensure Association members that receive the position of revised Assistant Principal shall retain certain benefits from the Agreement.

NOW, THEREFORE, the Parties agree as follows:

1. Revised Salary Guide and Job Description for Assistant Principal. The Parties agree that the revised salary guide and job description, attached hereto as Exhibit "A," for the Assistant Principal position shall go into effect immediately upon execution of this Sidebar.

2. Transfer of Tenure Rights. The revised Assistant Principal position shall be considered as previous Assistant Principal position for purposes of tenure. Any individual that acquires the revised Assistant Principal position during the 2021-2022 academic year shall be permitted to retain any and all time accrued towards tenure from the previous School Supervisor position.

3. Longevity. The revised Assistant Principal position shall be entitled to longevity payments consistent with Article XIV, Salaries and Other Compensation, in the Parties' Agreement. In the event the Parties renegotiate and sunset the longevity payments for Association members in a future Agreement, this clause shall sunset as well.

4. Limited Waiver of Article IV (C)(2). The Board shall permit a limited waiver of the grant requirements contained in Article IV (C)(2) of the Agreement for the 2020-2021 academic year for any individual that acquires the newly revised Assistant Principal. This waiver shall cease effective immediately on July 1, 2021.

5. All of the remaining terms and conditions in the Agreement not specifically addressed herein shall remain in full force and effect until a successor agreement is negotiated and ratified by the Parties.

[REMAINDER OF PAGE INTENTIONALLY LEFT BLANK]

IN WITNESS WHEREOF, the Parties hereto have freely executed this Agreement, with the intent to be legally bound.

SPRINGFIELD SUPERVISORY ASSOCIATION

SPRINGFIELD BOARD OF EDUCATION

Laura Gamarekian,
Board President

Dated: _____

Dated: _____

WITNESS:

WITNESS:

Matthew Clarke,
Business Administrator/Board Secretary

Dated: _____

Dated: _____

Proposed Guides- Assistant Principal

Current Salary Guide 2020-21

Base	Stipend	Longevity	TOTAL	
88,364.00	9,772.00	-	98,136.00	Lynch
88,895.00	9,772.00	-	98,667.00	Telesca

Current Salary Guide Projected for 2021-22

Base	Stipend	Longevity	TOTAL	
91,015.00	9,968.00	688.00	101,671.00	Lynch
91,562.00	9,968.00	-	101,530.00	Telesca

Current Salary Guide Projected for 2022-23

Base	Stipend	Longevity	TOTAL	
93,746.00	10,167.00	701.00	104,614.00	Lynch
94,309.00	10,167.00	-	104,476.00	Telesca

AP Guides Examples

Year 1

2021-22 Salary Guide

	Elementary	Middle/High
0	99,007	100,988
1	99,502	101,493
2	100,000	102,000
3	100,500	102,510
4	101,003	103,023
5	101,508	103,538
6	102,015	104,055
7	102,525	104,576
8	103,038	105,099
9	103,553	105,624
10	104,071	106,152

Year 2

2022-23 Salary Guide

	Elementary	Middle/High
0	99,998	101,997
1	101,978	104,017
2	102,488	104,537
3	103,000	105,060
4	103,515	105,585
5	104,033	106,113
6	104,553	106,644
7	105,076	107,177
8	105,601	107,713
9	106,129	108,251
10	106,660	108,793

Springfield Public Schools

Search. Learn. Serve

JOB DESCRIPTION

TITLE: Assistant Principal

QUALIFICATIONS:

1. A valid New Jersey Principal Certificate or Certificate of Eligibility.
2. A master's degree or higher.
3. At least four (4) years of successful teaching experience.
4. A valid New Jersey teaching certificate or educational support services certificate.
5. Demonstrated knowledge and understanding of curriculum standards, curriculum development, and student learning.
6. Demonstrated management and communication skills.
7. Required criminal history background check and proof of U.S. citizenship or legal resident alien status.

REPORTS TO: Principal

SUPERVISES: Teachers
School Counselor(s)
School Social Worker(s)
School Media Specialist(s)
Instructional Paraprofessionals
Non-Instructional Paraprofessionals
Custodians
Other school staff
Other staff members as the Superintendent may designate.

PERFORMANCE RESPONSIBILITIES:

1. Establish and promote high standards and expectations for all students and staff for excellent academic performance.
2. Assist the Principal to organize, manage, evaluate, and supervise effective and clear procedures for the operation and functioning of the entire school consistent with the vision, mission, and goals of the school and district, including instructional programs, extracurricular activities, discipline systems to ensure a safe and orderly climate, financial management, facilities maintenance, program evaluation, personnel management, office operations, emergency procedures, and community relations. Ensure compliance with all laws, administrative codes, board policies and regulations.

Approved:

(continued)

3. Assist the Principal with the school level planning processes to ensure the development, implementation, and evaluation of all school programs and activities.
4. Assist the Principal to establish the annual master schedule for instructional programs, ensuring sequential learning experiences for students consistent with the district and school's vision, mission, goals.
5. Assist the Principal to create and adjust a School Crisis and Safety Plan that meets the State's mandates and regulations. Participate in roundtable discussions with local first responders' groups and assist in the coordination of the dissemination of materials to regular and substitute staff members. Ensure the professional staff has been trained in their role in accordance with the developed plan. Conduct, supervise and report regular drills in accordance with the guidelines established by the Department of Education's Division of School Safety and Preparedness.
6. Assist the Principal in developing schedules, standards and procedures for all standardized testing. This includes the creation of a testing security plan, an effective schedule that adheres to state and federal regulations regarding the administration of the exams, and supervision of the implementation of the plan and procedures. Ensure that all professional staff have been trained in the required security measures and procedures for administration of the standardized exams.
7. Assist the Principal to supervise the instructional programs of the school, evaluating lesson plans and observing classes on a regular basis to encourage the use of a variety of instructional strategies and materials consistent with research on learning and child growth and development. Develop with individual staff members professional growth and improvement plans. Ensure that the instructional programs engage the learner in tasks that require analytical and critical thinking, questioning the known, problem solving and creativity, that they address each student's needs, interests, and skill levels, that they encourage the student to define individual goals and accept responsibility for learning, and that they provide a variety of methods for the student to demonstrate performance and accomplishments.
8. Assist the Principal to provide and supervise in a fair and consistent manner effective discipline and attendance systems with high standards, consistent with the vision, mission, and goals of the school district, in accordance with due process and other laws and regulations, ensuring a safe, orderly environment

(continued)

that encourages, students to take responsibility for behavior and creates high morale among staff and students. File all required reports regarding violence, vandalism, attendance; Harassment, Intimidation, and Bullying (HIB); and discipline matters.

9. Establish a professional rapport with students and with staff that earns their respect. Display the highest ethical and professional behavior and standards when working with students, parents, school personnel, and agencies associated with the school. Serve as a role model for students, dressing professionally, and demonstrating pride in the education profession.
10. Notify immediately appropriate personnel and agencies, and follow established procedures when there is evidence of substance abuse, child abuse, child neglect, severe medical or social conditions, potential suicide or individuals appearing to be under the influence of alcohol, controlled substances, or anabolic steroids.
11. Assist the Principal to organize and nurture an effective leadership team, with clear expectations for role, responsibilities, and performance, holding each individual accountable for the area of assignment.
12. Assist the Principal to organize and supervise a school lunch program.
13. Assist the Principal to develop, implement, and supervise a budget for the school and approve all purchases in accordance with district, school, and State policies and procedures.
14. Assist the Principal to establish procedures that create and maintain attractive, organized, functional, healthy, clean and safe facilities, with proper attention to the visual, acoustic, and thermal environments. Regularly inspect all facilities to ensure compliance with all applicable codes and regulations. Submit the facility checklist and other facility reports as required.
15. Assist the Principal with the health, safety, and welfare of students, personnel, and visitors. Develop clearly understood procedures and provide regular drills for emergencies and disasters, following state, local, and district guidelines. Disaster preparedness procedures shall include fire, bomb threats, severe weather, emergency closing or delayed opening of the school, accidents, bus accidents and traffic emergencies, civil disturbances, disruptions, death, personal tragedy, and other unusual circumstances. Provide information to staff, students, and parents as necessary, and establish and follow procedures for

(continued)

dealing with the media. Notify the Superintendent immediately of any unusual circumstances.

16. Assist the Principal to maintain a master schedule for the use of school facilities.

17. Assist the Principal to establish schedules and procedures for the supervision on students in non-classroom areas, including before and after school, and bus loading unloading.

18. Assist the Principal to organize and maintain a public relations system for the school that consistently celebrates and informs parents and the community of the accomplishments of students, staff, and the school.

19. Assist the Principal to provide regular opportunities for students to celebrate success in instructional programs and extracurricular activities.

20. Communicate regularly with parents, seeking their support and advice, so as to create a cooperative relationship to support the student in the school. Encourage and work with an active parent teacher organization that supports the efforts of the school.

21. Assist the Principal to supervise the production of all school publications.

22. Complete in a timely fashion all records and reports as required by law and regulation or requested by the Superintendent. Maintain accurate attendance records. Answer correspondence promptly.

23. Assist the Principal to maintain and account for all student activity funds and money collected from students in accordance with district policy and auditing recommendations. Correct any audit exceptions immediately.

24. Communicate with the Principal regularly about the needs, successes, and general operation of the school.

25. Assist the Principal to ensure that personnel and student record keeping procedures comply with state and federal law and district policy. Establish procedures for safe storing and integrity of all public and confidential school records.

26. Assist the Principal to organize and supervise procedures for identifying and addressing special needs of students including health related concerns, and

(continued)

physical, emotional, and learning disabilities, coordinating the resources of the school and community to assist the student and family.

27. Maintain positive, cooperative, and mutually supportive relationships with the central administration, parents, and representatives of resource agencies within the community.

28. Assist the Principal to work with human resources department on staff recommendations for the recruitment, appointments, placement, promotion, transfer, withholding of increment, discipline, and termination of personnel. Recommend the renewal or non-renewal of staff.

29. Assist in long range and strategic planning for the district.

30. Assist the Principal to work on the selection, ordering, coordination, maintenance, distribution, and inventory of all instructional materials, equipment, supplies, technology, and textbooks.

31. Assist the Principal to analyze school data and compile, prepare, and coordinate any district, state, and federal reports involving the educational services in the schools. Analyze and interpret formative and summative test data in conjunction with appropriate staff. Research, and collect of data regarding the needs of the students, and other pertinent information affecting the design and implementation of services and programs, using the information to recommend new programs and modifications in existing programs.

32. Supervise, support, and participate in curriculum development as directed by the Principal.

33. Provide support for district schools as directed by the Superintendent or their designee.

34. Participate in staff meetings, administrator meetings, and committee meetings.

35. Maintain copies of all necessary records and forms related to supervised programs and services.

36. Prepare reports for the Superintendent and the Board as requested by the Superintendent.

37. Interpret the programs and policies of the district to staff, students, and the community at large.

(continued)

38. Work with local, state, and federal agencies that provide services to students.
39. Prepare district, state, and federal reports as required.
40. Keep the staff informed and seek ideas for the improvement of the district.
Conduct meetings as necessary for the proper functioning of the district.
41. Maintain visibility with students, staff, parents, and the community, attending school functions regularly to demonstrate a genuine interest in the students and staff.
42. Maintain effective communications with agencies and resources outside of the district, representing the district at community, state, and professional meetings.
43. Continue to grow professionally through collaboration with colleagues and professional growth experiences. Summarize, interpret, and disseminate current developments in learning theory and research, instructional strategies, and program services through reading of professional journals, participation in professional development, and involvement in professional organizations.
44. Protect confidentiality of records and information gained as part of exercising professional duties and use discretion in sharing such information within legal confines.
45. Observe strictly and exceed, to avoid the appearance of conflict, all requirements of the School Ethics Act and board policy on vendor relations regarding conflicts of interest in employment, purchasing, and other decisions, including solicitation and acceptance of gifts and favors, and submit in a timely fashion the required annual disclosure statement regarding employment and financial interests.
46. Adhere to New Jersey school law, State Board of Education rules and regulations, Board of Education policies and regulations, and contractual obligations.
47. Participate in interview committees.
48. Assist the Principal to process all requests for attendance at conferences and absences.

(continued)

49. Oversee and handle any state and/or federal monitoring relative to the areas supervised.
50. Oversee the implementation of New Jersey Quality Single Accountability Continuum (QSAC) or equivalent system.
51. Perform all other duties as required by law, code, or Board policy.
52. Assume responsibility for the operation of the school in the absence of the Principal, in accordance with the Principal job description and in compliance with all laws, administrative codes, and board policies and regulations.
53. Perform such other tasks and assume such other responsibilities as the Superintendent or his designee may assign from time to time and not otherwise prohibited by law or regulation.

TERMS OF EMPLOYMENT:

1. Ten and half (10.5) months
2. Contract terms, salary, and benefits as established by the collective bargaining agreement.
3. Conditions established by laws and codes of New Jersey; and policies, rules, and regulations established by the Springfield Board of Education.
4. Tenurable.

EVALUATION: Evaluated by the Principal.

APPROVED: xxxx xx, 2021