



LIVINGSTON BOARD OF EDUCATION WORKSHOP/VOTING MEETING AGENDA

May 13, 2025

Public Session - Livingston High School Auditorium - 7:00 p.m.

I. OPEN SESSION

A. Call to Order – Seth Cohen, President

B. Reading of Meeting Notice

Adequate notice of this meeting has been provided by amendment to notice approved at the Board's reorganization meeting on January 2, 2025 and posted at the Board of Education office and communicated to *The Star Ledger*, *West Essex Tribune*, *TAPinto Livingston* and the Livingston Township Clerk.

C. Pledge of Allegiance / Roll Call

D. Superintendent's Report

1. Staff Recognition Awards Ceremony
2. Conference with Livingston Education Association

E. Board Reports

F. Student Representative's Report

G. Approval of Minutes

The Superintendent recommends the following:

1. Public Hearing on Budget/Voting Meeting Minutes of April 29, 2025
2. Public Opening of Executive Session Meeting Minutes of May 6, 2025

ROLL CALL VOTE

H. Public Comment

The Board of Education recognizes the value of public comment on educational issues and the importance of allowing members of the public to express themselves on school matters of community interest. To protect the privacy of all students and staff, concerns regarding individual students and staff members should generally be addressed by first meeting with the appropriate administrative staff.

In order to permit the fair and orderly expression of such comment, the Board shall provide a period for public comment at every meeting of the Board.

Public participation shall be permitted only as indicated in accordance with Board Bylaw No. 0167.

Public participation shall be extended to residents of this district, persons having a legitimate interest in the actions of this Board, persons representing groups in the community or school district, representatives of firms eligible to bid on materials or services solicited by the Board, and employees and pupils of this district, except when the issue addressed by the participant is subject to remediation by an alternate method provided for in policies or contracts of the Board.

Public participation is not an opportunity to engage in a dialogue with the Board and shall be governed by the following rules:

1. A participant must be recognized by the presiding officer and must preface comments by an announcement of his/her name, municipality of residence, and group affiliation, if appropriate;
2. A participant is limited to three (3) minutes' duration; elapsed time will be determined through the use of a timing device operated by the Board Secretary;
3. No participant may speak more than once and there shall be no yielding of time among speakers;
4. All statements shall be directed to the presiding officer; no participant may address or question Board members individually;
5. There shall be no cross dialogue between the participant and the Board and/or Administration;
6. Upon conclusion of a participant's remarks, the presiding officer will acknowledge the individual's remarks and may respond and/or direct a member of the Administration to respond to an inquiry following the participant's remarks or at the conclusion of the public participation session.

The presiding officer may:

- a. Interrupt, warn, or terminate a participant's statement when the statement is too lengthy, abusive, obscene, or irrelevant;
- b. Request any individual to leave the meeting when that person does not observe reasonable decorum;
- c. Request the assistance of law enforcement officers in the removal of a disorderly person when that person's conduct interferes with the orderly progress of the meeting;
- d. Call for a recess or an adjournment to another time when the lack of public decorum so interferes with the orderly conduct of the meeting as to warrant such action; and
- e. Waive these rules when necessary for the protection of privacy or the efficient administration of the Board's business.

N.J.S.A. 2C:33-8

N.J.S.A. 10:4-12

II. RECOMMENDATIONS FOR APPROVAL

1. PROGRAM/CURRICULUM

The Superintendent recommends the following:

1.1 Dual Enrollment Course

Resolved, that the Livingston Board of Education approves to offer a Dual Enrollment course in Multivariable Calculus in partnership with The College of New Jersey for the 2025–2026 academic year.

1.2 Student Teacher Partnerships

Resolved, that the Livingston Board of Education approves partnerships between Livingston Public Schools and the following colleges and universities for the placement of student teachers during the 2025–2026 academic year:

Montclair State University,
William Paterson University
Rowan University
The College of New Jersey
Caldwell University,
Fairleigh Dickinson University
Seton Hall University

1.3 Student Teacher Classroom Observation

Resolved, that the Livingston Board of Education approves the student teacher classroom observation as shown on **Attachment A**.

1.4 Student Internship Program

Resolved, that the Livingston Board of Education approves students participating in the Senior Internship Program to work a minimum of 20 hours per week between May 19 and June 19, 2025 at the businesses as shown on **Attachment B**.

ROLL CALL VOTE

3. BUSINESS

The Superintendent recommends the following:

3.1 Payment of Bills

Whereas, the Board Secretary has audited certain vendor claims as required by N.J.S.A. 18A:19-2 and Board Policy 6470 and presented them to the Livingston Board of Education with the recommendation they be paid, now therefore be it

Resolved, that the Livingston Board of Education approves the payment of the following bills in the amounts listed and attach a complete copy of these bills to the minutes of this meeting.

<u>Fund</u>	<u>Name</u>	<u>Amount</u>
10,11,12	Operating Budget (checks 111546-111848; adv 306-308)	\$6,182,383.98
20	Operating Budget (checks 111546-111848; adv 306-308)	\$234,267.95
60	Cafeteria (checks 60094-60097)	\$240,123.47
	TOTAL	\$6,656,775.40

3.2 Transfers

Whereas, the Superintendent of Schools recommends certain transfers among accounts in the 2024-2025 budget for April pursuant to Board of Education Policy 6422, now therefore be it

Resolved, that the Livingston Board of Education ratify transfers pursuant to N.J.S.A. 18A:22-8.1 and N.J.A.C. 6:20-2A.10 as shown on **Attachment C**.

3.3 Conferences and Overnight Trips

Resolved, that the Livingston Board of Education approves the conferences and overnight trips as shown on **Attachment D**.

3.4 Student Activity Fee

Resolved, that the Livingston Board of Education approves the student activity fee of \$100 per student at Heritage Middle School and \$200 per student at Livingston High School for those who participate in athletic and co-curricular activities in which the district expends funds for the 2025-2026 school year.

3.5 Facility Rental Fees and Usage Tiers

Resolved, that the Livingston Board of Education approves the facility rental fees and usage tiers that will go into effect July 1, 2025 for the 2025-2026 school year as shown on **Attachment E**.

3.6 Sale of SRECs

Resolved, that the Livingston Board of Education designates the Business Administrator/Board Secretary to act on behalf of the Board as the officer to sell and to award the Solar Renewable Energy Certificates (SRECs). The SRECs will be sold via a competitive auction through SRECTrade, San Francisco, California at no cost per SREC and the Business Administrator/Board Secretary shall report in writing the result of the sale to the Board.

3.7 New Jersey State Interscholastic Athletic Association

Resolved, that the Livingston Board of Education approves the enrollment of Livingston High School as a member of the New Jersey State Interscholastic Athletic Association to participate in the approved interscholastic athletic program sponsored by NJSIAA for the 2025-2026 school year.

3.8 Award of Contract - Statistical Forecasting

Whereas, the Livingston Board of Education is committed to providing a high-quality education for all students; and

Whereas, accurate demographic data is essential for informed decision-making in areas such as resource allocation, program development, and long-range planning; and

Now, Therefore, Be It Resolved, that the Livingston Board of Education hereby approves the hiring of Statistical Forecasting, a demographer, to collect, analyze, and report on student and community demographic data to inform school district decisions at a cost of \$17,000.00.

3.9 Ecological Systems by Water Wizard, LLC - Change Order

Resolved, that the Livingston Board of Education approves the change order with Ecological Systems by Water Wizard, LLC in the amount of \$49,500. The contract was originally approved on August 13, 2024, to replace five solar inverters in three locations, at a total cost of \$119,050.

3.10 Annual Appointments

Resolved, that the Livingston Board of Education approves the following appointments for the 2025-2026 school year which are in effect until changed by resolution:

Board Secretary/SBA	Jessica Rapp
Custodian of Records	Jessica Rapp
OPRA Representative	Jessica Rapp
Public Agency Compliance Officer (PACO)	Jessica Rapp
Qualified Purchasing Agent	Jessica Rapp
Treasurer of School Monies	Rene Metzgar
Assistant Board Secretary	Kylie McGlew
AHERA Coordinator	James Perrette

Integrated Pest Management Coordinator
 Right to Know Officer
 504 Compliance Officer
 Affirmative Action Officers
 Anti-Bullying Coordinator
 Homeless Liaison
 School Safety Specialist
 Title IX Coordinator
 Auditor of School District
 Architect of Record
 Bond Counsel
 Broker of Record Risk Management
 Broker of Record Health Benefits
 Continuing Disclosure Agent
 School Physician
 Board Attorney
 Special Counsel
 Livingston Public Broadcasting Executive Board

James Perrette
 James Perrette
 Lisa Capone-Steiger
 Lisa Capone-Steiger and Charles Raphael
 Lisa Capone-Steiger
 Sinead Crews
 Shawn Kelly
 Lisa Capone-Steiger
 PKF O'Connor Davies
 DiCara Rubino Architects
 Wilentz, Goldman & Spitzer, P.A.
 Brown & Brown Metro, LLC
 IMAC Insurance Agency
 Phoenix Advisors
 Dr. Michael Kelly
 Cleary Giacobbe Alfieri Jacobs, LLC
 Machado Law Group, LLC
 Stu Bodow, Don Schwartz, Jonathan Aronoff

3.11 Bylaws, Policies and Regulations

Resolved, that the Livingston Board of Education approves the following policies for second reading and adoption:

Regulation #2415 - Title I Services (M)
 Policy #2416.01 - Postnatal Accommodations for Students
 Policy #3421.13 - Postnatal Accommodations
 Policy #4421.13 - Postnatal Accommodations
 Regulation #5200 - Attendance (M)
 Policy #9163 - Spectator Code of Conduct for Interscholastic Events (M)

Resolved, that the Livingston Board of Education agrees to suspend Bylaw #0131 and approve the following regulation for second reading and adoption:

Regulation #5530 - Substance Abuse (M) (Revised)

ROLL CALL VOTE

4. PERSONNEL

The Superintendent recommends the following:

4.1 Resignations & Retirements

Resolved, that the Livingston Board of Education accepts the resignations of:

Name	Position	Reason	Location	Last Day of Employment
<i>Thomas O'Dowd</i>	Teacher of Physical Science	Retirement	LHS	June 30, 2025
<i>Cynthia Shah</i>	Occupational Therapist	Resignation	HMS	June 30, 2025
<i>Georgette Bach</i>	Playground Aide	Resignation	RHE	June 30, 2025

**as amended from a previous agenda*

4.2 Leaves of Absences

Resolved, that the Livingston Board of Education approves the leaves of absences of:

Name	Location	Position	LOA w/pay and benefits	LOA w/o pay, but with benefits (if applicable)	Extended LOA w/o pay or benefits	Return Date
<i>Efthemia DiPrenda</i>	BHE	PRIDE	8/25/2025-9/26/2025	9/29/2025-11/28/2025 & 12/1/2025-1/19/2026**	NA	1/20/2026
<i>Melanie Bonanne</i>	Collins (transfer)	Elementary School Teacher	8/25/2025-9/1/2025	9/3/2025-11/28/2025**	12/1/2025-6/30/2026	8/26/2026
<i>Isabella Gardner*</i>	MPE	TOSD	4/1/2025-5/8/2025 (.5)	5/8/2025 (.5)-5/27/2025 & 5/28/2025-6/30/2025 & 8/25/2025-10/20/2025**	NA	10/21/2025
<i>Helana Mikhael</i>	Harrison	Instructional Aide	NA	5/14/2025-6/30/2025**	NA	8/25/2025

*as amended from a previous agenda

**Designates time counted toward NJFLA/FMLA

4.3 Transfers

Resolved, that the Livingston Board of Education approves the personnel transfers as listed on **Attachment F**.

4.4 Appointments

Resolved, that the Livingston Board of Education approves the applications indicated below (*) for emergent hiring for the following appointments under the requirements of N.J.S.A. 18A:16-1 et. seq., N.J.S.A. 18A:39.17 et. seq.; N.J.S.A. 18A:6-4.13 et. seq. All appointments are contingent upon reference checks in accordance with P.L. 2018, c.5.

Name	Location	Title	Tenure Track/LOA or LT Replacement	Replacing	Guide	Step	Salary	Effective Date
<i>Chloe Saperstein</i>	MPE	Elementary School Teacher	First Year Tenure Track	M. Dyer	MA	1	\$64,568	8/25/2025
<i>Devyn DiPasquale</i>	MPE	Elementary School Teacher	First Year Tenure Track	D. Triana (transfer)	BA	1	\$56,568	8/25/2025
<i>Victoria Gonzalez</i>	LHS	Teacher of Health & PE	First Year Tenure Track	T. Floruss	BA	1	\$56,568	8/25/2025
<i>Nicole Alzamora</i>	LHS	TOSD	First Year Tenure Track	D. Buonomo (transfer)	MA	12	\$87,100	8/25/2025
<i>Amanda Benmorits</i>	BHE	PRIDE	First Year Tenure Track	New	BA	2	\$57,568	8/25/2025
<i>Sevgi Tugce Yalt</i>	MPMS	Teacher of Math	First Year Tenure Track	K. Youtz	2MA	5	\$75,018	8/25/2025
<i>Sarina Maros</i>	LHS	TOSD	First Year Tenure Track	M. Nicola	MA	9	\$79,568	8/25/2025
<i>Julia Greenberg</i>	MPMS	Teacher of Art	One Year Leave Replacement	A. Pefanis	BA	1	\$56,568	8/25/2025

**as amended from a previous agenda*

***salary will remain the same at the same step for the 2025-26 SY*

4.5 Substitutes

Resolved, that the Livingston Board of Education approves the appointment of the individuals listed below to serve as substitutes on an as-needed basis for the 2024-2025 school year:

Teachers

Chloe Saperstein

Debra Lewis

Thomas Valdez

Donna Weiss

Substitute Secretary

Amber van de Beek (\$20/hr)

Custodial

Erjon Dudushi (\$18.50/hr)

4.6 2025-2026 Reappointments

Resolved, that the Livingston Board of Education approves the contracts between the LBOE and *Lisa Capone-Steiger*, Assistant Superintendent, the LBOE and *Mark Stern*, Assistant Superintendent, the LBOE and *Jessica Rapp*, School Business Administrator/Board Secretary. These contracts will commence on July 1, 2025 and end on June 30, 2026. Copies of these contracts are on file at the Board Office and have been approved by the Executive County Superintendent.

Resolved, that the Livingston Board of Education approves the reappointment of non-tenured certificated staff for the 2025-2026 school year as shown on **Attachment G**.

Resolved, that the Livingston Board of Education approves the reappointment of tenured certificated staff for the 2025-2026 school year as shown on **Attachment H**.

Resolved, that the Livingston Board of Education approves the reappointment of security staff for the 2025-2026 school year as shown on **Attachment I**.

Resolved, that the Livingston Board of Education approves the reappointment of support staff for the 2025-2026 school year as shown on **Attachment J**.

Resolved, that the Livingston Board of Education approves the reappointment of Supervisors for the 2025-2026 school year as shown on **Attachment K**.

Resolved, that the Livingston Board of Education approves the reappointment of certificated Administrators for the 2025-2026 school year as shown on **Attachment K**.

Resolved, that the Livingston Board of Education approves the reappointment of non-affiliated staff for the 2025-2026 school year as shown on **Attachment L**.

Resolved, that the Livingston Board of Education approves the reappointment of IT Support Specialists for the 2025-2026 school year as shown on **Attachment M**.

4.7 Withholding of Increment

Resolved, that the Livingston Board of Education approves the increment withholding of the 2025-2026 increment, including conventional increment, annual employment increment, adjustment increment, longevity increment and any salary increase of Employee #7301, with the increment to be restored only by future action of the Livingston Board of Education.

4.8 Summer Work

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment N** to work over the summer of 2025 at the Summer Academy Program at the approved rate.

4.9 NJDOE High Intensity Tutoring Grant

Resolved, that the Livingston Board of Education approves the individuals listed on **Attachment O** to be paid for work performed in the High Intensity Tutoring program at the rate of \$64.94 per hour (not to exceed 2 hours per person per day for the duration of the program). The program will run from January 15, 2025 - June 12, 2025. These positions are funded through the NJDOE High Intensity Tutoring Grant (acct #20-451-100-100-1033-12)

4.10 Lateral Moves

Resolved, that the Livingston Board of Education approves the lateral moves as listed on **Attachment P**.

4.11 Contract Adjustments

Resolved, that the Livingston Board of Education approves the contract adjustments as listed on **Attachment Q**.

4.12 Extra Period Assignments

Resolved, that the Livingston Board of Education approves the extra period assignments as listed on **Attachment R**.

4.13 Longevity

Resolved, that the Livingston Board of Education approves the individuals on **Attachment S** for longevity on July 1, 2025 for 10-month employees and September 1, 2025 for 12-month employees.

4.14 Job Descriptions

Resolved, that the Livingston Board of Education approves the following job description(s):

Assistant Principal (Acting)
Livingston Lens Facilitators
School Website Coordinator (Stipend Position)

4.15 Memorandum of Understanding

Resolved, that the Livingston Board of Education approves the Memorandum of Understanding (MOU) between itself and the Livingston Education Association dated May 13, 2025 pertaining to Middle School Sports.

Resolved, that the Livingston Board of Education approves the Memorandum of Understanding (MOU) between itself and the Livingston Education Association dated May 13, 2025 pertaining to School Website Coordinators.

Resolved, that the Livingston Board of Education approves the Memorandum of Understanding between itself and the Livingston Education Association dated May 13, 2025 pertaining to the Nurse Coordinator.

Resolved, that the Livingston Board of Education approves the Memoranda of Understanding between itself and the Livingston Education Association, dated May 13, 2025 regarding working from home.

Resolved, that the Livingston Board of Education approves the Memoranda of Understanding between itself and the Livingston Education Association, dated May 13, 2025 regarding salary guides for 35-hour bus drivers.

4.16 Position Tracking Records for the 2025-2026 School Year

Resolved, that the Livingston Board of Education approves the following actions for position tracking records for the 2025-2026 school year:

Reactivate PTR	Abolish PTR	Create PTR
3125-070-RSPK6-002	2475-050-SPED712-001	2475-070-SPEDPK6-015
	2475-050-SPED712-030	2475-070-SPEDPK6-016
		0222-060-ADMIN-002
		3117-050-CST712-006

ROLL CALL VOTE

5. MISCELLANEOUS

The Superintendent recommends the following:

5.1 HIB Report

Resolved, that the Livingston Board of Education accepts the findings of HIB cases.

ROLL CALL VOTE

I. Old Business

J. New Business

III. ADJOURNMENT

EXECUTIVE SESSION

Whereas, N.J.S.A. 10:4-1 et seq., also known as the "Sunshine Law," authorizes a public body to meet in executive or private session under certain limited circumstances, and

Whereas, said law requires the Board to adopt a resolution at a public hearing before it can meet in such an executive or private session, now, therefore, be it

Resolved, by the Livingston Board of Education that:

- (A) It does hereby determine that it is necessary to meet in executive session on May 13, 2025 to discuss the matters stipulated, in conformance with the subsections of said act which are indicated.
1. Matter rendered confidential by federal law, state statute or rule of court.
 2. Matter in which the release of information would impair a right to receive federal funds.
 3. Matter, the disclosure of which would constitute an unwarranted invasion of individual privacy unless the individual concerned shall request in writing that the same be disclosed publicly.
 4. Collective bargaining matters.
 5. Matter involving the purchase, lease or acquisition of real property with public funds, the setting of banking rates, etc. where it would adversely affect the public interest if discussion were disclosed.
 6. Tactics and techniques utilized in protecting public property where disclosure could impair protection.
 7. Investigation of violations or possible violations of law.
 8. Pending or anticipated litigation or contract negotiation other than collective bargaining agreement.
 9. Personnel matters unless the individual employees or appointees affected requested that such matter be discussed at a public meeting.
 10. Deliberations occurring after a public hearing that may result in the imposition of a specific civil penalty.
- (B) The matters discussed will be made public when confidentiality is no longer required and formal action pursuant to said discussion shall take place only at a meeting to which the public has been invited.
- (C) No action will be taken.

Name	School	Type of Placement	In-District Location	Assigned Staff	Date
Michael Schwartz	New Jersey City University	Observation	Livingston High School	Christopher Iannuzzi	4/29/2025-6/23/25

LHS Senior Internship Program - Participating Businesses Spring 2025
5 New Digital
ABC Surgical
Adams International LLC
Affiliates in Gastroenterology - West Orange
AGT Designs
Alantic Realty Development Co.
Aldrich Foundation
Alliance Global Partners
Allied Beverage Group, LLC
ALNJ Agency
Alpha Wave Studios
AltitudeX Aviation Group LLC
AMA Management Services
Amanda's DanceXtensions
Ambassador Automobile LLC
Amlotus LLC
Anchin, Block & Anchin LLP
And One Basketball Club
Annieterober 365 Foundation
Antonio's Salon and Spa
AnythingIT, LLC
Appel Design Group
Aquinas Academy
Art plus
Associated Eye Physicians and Surgeons
Atlantic Health system
Atlantic Realty Development Co / AR Landmark Montvale LLC
Bala Ganapati Inc DBA Bergen Pharmacy
Bay Rock Digital Marketing
Baynes Orthopedics
Bindi North America
Bleu Mirage Aesthetics LLC
Blume Forte Fried Zerres & Molinari
BNE Real Estate Group
Brach Eichler LLC
Brave Wings Therapy
Breastfeeding Medicine of New Jersey
Bubbakoo's Burritos
BubbleTea Consulting Inc
Bullzeye Media Marketing LLC
Burnet Hill Elementary

CACI
Camp Winadu Operating Co. LLC
Canaccord Genuity
CareOne at Livingston
Center Street Capital Advisors
Centercourt Club & Sports
Central Jersey Volleyball Academy
Central Park School
Century Air
Chatham Borough Finance Department
Ciattarelli for Governor, Inc.
CJPA Global Advisors
Code Ninjas
CodeMiracles
Collaborative Designs
Collins Elementary School
Compass Real Estate
Congregation Agudath Israel
Congressman Josh Gottheimer's Office
Cooperman Barnabas
CORE Pickleball LLC
Creatif Art Studio
Creatif Art Studio Livingston
CreatingSmiles Pediatric Dentistry and Orthodontics
Crestmont Country Club
CrossFit Roseland
CyberGrc Llc
Danielle Wofsy Interiors
Day Pitney LLP
DeadLizard LLC
DesignUr Bucket
District Office of the Assemblywoman Bagolie
DLM Recording Studio
DLSZ Marketing Corp - Murphy Business Sales
Dollar Zone at Cedar Knolls
Drill Construction
Dubinett Architects LLC
East Hanover Chiropractic and Wellness Center
Elev8 Advisory Group
ERm Research, LLC
Essex County Environmental Center
Essex Renal and Medical Group
Everest Renewables Management LLC

Excel Physical Therapy
Executive Property Management
Fabric to Finish
Fairfield Wellness and Physical Therapy, LLC
Florham Park Sports Dome & Event Center
FMSLY Design Services LLC, and Empire Management Services LLC
Format Cyber
Friendship Circle
G.Tufaro Plumbing & Heating LLC.
G&A auto repair
Garden Homes
Get Me Into College
Glico
Global Leaders Academy
Godfrey Tax Services
Goldstein Kelin LLC
Golestani Dental Group of Livingston: General Dentistry Pediatrics Orthodontics Oral Surgery
Golftec - East Hanover
Gordon Rees Scully Mansukhani
Grooves Unlimited Dance Studio
Grunstein Family Chiropractic Center
GT Masonry LLC TAX ID: 045-063-0291
Habitat for Humanity Restore
Halsted Corporation
Harrison Elementary School
Hartmann Doherty Rosa Berman & Bulbulia, LLP
Heidi Miller Speech
Hillside Elementary School
Horizon Kinetics LLC
HTB Boutique
Hudson Regional Hospital
Inday
Intek Leasing
Invictus Pharmacy
Island lake camp
J Rosen Showroom
JAG Physical Therapy
JCC Metro West - Kids Club after School Program
JDDM Custom Construction
Jeff Lake Camp
Jelli Bio
Jersey1st
JJ MOON USA INC. (Mochimoly)

Jodi Rothfeld Photography
John F. McKeon - Senators office
KaliKouture
Kanyok Arts Initiative
Kean University
Kids Club (JCC)
Kingdom Resources for Christ Inc / Project Arctos
Kintiroglou Pediatrics
Kuan Lee Lai Si Realty, Inc.
Kumon Livingston
Laurie harden fine arts
Law Firm of Sarno Da Costa D'Aniello Maceri Webb
Law Offices of Ron J. Zoller, LLC
Law Offices of Taylor Koss
Letters to Foster Children
LHS - Science Department
Life in Motion Physical Therapy Onsite
Lifetime Fitness
Liquid Church
Livingston Academy
Livingston Chiropractic & Rehab
Livingston Collision
Livingston Dental Arts, LLC
Livingston Environmental Commission
Livingston Health and Wellness, LLC
Livingston HS Athletic Department
Livingston Legend Inc
Livingston Little Learners
Livingston Public Library
Long Island Quiz Bowl Alliance
LSM Events LLC
Lucosky Brookman LLP
Luna Stage
Mt. Pleasant Animal Shelter
Manor Park Ventures
Maplewood Village Optical
Marlboro Learning Center
Mazda dealership
Media Max Network
Metrogroup
Metropolitan YMCA of the Oranges
MetroWest YMCA - West Essex
Midtown Salon Livingston

Millburn Podiatry Group,PC
Montclair State University
Montclair State University Center for Computing and Information Science
Morristown-Beard School
Mosquito Hunters
Mount Pleasant Middle School
Moving Traditions: Kol Koleinu Fellowship
MP Engineers
MSU arena
Mt. Pleasant Middle School
Nation Basketball Association
National Council of Jewish Women/Essex County Section
NEI Integrated Solutions
New Jersey City University Foundation
New Jersey General Assembly, Legislative District Office of Assemblywoman Bagolie
New York League of Conservation Voters
New York Presbyterian Hospital Lower Manhattan
Nexstar Media Group, Inc.
Nisco Foods
NJ General Assembly - Legislative District Office of Assemblywoman Bagolie
NJ Physical Therapy and Rehab Center
Northfield Pharmacy
Novo Law Firm
Numen International LLC - 82-4654560
NY Speech & Language Services
NYC Children, City of New York
Nyitax Inc./Eastern Tax Consulting
Oceanus Capital Management
Organized By Aly
Oxford Development Project, LLC
Oze Capital
Pacific health systems inc
Parkway Arms INC.
Pearl Media
Performers Theatre Workshop
Phillip Jeffries
Pickleball Palace
Pillar Care Continuum
Pioneer Productions Company, Inc.
Porta Management Family Office
PRIMISOFT LLC
Professional Physical Therapy
Quality Tax

Quotient Wealth Partners
Rainbow Child Care Center & Preschool
Raman Abrol, CPA
RD Architectural Studio
Regenus Center
Rein Teen Tours
Related Action Consulting LLC
Restoration Pro of NJ
Revive Hair Salon
Richmond University Medical Center- Center for Cancer Care
Ridgedale Family Eye Care
Riker Danzig LLP
Riker Hill Elementary School
Ritz Diner
RnR Design Associates LLC
Robert Stecklow Consultants
Rock and Soul NYC DJ Equipment and Records
Rosa Bros Trucking LLC
Roseland Psychotherapy Associates
Roselle Park Animal Hospital
Rosemarie's Rescue Ranch
Roxbury BOE
Runway of Dreams
Runway of Dreams Foundation
Rutgers New Jersey Medical School
Rutgers Public Health Research Institute
RVK Construction Management LLC
RYCO Fundraising LLC
Saakshar Learning Center
Salon Salon the Suite
Sanskriti of New Jersey
Scheier Dental Group
Screpo Building Solutions LLC
Seesaw Vision Center
Senator Angela Mcknight office
Sequence Events
Seton Hall University
Shine Star Floors
SHIP Logistics
Sideout Sports Volleyball Club
SIGMA7 design group
Somerset County General Surgery
Sound On Sound Recording Inc (13-3356438)

Sportscare Physical Therapy
SPORTSMED Physical Therapy
Spring Hills Livingston
Springfield Genius Academy Mandarin and English Preschool
Squash Advantage
Squiretown Properties
Station Athletics Roseland
Strategic Insurance Agency Inc
StrixMedia
Summit Electrical Supply In Summit NJ
Sunrose Arts & Photography
Superior Seating, LLC.
TAJA Design & Build LLC
TCM Contracting Ilc.
Temple B'nai Jeshurun
Texind Inc.
The Branding Bar LLC
The Chiropractic Source
The Conti-Bediner Law Firm, LLC
The Dinex Group LLC
The Episcopal Church of St. Andrew & Holy Communion
The Flower Boutique
The Long Island Quizbowl Alliance (LIQBA)
The MediGap Advisor
The Progressive Companies
The Summit Playhouse
The Township Of Livingston
Toast City Diner
Tower Elevator Consulting and Testing LLC
Tromberg, Morris & Partners, PLLC (TMP)
Trucare Adult Medical Day Center
TurnUp Activism
Tuscan Elementary School
Unarthodox
University Hospital/ Rutgers NJMS
University of Delaware
UPS
Vanguard Theater Company
Visual Arts Center of New Jersey
Voda Cleaning & Restoration of Jersey Shore
Voda Jersey Shore
VSA Future Learning Center
Wellness By Roma LLC

Westfield BioVentures
Wiss & Company, LLP
World Champion's K Taekwondo
Xcel Fitness
Yale Klat Law
Zagwear
ZenaMed Health and Wellness LLC

**Livingston Board of Education
Monthly Transfer Report
2024-25 April**

Budget Category	Accounts	Original Budget	Prior Year Encumbrances	Original Budget For 10% Calc	Maximum Transfer Out Allowed	YTD Net Transfers	% change of transfers	Remaining Transfers Out Allowed	Account Balance
Regular Programs	11-1xx-100-xxx 12-1xx-100-xxx 13-1xx-100-xxx 18-1xx-100-xxx	45,332,219.06	107,062.43	45,439,281.49	4,543,928.15	-1,144,967.31	-2.52	3,398,960.84	2,648,691.17
Special Education, Basic Skills/Remedial and Bilingual Instruction and Speech/OT/PT and Ex	1x-2xx-100-xxx 1x-000-216-xxx 1x-000-217-xxx	19,321,113.94	114,674.68	19,435,788.62	1,943,578.86	-258,402.11	-1.33	1,685,176.75	754,168.06
Vocational Programs-Local	1x-3xx-100-xxx	58,808.00	1,416.43	60,224.43	6,022.44	.00	.00	6,022.44	6,287.73
School-Spon. Co/Extra-Curr. Activities, School Sponsored Athletics, and Other Instructional	11-4xx-100-xxx 11-4xx-2xx-xxx 12-4xx-100-xxx	3,124,505.00	24,984.43	3,149,489.43	314,948.94	64,609.28	2.05	379,558.22	604,932.97
Community Services Programs/Operations	1x-800-330-xxx	.00	.00	.00	.00	.00	.00	.00	.00
UNDISTRIBUTED EXPENSES		67,836,646.00	248,137.97	68,084,783.97	6,808,478.39	-1,338,760.14	-1.97	5,469,718.25	4,014,079.93
Tuition	11-000-100-xxx 16-000-100-xxx 17-000-100-xxx 18-000-100-xxx	7,135,517.07	576,942.72	7,712,459.79	771,245.98	15,127.43	.20	786,373.41	381.13
Attendance and Social Work, Health, Guidance, Child Study Teams, Education, Media Services	1x-000-211-xxx 1x-000-213-xxx 1x-000-218-xxx 1x-000-219-xxx 1x-000-222-xxx	9,915,185.46	27,718.48	9,942,903.94	994,290.39	-318,878.99	-3.21	675,411.40	552,133.65
Improvement of Instruction Services and Instructional Staff Training Services	1x-000-221-xxx 1x-000-223-xxx	3,605,211.18	10,961.37	3,616,172.55	361,617.26	72,844.60	2.01	434,461.86	292,718.56
General Administration	11-000-230-xxx	1,363,032.60	24,348.95	1,387,381.55	138,738.16	-51,086.81	-3.68	87,651.35	185,600.40
School Administration	11-000-240-xxx	4,796,694.64	39,606.37	4,836,301.01	483,630.10	154,333.31	3.19	637,963.41	169,186.22
Central Services & Administrative Information Technology	11-000-25x-xxx	4,054,704.55	49,885.05	4,104,589.60	410,458.96	38,244.91	.93	448,703.87	304,662.60
Operation and Maintenance of Plant Services	11-000-26x-xxx	8,962,309.45	162,283.30	9,124,592.75	912,459.28	406,312.81	4.45	1,318,772.09	959,744.74
Student Transportation Services	11-000-270-xxx	4,853,362.00	150,398.87	5,003,760.87	500,376.09	403,599.84	8.07	903,975.93	449,989.36
Personal Services-Employee Benefits	11-xxx-xxx-2xx	23,848,858.00	166,862.34	24,015,720.34	2,401,572.03	-155,835.87	-.65	2,245,736.16	1,177,794.88
Food Services	11-000-310-xxx	.00	.00	.00	.00	.00	.00	.00	.00
Transfer Property Sale Proceedes to Debt Service Reserve	11-000-520-934	.00	.00	.00	.00	.00	.00	.00	.00
Transfer from General Fund Surplus to Debt Service Fund to Repay CDL	11-000-520-936	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL GENERAL CURRENT EXPENSE		68,534,874.95	1,209,007.45	69,743,882.40	6,974,388.25	564,661.23	.81	7,539,049.48	4,092,211.54
Equipment	12-xxx-xxx-73x	16,120.00	2,125.00	18,245.00	1,824.50	14,671.98	80.42	16,496.48	749.60

**Livingston Board of Education
Monthly Transfer Report
2024-25 April**

Budget Category	Accounts	Original Budget	Prior Year Encumbrances	Original Budget For 10% Calc	Maximum Transfer Out Allowed	YTD Net Transfers	% change of transfers	Remaining Transfers Out Allowed	Account Balance
Facilities Acquisition and Construction Services	12-000-4xx-xxx	6,770,627.00	87,217.12	6,857,844.12	685,784.41	743,244.21	10.84	1,429,028.62	804,523.61
Capital Reserve-Transfer to Capital Expend. Fund	12-000-4xx-931	.00	.00	.00	.00	.00	.00	.00	.00
Capital Reserve-Transfer to Repayment of Debt	12-000-4xx-933	.00	.00	.00	.00	.00	.00	.00	.00
TOTAL CAPITAL EXPENDITURES		6,786,747.00	89,342.12	6,876,089.12	687,608.91	757,916.19	11.02	1,445,525.10	805,273.21
TOTAL SPECIAL SCHOOLS	13-xxx-xxx-xxx	45,978.00	.00	45,978.00	4,597.80	16,182.72	35.20	20,780.52	9,274.50
Transfer of Funds to Charter Schools	10-000-100-56x	.00	.00	.00	.00	20,604.00		20,604.00	.00
General Fund Contribution to School Based Budgets	10-000-520-930	.00	.00	.00	.00	.00	.00	.00	.00
OPERATING BUDGET GRAND TOTAL		143,204,245.95	1,546,487.54	144,750,733.49	14,475,073.35	20,604.00	.01	14,495,677.35	8,920,839.18

School Business Administrator Signature

Date

Conference	Attendee(s)	Date(s)	Location	Cost not to exceed
NACAC	Nicole Rothman	September 15-20, 2025	Columbus, OH	\$3,100.00
NACAC	Therese Desamours	September 15-20, 2025	Columbus, OH	\$3,100.00
New Jersey Association of School Business Officials Annual Conference	Sean Smith	June 3-6, 2025	Atlantic City, NJ	\$1,300.00

2025-2026 FACILITY RENTAL FEES				
Facility	Tier 1 Rate	Tier 2 Rate	Tier 3 Rate	Tier 4 Rate
Elementary Gym/MultiPurpose room	\$0.00	\$67.00	\$80.00	\$110.00
Elementary Classroom	\$0.00	\$20.00	\$40.00	\$60.00
MPM Auditorium (450 seating)	\$0.00	\$67.00	\$80.00	\$110.00
MPM Gym (500 seating)	\$0.00	\$67.00	\$80.00	\$110.00
MPM Cafe (250 seating @ tables)	\$0.00	\$67.00	\$80.00	\$110.00
MPM Classroom	\$0.00	\$25.00	\$45.00	\$65.00
HMS Auditoriumv(450 seating)	\$0.00	\$67.00	\$80.00	\$110.00
HMS Gym (500 seating)	\$0.00	\$67.00	\$80.00	\$110.00
HMS Cafe (250 seating @ tables)	\$0.00	\$67.00	\$80.00	\$110.00
HMS Classroom	\$0.00	\$25.00	\$45.00	\$65.00
LHS Auditorium (717 seating)	\$0.00	\$115.00	\$130.00	\$175.00
LHS Cafe (300 seating @ tables)	\$0.00	\$115.00	\$130.00	\$175.00
LHS Fitness & Wellness Gym (875 capacity)	\$0.00	\$115.00	\$130.00	\$175.00
LHS Aux Gym (200 capacity)	\$0.00	\$115.00	\$130.00	\$175.00
LHS Classroom	\$0.00	\$30.00	\$50.00	\$70.00
LHS Turf Field	\$0.00	\$60.00	\$120.00	\$180.00
Maintenance & Custodian Fees	\$66.00 per hour*	\$66.00 per hour*	\$66.00 per hour	\$66.00 per hour
Sound & Lighting Technician (rate per person)	\$25.00 per hour	\$25.00 per hour	\$25.00 per hour	\$25.00 per hour
Field Lights Fee	\$150.00 turn on fee + \$25.00 per hour	\$150.00 turn on fee + \$25.00 per hour	\$150.00 turn on fee + \$25.00 per hour	\$150.00 turn on fee + \$25.00 per hour
* When custodian not already assigned				
<p>Tier 1 - Uses and groups directly or indirectly related to the schools and operations of the school (LBOE, PTAs/HSAs, Big L, Livingston Education Association) and local departments and agencies of Livingston municipal government.</p> <p>Tier 2 - Local community organizations formed for charitable or social purposes (51% or more of the organizations' members must be Livingston residents).</p> <p>Tier 3 - Other community organizations formed for charitable or social purposes and other government agencies. (Less than 51% of organizations' members are Livingston residents)</p> <p>Tier 4 - All other private groups and organizations for profit or non-profit. Any outside private film productions do not fall under Tier 4 and will be negotiated directly with the Livingston Board of Education.</p>				

2025-26 PERSONNEL TRANSFERS

Name	Transferring From	Location	Transferring To	Location	Replacing	Effective Date(s)
<i>Daniella Buonomo</i>	TOSD	LHS	LHS	Teacher of Psychology	J. Dunker	8/25/2025
<i>Melanie Bonanne</i>	Elementary School Teacher	BHE	Collins	Elementary School Teacher (LOA)	J. D'Annunzio	8/25/2025
<i>Revati Raje</i>	Elementary School Teacher	MPE	MPE	Kindergarten Teacher	additional section	8/25/2025
<i>Anna Maria DiNapoli</i>	Elementary School Teacher	MPE	MPE	Kindergarten Teacher	P. Fiore	8/25/2025
<i>Stephania Gautieri</i>	TOSD	MPMS	MPE	TOSD	F. Matear	8/25/2025
<i>Leanna LoIacono</i>	Teacher of Social Studies	MPMS	HMS	Teacher of Social Studies	return with class	8/25/2025
<i>Maureen Weakley</i>	Teacher of Science	MPMS	HMS	Teacher of Science	return with class	8/25/2025
<i>Kimberly Brenneck</i>	Intervention/ Enrichment	HAR	MPM	Teacher of Math	returning from LOA	8/25/2025
<i>Stefanie Velardi</i>	Teacher of Math	MPM	HAR	Intervention/ Enrichment	returning from LOA	8/25/2025
<i>Nick Guardabasco</i>	School Counselor	HMS	MPMS	School Counselor	looping	8/25/2025
<i>Danielle Maxwell</i>	School Counselor	HMS	MPMS	School Counselor	looping	8/25/2025
<i>Kimberly Campbell</i>	School Counselor	MPMS	HMS	School Counselor	looping	8/25/2025
<i>Lori Balasic</i>	School Counselor	MPMS	HMS	School Counselor	looping	8/25/2025

*amended from previous agenda

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Amill, Allison	LHS	NT2	Teacher	MA	7	\$69,568		\$69,568	1.00
Anderson, Robert	LHS	NT2	Teacher	MA	13	\$91,000		\$91,000	1.00
Baach, Katherine	LHS	NT2	Teacher	MA	12	\$87,100		\$87,100	1.00
Baumgartner, Deborah	LHS	NT2	Teacher	BA	14	\$86,900		\$86,900	1.00
Bitar, Catherine	HIL	NT2	Teacher	BA	3	\$58,568		\$58,568	1.00
Boykas, Brittany	HMS	NT2	Teacher	BA	11	\$75,200		\$75,200	1.00
Carolan, Allison	MPM	NT2	Teacher	MA	3	\$66,568		\$66,568	1.00
Chabora, Sara	HAR	NT2	Teacher	BA	8	\$64,068		\$64,068	1.00
Cifalino, Christina	HMS	NT2	Teacher	MA	15	\$98,800		\$98,800	1.00
Clark, Caroline	RHE	NT2	Teacher	MA	13	\$91,000		\$91,000	1.00
Cross, Matthew	LHS	NT2	Teacher	MA	7	\$69,568		\$69,568	1.00
D'Andrea, Cynthia	LHS	NT2	Teacher	MA	16	\$102,700		\$102,700	1.00
DiPrenda, Efthemia	BES	NT2	Teacher	MA+32	9	\$82,018		\$82,018	1.00
Ehrmann, Marisa	LHS	NT2	Teacher	BA	1	\$56,568		\$56,568	1.00
Estonactoc, Heather	RHE	NT2	Teacher	MA	14	\$94,900		\$94,900	1.00
Ficacci, Jenna	MPM	NT2	Teacher	PHD/DOCT	17	\$119,718		\$119,718	1.00
Friedman, Karen	RHE	NT2	Teacher	MA	3	\$66,568		\$66,568	1.00
Gallagher, Kelly	LHS	NT2	Teacher	MA	12	\$87,100		\$87,100	1.00
George, Chris	LHS	NT2	Teacher	BA	16	\$94,700		\$94,700	1.00
George, Jacqueline	HIL	NT2	Teacher	MA	14	\$94,900		\$94,900	1.00
Granito, Mark	LHS	NT2	Teacher	MA	15	\$98,800		\$98,800	1.00
Jo, Soo Hyun	RHE	NT2	Teacher	BA	3	\$58,568		\$58,568	1.00
Juliano, Mark	LHS	NT2	Teacher	MA	9	\$75,568		\$75,568	1.00
Kiss, Carolann	MPM	NT2	Teacher	BA	16	\$94,700		\$94,700	1.00
Lake, Sara	MPM	NT2	Teacher	MA	10	\$79,368		\$79,368	1.00
Lavin, Beatriz	LHS	NT2	Teacher	MA	13	\$91,000		\$91,000	1.00
Leite, Thiago	MPM	NT2	Teacher	PHD/DOCT	13	\$101,950		\$101,950	1.00
Maxwell, Danielle	MPM	NT2	Teacher	MA	4	\$67,568		\$67,568	1.00
Mooney, Elizabeth	CES	NT2	Teacher	MA	2	\$65,568		\$65,568	1.00
Morales, Brianna	CES	NT2	Teacher	MA	6	\$68,568		\$68,568	1.00
Nalick, Kristi	HAR	NT2	Teacher	MA	14	\$94,900		\$94,900	1.00
Pinzon Usme, Natalia	HMS	NT2	Teacher	BA	2	\$57,568		\$57,568	1.00
Rosenblum, Stephanie	HAR	NT2	Teacher	PHD/DOCT	16	\$114,000		\$114,000	1.00
Ruesch, Heather	MPE	NT2	Teacher	BA+16	13	\$85,000		\$85,000	1.00
Sanchez, Karen	MPM	NT2	Teacher	MA+32	14	\$103,200		\$103,200	1.00
Sessa, Sabina	LHS	NT2	Teacher	MA	15	\$98,800		\$98,800	1.00
Vide, Maria	HAR	NT2	Teacher	BA	10	\$71,368		\$71,368	1.00
Zeoli, Leonardo	LHS	NT2	Teacher	BA	3	\$58,568		\$58,568	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Bigelow, Brian	LHS	NT3	Teacher	BA	16	\$94,700		\$94,700	1.00
Bini, Steven	BES	NT3	Teacher	BA	12	\$79,100		\$79,100	1.00
Bray, Natalie	LHS	NT3	Teacher	PHD/DOCT	15	\$110,100		\$110,100	1.00
Bunker, Kelsey	HIL	NT3	Teacher	MA	5	\$68,568		\$68,568	1.00
Buonomo, Michael	LHS	NT3	Teacher	MA	9	\$75,568		\$75,568	1.00
Calenda, Elizabeth	HAR	NT3	Teacher	MA	14	\$94,900		\$94,900	1.00
Cascioli, Diane	LHS	NT3	Teacher	MA	11	\$83,200		\$83,200	1.00
Conroy, Christopher	LHS	NT3	Teacher	MA	11	\$83,200		\$83,200	1.00
DeFinis, Isabella	HIL	NT3	Teacher	BA	4	\$59,568		\$59,568	1.00
Destro, Kathryn	HIL	NT3	Teacher	MA	12	\$87,100		\$87,100	1.00
DiGiacomo, Kristen	HIL	NT3	Teacher	BA	7	\$61,568		\$61,568	1.00
Diaz, Elena	LHS	NT3	Teacher	BA	5	\$60,568		\$60,568	1.00
Frattaroli, Nicole	LHS	NT3	Teacher	MA	13	\$91,000		\$91,000	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Gardner, Isabella	MPE	NT3	Teacher	MA	12	\$87,100		\$87,100	1.00
Gautieri, Stephania	MPE	NT3	Teacher	BA	15	\$90,800		\$90,800	1.00
Gibbs, Jaime	BES	NT3	Teacher	MA	8	\$72,068		\$72,068	1.00
Gilsenan, Liana	MPM	NT3	Teacher	MA	9	\$75,568		\$75,568	1.00
Golden, Michelle	RHE	NT3	Teacher	MA	11	\$83,200		\$83,200	1.00
Gribbon, Molly	HIL	NT3	Teacher	MA+16	12	\$91,100		\$91,100	1.00
Harris, Jacqueline	LHS	NT3	Teacher	MA	3	\$66,568		\$66,568	1.00
Hartt, Brian	LHS	NT3	Teacher	MA	12	\$87,100		\$87,100	1.00
Helwani, Issam	LHS	NT3	Teacher	MA	16	\$102,700		\$102,700	1.00
Jang, Sarah	LHS	NT3	Teacher	MA	4	\$67,568		\$67,568	1.00
Lapidus, Jeffrey	LHS	NT3	Teacher	BA	3	\$58,568		\$58,568	1.00
Larrazabal, Laura	HMS	NT3	Teacher	MA	12	\$87,100		\$87,100	1.00
Lee, Jonathan	LHS	NT3	Teacher	BA	7	\$61,568		\$61,568	1.00
Lewis, Celina	BES	NT3	Teacher	MA	5	\$68,568		\$68,568	1.00
Lolacono, Leanna	HMS	NT3	Teacher	BA	4	\$59,568		\$59,568	1.00
Mantone, Thomas	LHS	NT3	Teacher	MA+32	8	\$78,518		\$78,518	1.00
Mattia, Christopher	HAR	NT3	Teacher	MA	3	\$66,568		\$66,568	1.00
McLaughlin, Jill	RHE	NT3	Teacher	BA	12	\$79,100		\$79,100	1.00
Miranda-Evangelista, Diane	HMS	NT3	Teacher	BA+16	12	\$81,100		\$81,100	1.00
Ojeda, Matthew	RHE	NT3	Teacher	BA	12	\$79,100		\$79,100	1.00
Ostroff, Jenny	LHS	NT3	Teacher	MA	9	\$75,568		\$75,568	1.00
Pauls, Sean	LHS	NT3	Teacher	MA+32	10	\$86,018		\$86,018	1.00
Pomponio, Nicholas	HIL	NT3	Teacher	MA	14	\$94,900		\$94,900	1.00
Reese, Khayani	MPM	NT3	Teacher	MA	10	\$79,368		\$79,368	1.00
Russo, Richard	MPM	NT3	Teacher	MA	14	\$94,900		\$94,900	1.00
Schwindel, Kate	HMS	NT3	Teacher	MA	4	\$67,568		\$67,568	1.00
Serrano, Gina	BES	NT3	Teacher	BA	12	\$79,100		\$79,100	1.00
Smith, Brynn	LHS	NT3	Teacher	MA	4	\$67,568		\$67,568	1.00
Steinmark, Kira	MPM	NT3	Teacher	BA	6	\$60,568		\$60,568	1.00
Terkovich, Anne	HAR	NT3	Teacher	MA	12	\$87,100		\$87,100	1.00
Terrana, Veronica	LHS	NT3	Teacher	BA	10	\$71,368		\$71,368	1.00
Yaros-Ramos, Heather	LHS	NT3	Teacher	PHD/DOCT	17	\$119,718		\$119,718	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Amerise, Carmella	BES	NT4	Teacher	MA	7	\$69,568		\$69,568	1.00
Arones, Karin	CES	NT4	Teacher	MA+32	13	\$98,950		\$98,950	1.00
Begega, Ashley	HIL	NT4	Teacher	MA	11	\$83,200		\$83,200	1.00
Bianco, Gina	HMS	NT4	Teacher	BA	5	\$60,568		\$60,568	1.00
Caccavale, Julianne	LHS	NT4	Teacher	BA+32	5	\$65,568		\$65,568	1.00
Collins, Katherine	LHS	NT4	Teacher	MA	13	\$91,000		\$91,000	1.00
Diaz, Max	LHS	NT4	Teacher	MA+32	4	\$73,168		\$73,168	1.00
Dragunov, Jalyza	LHS	NT4	Teacher	MA	7	\$69,568		\$69,568	1.00
Evanik, Alyssa	HMS	NT4	Teacher	MA	5	\$68,568		\$68,568	1.00
Finan, Suzanne	MPE	NT4	Teacher	MA+16	9	\$79,568		\$79,568	1.00
Franco, Meredith	BES	NT4	Teacher	MA	7	\$69,568		\$69,568	1.00
Frieman, Rachel	HAR	NT4	Teacher	MA	5	\$68,568		\$68,568	1.00
Gergich, Amanda	BES	NT4	Teacher	MA	7	\$69,568		\$69,568	1.00
Halloran, Samantha	HMS	NT4	Teacher	MA+32	12	\$94,600		\$94,600	1.00
Hom, Madison	BES	NT4	Teacher	MA+16	8	\$76,068		\$76,068	1.00
Kelly, Danielle	CES	NT4	Teacher	MA+16	11	\$87,200		\$87,200	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
King, Daniel	LHS	NT4	Teacher	MA+16	15	\$102,800		\$102,800	1.00
Knapp, Kristy	HIL	NT4	Teacher	MA	16	\$102,700		\$102,700	1.00
Korfin, Brooke	RHE	NT4	Teacher	MA	4	\$67,568		\$67,568	1.00
Liquori, Robert	LHS	NT4	Teacher	BA	13	\$83,000		\$83,000	1.00
Lopes, Stephanie	RHE	NT4	Teacher	BA	13	\$83,000		\$83,000	1.00
MacAdam, Nicole	HMS	NT4	Teacher	MA+16	13	\$95,000		\$95,000	1.00
Marzano, Danielle	HMS	NT4	Teacher	MA	4	\$67,568		\$67,568	1.00
Matos, Elizabeth	BES	NT4	Teacher	MA	5	\$68,568		\$68,568	1.00
Miani, Michelle	LHS	NT4	Teacher	MA	5	\$68,568		\$68,568	1.00
Micone, Kacey	HIL	NT4	Teacher	MA+32	14	\$103,200		\$103,200	1.00
Miller, Stacie	BES	NT4	Teacher	MA+32	17	\$116,608		\$116,608	1.00
O'Neill, Emily	RHE	NT4	Teacher	MA+32	17	\$116,608		\$116,608	1.00
Papazian, Ellen	MPM	NT4	Teacher	MA+16	8	\$76,068		\$76,068	1.00
Pascale, Jacqueline	LHS	NT4	Teacher	MA	4	\$67,568		\$67,568	1.00
Rembecky, Shawn	LHS	NT4	Teacher	BA	14	\$86,900		\$86,900	1.00
Rivera, Yara	HAR	NT4	Teacher	MA	4	\$67,568		\$67,568	1.00
Roberts, Delaney	LHS	NT4	Teacher	MA	7	\$69,568		\$69,568	1.00
Rupert, Jennifer	MPM	NT4	Teacher	BA	5	\$60,568		\$60,568	1.00
Russo, Samantha	HIL	NT4	Teacher	BA+16	7	\$63,568		\$63,568	1.00
Singh, Mrigaya	LHS	NT4	Teacher	MA	4	\$67,568		\$67,568	1.00
Siu, Stephanie	HAR	NT4	Teacher	MA	15	\$98,800		\$98,800	1.00
Strumeier, Jaime	CES	NT4	Teacher	MA	5	\$68,568		\$68,568	1.00
Van Pelt, Matthew	LHS	NT4	Teacher	BA	4	\$59,568		\$59,568	1.00
Virgil, Jordan	LHS	NT4	Teacher	MA+16	5	\$72,568		\$72,568	1.00
Weakley, Maureen	HMS	NT4	Teacher	MA	9	\$75,568		\$75,568	1.00
Zhang, Hongkai	LHS	NT4	Teacher	MA+32	11	\$90,250		\$90,250	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Addison, Ashley	CES	EFT	Teacher	MA	7	\$69,568		\$69,568	1.00
Agnello, Gianna	HAR	EFT	Teacher	BA+16	5	\$62,568		\$62,568	1.00
Alamorian, Christine	HIL	EFT	Teacher	MA+32	12	\$94,600		\$94,600	1.00
Bauer, Ariana	HMS	EFT	Teacher	MA+32	15	\$107,100		\$107,100	1.00
Becker, Alexis	BES	EFT	Teacher	MA+32	15	\$107,100	\$2,540	\$109,640	1.00
Benjamin, Nidhi	RHE	EFT	Teacher	MA	9	\$75,568		\$75,568	1.00
Berger, Devon	LHS	EFT	Teacher	MA+16	7	\$73,568		\$73,568	1.00
Blount, Amanda	MPE	EFT	Teacher	MA	15	\$98,800		\$98,800	1.00
Callahan, Timothy	LHS	EFT	Teacher	MA+16	12	\$91,100		\$91,100	1.00
Cannone, Theresa	LHS	EFT	Teacher	MA+32	8	\$78,518		\$78,518	1.00
Caraballo, Leopoldo	HIL	EFT	Teacher	MA	12	\$87,100		\$87,100	1.00
Chen, Andrew	MPE	EFT	Teacher	MA	6	\$68,568		\$68,568	1.00
Cohen, Ali	RHE	EFT	Teacher	BA+16	7	\$63,568		\$63,568	1.00
Cooney, Cynthia	HMS	EFT	Teacher	MA+32	16	\$111,000		\$111,000	1.00
Cruz, Sean	LHS	EFT	Teacher	MA	5	\$68,568		\$68,568	1.00
DeGraw, Danielle	CES	EFT	Teacher	MA+32	12	\$94,600		\$94,600	1.00
Devine, Allison	HIL	EFT	Teacher	MA+16	6	\$72,568		\$72,568	1.00
Earle, Matthew	LHS	EFT	Teacher	MA+32	16	\$111,000		\$111,000	1.00
Echevarria, Lauren	LHS	EFT	Teacher	MA+16	10	\$83,368		\$83,368	1.00
Elphick, Dana	HMS	EFT	Teacher	BA+16	5	\$62,568		\$62,568	1.00
Feldman, Donna	CES	EFT	Teacher	MA+32	14	\$103,200		\$103,200	1.00
Ferrell, Alicia	CES	EFT	Teacher	MA	14	\$94,900		\$94,900	1.00
Finnegan, Genevieve	RHE	EFT	Teacher	BA	7	\$61,568		\$61,568	1.00

Name	Location	Tenure Code	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Gee, Jennifer	LHS	EFT	Teacher	BA+32	5	\$65,568		\$65,568	1.00
Gerst, Michael	HMS	EFT	Teacher	BA+16	7	\$63,568		\$63,568	1.00
Gillo, Robert	LHS	EFT	Teacher	MA	5	\$68,568		\$68,568	1.00
Giordano, Melissa	HMS	EFT	Teacher	MA	14	\$94,900		\$94,900	1.00
Goldberg, Dena	HAR	EFT	Teacher	BA+16	16	\$96,700		\$96,700	1.00
Grecco, Nicole	RHE	EFT	Teacher	MA	8	\$72,068		\$72,068	1.00
Hazelcorn, Eric	HIL	EFT	Teacher	MA	7	\$69,568		\$69,568	1.00
Karpach, Ryan	LHS	EFT	Teacher	BA+32	5	\$65,568		\$65,568	1.00
Lopez, Charlie	HMS	EFT	Teacher	MA	5	\$68,568		\$68,568	1.00
Lytle, Dana	LHS	EFT	Teacher	MA	6	\$68,568		\$68,568	1.00
Pezzulo, Kathryn	HIL	EFT	Teacher	MA	8	\$72,068		\$72,068	1.00
Phillip, Karissa	CES	EFT	Teacher	MA	12	\$87,100		\$87,100	1.00
Piccirillo, Christina	LHS	EFT	Teacher	PHD/DOCT	10	\$89,018		\$89,018	1.00
Quackenbush, Daniel	LHS	EFT	Teacher	MA+32	17	\$116,608		\$116,608	1.00
Reid, Jessica	HIL	EFT	Teacher	BA+16	7	\$63,568		\$63,568	1.00
Rossi, Victoria	LHS	EFT	Teacher	MA+32	7	\$76,018		\$76,018	1.00
Rothman, Nicole	LHS	EFT	Teacher	MA+16	9	\$79,568		\$79,568	1.00
Sammarco, Sheryl	HAR	EFT	Teacher	MA	13	\$91,000		\$91,000	1.00
Schiopior, Lara	HMS	EFT	Teacher	MA	16	\$102,700		\$102,700	1.00
Shaffer, Anne	LHS	EFT	Teacher	BA	6	\$60,568		\$60,568	1.00
Shah, Smruti	HMS	EFT	Teacher	MA+32	13	\$98,950		\$98,950	1.00
Stryko, Ashley	BES	EFT	Teacher	MA	5	\$68,568		\$68,568	1.00
Tomasello, Amanda	BES	EFT	Teacher	BA+32	6	\$65,568		\$65,568	1.00
Torrisi, Brianna	CES	EFT	Teacher	MA	5	\$68,568		\$68,568	1.00
Veneroso, Amanda	HIL	EFT	Teacher	MA+32	15	\$107,100		\$107,100	1.00
Vernotica, Jennifer	CES	EFT	Teacher	MA+16	11	\$87,200		\$87,200	1.00
Wells, Lauren	LHS	EFT	Teacher	MA+32	14	\$103,200		\$103,200	1.00

LOA

Name	Location	Position	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Bonanne, Melanie	CES	LOA	Teacher	MA	8	\$72,068		\$72,068	1.00

Non-Tenure Eligible Staff

LastFirst	Primary Loc	Job Title	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	Next Year Total Salary	FTE
Daly, Pietrina	LHS	School Nurse	OT, Behaviorist & Nurse-NoCert - Hired After 7/1/2012	OT/BEH/NUR	9	\$73,927		\$73,927	1.00
Fabrizio, Laura	BES	Behaviorist Specialist	Teacher	MA+16	10	\$83,368		\$83,368	1.00
Gueva, Irina	MPM	School Nurse	OT, Behaviorist & Nurse-NoCert - Hired After 7/1/2012	OT/BEH/NUR	10	\$76,677		\$76,677	1.00
Lazzarini, Tanya	BHE	LPN	LPN	NA	NA	\$46,440		\$46,440	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Aaron, Samantha	LHS	Teacher	MA+16	8	\$76,068			\$76,068	1.00
Adams, Brandee	BES	Teacher	BA+32	16	\$99,700			\$99,700	1.00
Alfaro, Lila	LHS	Teacher	MA+16	14	\$98,900	\$2,540		\$101,440	1.00
Alston, Antoinette	MPM	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Altomare, Michael	MPM	Teacher	MA	16	\$102,700	\$4,740		\$107,440	1.00
Ambrose, Kimberly	RHE	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Ammar, Nabila	HAR	Teacher	MA	9	\$75,568			\$75,568	1.00
Amorim, Aubrey	RHE	Teacher	BA	8	\$64,068			\$64,068	1.00
Angel-Lambert, Kirsten	LHS	Teacher	MA+32	16	\$111,000			\$111,000	1.00
Arrington, Brittany	BES	Teacher	MA	16	\$102,700			\$102,700	1.00
Asimou, Eugene	LHS	Teacher	BA	12	\$79,100			\$79,100	1.00
Augello, Cynthia	MPE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Augliera, Michelle	LHS	Teacher	MA+16	15	\$102,800			\$102,800	1.00
Ayars, Jessica	RHE	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Baird, Marlena	CES	Teacher	PHD/DOCT	15	\$110,100	\$2,540		\$112,640	1.00
Balasic, Lori	MPM	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Bannon, Heather	RHE	Teacher	MA+16	16	\$106,700	\$5,490		\$112,190	1.00
Barbag, Allison	MPE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Barrasso, Mary	HAR	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Bauer, Natalie	LHS	Teacher	PHD/DOCT	17	\$119,718			\$119,718	1.00
Bauer, Pia**	HIL	Teacher	MA	12	\$87,100			\$87,100	1.00
Beinhacker, Kerri	HMS	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Belcastro, Vincent	HMS	Teacher	MA+16	16	\$106,700			\$106,700	1.00
Belford, Vanessa	HMS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Bellanich, Nicholas	HMS	Teacher	MA+32	9	\$82,018			\$82,018	1.00
Bellomo, Michele	CES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Benacchio, Janice	HAR	Teacher	MA	16	\$102,700			\$102,700	1.00
Benavides, Oscar	LHS	Teacher	BA	16	\$94,700			\$94,700	1.00
Bergen, Kristin	LHS	Teacher	MA+32	13	\$98,950	\$2,540		\$101,490	1.00
Berryann, Adam	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Bigelow, Amanda	LHS	Teacher	BA	10	\$71,368			\$71,368	1.00
Bisconti, Brett	LHS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Bisconti, Laurie	HMS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Biss, Maureen	LHS	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Blau, Raz	MPE	Teacher	MA	14	\$94,900			\$94,900	1.00
Blomn, Jessica	MPM	Teacher	BA	16	\$94,700	\$3,690		\$98,390	1.00
Bowe, Lisa	HIL	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Brady, Kimberly	LHS	Teacher	MA	11	\$83,200			\$83,200	1.00
Braschi, Kristy	LHS	Teacher	MA+16	14	\$98,900			\$98,900	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Brenneck, Kimberly	MPM	Teacher	MA	12	\$87,100			\$87,100	1.00
Breschard, Robert	LHS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Brill, Daniel	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Brooks, Nicholas	LHS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Brown, Leigh	HMS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Bruh, Allison	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Brunn, Stephanie	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Buonomo, Daniella	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Burger, Emily	BES	Teacher	MA+16	14	\$98,900	\$2,540		\$101,440	1.00
Burrows, Alaina	HMS	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Butera, Lauren	LHS	Teacher	MA	16	\$102,700			\$102,700	1.00
Butler, Ann	LHS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Buyes, Amanda	LHS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Byer, Shawna**	MPM	Teacher	MA	9	\$75,568			\$75,568	1.00
Byrne, Jacqueline	BES	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Cai, Xin	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Calabrese, Sara	HAR	Teacher	BA+16	7	\$63,568			\$63,568	1.00
Campbell, Kimberly	MPM	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Carabello, Erin	MPM	Teacher	MA	11	\$83,200			\$83,200	1.00
Carangelo, Nicole	RHE	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Carlin, Katharine	MPE	Teacher	MA	10	\$79,368			\$79,368	1.00
Carlin, Michael	HMS	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00
Carr, Brian	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Carr, Jesse	LHS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Carroll, Michelle	LHS	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Carter, Susan	CES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Caruso, Christy	RHE	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Catalano, Patrick	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Cataldo, Danielle	CES	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Caulfield, Coleen	HAR	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Chang, Sheily	MPE	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Charney, Jason	LHS	Teacher	BA+32	16	\$99,700	\$4,740		\$104,440	1.00
Chavanne, Tanis	LHS	Teacher	MA	15	\$98,800			\$98,800	1.00
Chinni, Stephanie	BES	Teacher	MA	16	\$102,700			\$102,700	1.00
Chorba, Maryann	RHE	Teacher	MA+16	16	\$106,700	\$4,740		\$111,440	1.00
Ciricillo, Marc	HMS	Teacher	MA	8	\$72,068			\$72,068	1.00
Cirlincione, Paul	LHS	Teacher	MA+32	15	\$107,100	\$2,540		\$109,640	1.00
Clark, Meghan	BES	Teacher	BA	9	\$67,568			\$67,568	1.00
Clayton, Amanda	CES	Teacher	MA+32	7	\$76,018			\$76,018	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Cognetti, Amanda	MPE	Teacher	MA+16	14	\$98,900	\$2,540		\$101,440	1.00
Cohen, Danielle	HMS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Cohen, Heather	RHE	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Cohen, Jessica	RHE	Teacher	MA	12	\$87,100			\$87,100	1.00
Coleman, Michael	LHS	Teacher	BA+32	15	\$95,800			\$95,800	1.00
Collins, Kelsey	LHS	Teacher	BA	11	\$75,200			\$75,200	1.00
Coppleson, Sari	LHS	Teacher	MA	14	\$94,900			\$94,900	1.00
Corino, Anna Maria	RHE	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Coursen, Cheryl	LHS	Teacher	MA+32	17	\$93,286			\$93,286	0.80
Craig, Deborah	HAR	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Crosby, Stephanie	CES	Teacher	MA	12	\$87,100			\$87,100	1.00
Cuervo, Martha	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Cumbo, Jessica	HMS	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Cummings, Holli	RHE	Teacher	MA	11	\$83,200			\$83,200	1.00
Cuneo, Ernest	LHS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
D'Addozio, David	HIL	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Daily, Jason	LHS	Teacher	BA	16	\$94,700	\$4,740		\$99,440	1.00
D'Anna, Kathryn	RHE	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
D'Annunzio, Jessica**	CES	Teacher	MA	9	\$75,568			\$75,568	1.00
Daugherty, Lauren	HAR	Teacher	BA	7	\$61,568			\$61,568	1.00
Dauti, Enkelejda	BES	Teacher	PHD/DOCT	12	\$97,600			\$97,600	1.00
Davidsohn, Belinda	BES	Teacher	BA	16	\$94,700	\$4,740		\$99,440	1.00
Davis, Margaret	HAR	Teacher	MA	12	\$87,100			\$87,100	1.00
De Marco, Sam	MPM	Teacher	MA	16	\$102,700	\$3,690		\$106,390	1.00
Deangelus, Melissa	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Delia, Krista	LHS	Teacher	MA+32	10	\$86,018			\$86,018	1.00
Dellosa, Mary Ann	LHS	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
DeMarsico, Janine	HAR	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
DeMiceli, Kristi	MPM	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Dengel, Samantha	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
DeRosa, Erica	MPM	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
DeRuosi, Benjamin	HMS	Teacher	MA	14	\$94,900			\$94,900	1.00
Desamours, Therese	LHS	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Destefano, Emily	HMS	Teacher	MA+16	8	\$76,068			\$76,068	1.00
Devito, Ria	HAR	Teacher	MA	11	\$83,200			\$83,200	1.00
Diegnan, James	MPE	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Dinapoli, Anna Maria	MPE	Teacher	MA	15	\$98,800	\$2,540		\$101,340	1.00
Diop-Tall, Soukeyna	LHS	Teacher	MA	15	\$98,800	\$2,540		\$101,340	1.00
DiStefano, Nicole	MPE	Teacher	MA+32	8	\$78,518			\$78,518	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Dlugo, Cara	LHS	Teacher	MA+32	7	\$76,018			\$76,018	1.00
Donnelly, Colleen	HIL	Teacher	MA	16	\$102,700			\$102,700	1.00
Donough, Erik	HMS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Dorfman, Zachary	CES	Teacher	MA	9	\$75,568			\$75,568	1.00
Downey, Michele	HMS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Duda, Kristina	HMS	Teacher	MA+16	9	\$79,568			\$79,568	1.00
Duffy, Marjorie	LHS	Teacher	MA+32	16	\$111,000			\$111,000	1.00
Dugan, Caroline	HIL	Teacher	MA	10	\$79,368			\$79,368	1.00
Dugan, Kristina	HIL	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Dugan, Laura	HIL	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Dunleavy, Tracey	CES	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Egan, Kelly	HAR	Teacher	BA+16	7	\$63,568			\$63,568	1.00
Egipciano, Kimberly	HMS	Teacher	MA+32	16	\$111,000			\$111,000	1.00
Ehudin, Rachel	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Ennis, Michael	LHS	Teacher	BA+32	16	\$99,700			\$99,700	1.00
Espino, Erin	BES	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Faber, Deborah	HAR	Teacher	BA+32	16	\$99,700	\$3,690		\$103,390	1.00
Falchetta, Celine	HAR	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Fannell, Teresa	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Faro, Erica	CES	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Fauerbach, Alison	LHS	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Faust, Krista	HMS	Teacher	BA	16	\$94,700	\$2,540		\$97,240	1.00
Feeney, Kelly	CES	Teacher	MA+16	13	\$95,000			\$95,000	1.00
Fenton, Charissa	LHS	Teacher	MA	12	\$87,100			\$87,100	1.00
Ferguson, Susie	MPM	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Fernandez, Nicholas	LHS	Teacher	MA	16	\$102,700			\$102,700	1.00
Fernandez-Poyatos, Susana	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Ferraro, Courtney	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Ferraro, Dina	MPM	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Field, Erin	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Fierro, Kathryn	HMS	Teacher	MA	9	\$75,568			\$75,568	1.00
Fike, Aaron	MPM	Teacher	MA	16	\$102,700	\$3,690		\$106,390	1.00
Fischer, Amanda	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Fischer, Anthony	LHS	Teacher	MA+16	9	\$79,568			\$79,568	1.00
Fishter, Ellen	RHE	Teacher	MA	16	\$102,700			\$102,700	1.00
Fjeldal, Susan	BES	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Flynn, Carla	HIL	Teacher	PHD/DOCT	17	\$119,718			\$119,718	1.00
Fonarev, Anatoly	LHS	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00
Forster, Gerardina	HAR	Teacher	PHD/DOCT	15	\$110,100			\$110,100	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Fox, Stephanie	MPM	Teacher	MA	12	\$87,100			\$87,100	1.00
Fredericks, Jennifer	HMS	Teacher	BA+16	16	\$96,700			\$96,700	1.00
Friedman, Ellen	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Frohman, Judith	RHE	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Frohnafel, Jodi	HAR	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Frye, Johanna	LHS	Teacher	MA+32	10	\$86,018			\$86,018	1.00
Gallo, Lenore	HMS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Garamella, Lisa	HIL	Teacher	BA+16	14	\$88,900			\$88,900	1.00
Garzon, Thomas	LHS	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Geltzeiler, Jamie	HMS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Gengaro, Marisa	HIL	Teacher	MA	16	\$102,700	\$4,740		\$107,440	1.00
George, Nicole	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Giacobbe, Christie	LHS	Teacher	MA+16	16	\$106,700			\$106,700	1.00
Giannopoulos, Melissa	HAR	Teacher	MA	16	\$102,700			\$102,700	1.00
Giannotto, Pamela	HMS	Teacher	PHD/DOCT	17	\$119,718	\$2,540		\$122,258	1.00
Gilgorri, Alexandra	HMS	Teacher	MA	6	\$68,568			\$68,568	1.00
Gillman, Yooree	LHS	Teacher	MA	9	\$75,568			\$75,568	1.00
Gioioso, Victoria	LHS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Giordano, Audrey	MPM	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Giordano, Kathleen	RHE	Teacher	BA+16	16	\$96,700			\$96,700	1.00
Giuliani, James	CES	Teacher	MA	16	\$102,700	\$4,740		\$107,440	1.00
Goeller, Gianna	MPE	Teacher	MA+16	16	\$106,700			\$106,700	1.00
Gonnella-Conroy, Maria	MPE	Teacher	MA	16	\$82,160	\$3,690		\$85,850	0.80
Gordon, Laura	MPM	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Graub, Jenna	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Green, Michele	HAR	Teacher	BA+16	13	\$85,000			\$85,000	1.00
Greenberg, Andrew	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Gromek, Melissa	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Gronek, Jacqueline	CES	Teacher	BA+16	11	\$77,200			\$77,200	1.00
Grossman, Justin	HIL	Teacher	MA	9	\$75,568			\$75,568	1.00
Guardabasco, Nicholas	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Gugger, Doreen	MPE	Teacher	MA+16	13	\$95,000			\$95,000	1.00
Gullo, Lorraine	HAR	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Gursky, Lindsey	HIL	Teacher	MA+32	14	\$103,200	\$2,540		\$105,740	1.00
Guzman, Nicole	HMS	Teacher	MA	6	\$68,568			\$68,568	1.00
Haggerty, Carly	BES	Teacher	MA	12	\$87,100			\$87,100	1.00
Hajjar, Michelle	LHS	Teacher	MA	12	\$87,100			\$87,100	1.00
Hanna, Nicole	HIL	Teacher	MA	11	\$83,200			\$83,200	1.00
Haskell, Sofia	BES	Teacher	MA	11	\$83,200			\$83,200	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Healey, Shannon	HMS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Hegedus, James	HIL	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Henry, Rachel	LHS	Teacher	MA+16	8	\$76,068			\$76,068	1.00
Herrera, Lauren	HAR	Teacher	BA	13	\$83,000			\$83,000	1.00
Hinds, Amy	HIL	Teacher	MA+32	10	\$86,018			\$86,018	1.00
Holtzman, Deborah	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Horwitz, Joanna	HAR	Teacher	MA	11	\$83,200			\$83,200	1.00
Hoyle, Jason	LHS	Teacher	BA	16	\$94,700			\$94,700	1.00
Hreha, Kathryn	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Hughes, Brendan	HMS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Iacullo, Deanna	HMS	Teacher	MA	16	\$102,700			\$102,700	1.00
Iannuzzi Curcio, Danielle	HMS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Iannuzzi, Christopher	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Incognito, Anna	MPM	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00
Ippolito, Daniel	LHS	Teacher	PHD/DOCT	17	\$119,718	\$4,740		\$124,458	1.00
Isakower, Rhonda	CES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Jay, Douglas	LHS	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Jedwabnik, Michael	LHS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Jenkins-Kayzerman, Megan	BES	Teacher	BA	6	\$60,568			\$60,568	1.00
Joseph, Sarah	LHS	Teacher	MA	16	\$102,700			\$102,700	1.00
Kaes, Patricia	MPM	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Kandel, Dina	RHE	Teacher	MA	16	\$102,700			\$102,700	1.00
Kang, Michelle	HAR	Teacher	BA+16	13	\$85,000			\$85,000	1.00
Kaspriskie, Mary	LHS	Teacher	MA	13	\$91,000	\$2,540		\$93,540	1.00
Kelner, Jennifer	MPE	Teacher	MA+16	13	\$95,000			\$95,000	1.00
Kenney, Victoria**	CES	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Kestler, Jacqueline	HIL	Teacher	MA	12	\$87,100			\$87,100	1.00
King, Amanda	HIL	Teacher	MA	13	\$91,000			\$91,000	1.00
Klemens, Lisa	MPM	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Kott, Karin	HMS	Teacher	BA+32	16	\$99,700	\$4,740		\$104,440	1.00
Kowalak, Samantha	LHS	Teacher	MA	14	\$94,900	\$2,540		\$97,440	1.00
Krumholz, Drew	LHS	Teacher	BA+16	16	\$96,700			\$96,700	1.00
Kruse, Jamie	LHS	Teacher	MA	6	\$68,568			\$68,568	1.00
Ladolcetta, Michael	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Lafferty, Margaret	LHS	Teacher	MA	7	\$69,568			\$69,568	1.00
Lalli, Pamela	HIL	Teacher	BA	16	\$94,700			\$94,700	1.00
Lamedica, Alyssa	LHS	Teacher	MA	7	\$69,568			\$69,568	1.00
Lamon, Alex	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Lang, Dakashna	HMS	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Lapinson, Greer	RHE	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
LeBlanc, Lisa	HMS	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Lernihan, Jennifer	HAR	Teacher	PHD/DOCT	17	\$119,718	\$2,540		\$122,258	1.00
Levine, Chani*	HIL	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Levy, Barbara	HMS	Teacher	BA+16	16	\$96,700	\$3,690		\$100,390	1.00
Lockwood, Tara	RHE	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Lombardi, Daniel	LHS	Teacher	PHD/DOCT	17	\$119,718			\$119,718	1.00
Lowenthal, Melissa	BES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Lynn, Nicole	MPE	Teacher	MA+16	16	\$106,700	\$4,740		\$111,440	1.00
Lyons, Ashley	MPM	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Magalhaes, Erin	HMS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Mann, Emily	LHS	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Mannes, Breanne	HMS	Teacher	MA+32	11	\$90,250			\$90,250	1.00
Marshall, Bridget	HIL	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Martes, Linet	RHE	Teacher	MA+16	11	\$87,200			\$87,200	1.00
Martin, Daria	LHS	Teacher	MA	6	\$68,568			\$68,568	1.00
Matienzo, Anne	HAR	Teacher	MA+16	16	\$106,700	\$4,740		\$111,440	1.00
Matten, Michele	HAR	Teacher	BA+16	16	\$96,700	\$5,490		\$102,190	1.00
Mayk, Shyella	HMS	Teacher	MA+32	15	\$107,100	\$2,540		\$109,640	1.00
McCarthy, Jenna	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
McCorkell, Giovanna	LHS	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Mead, David	LHS	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Megaro, Brian	LHS	Teacher	BA	16	\$94,700	\$3,690		\$98,390	1.00
Meineke, Noah	LHS	Teacher	BA+32	15	\$95,800			\$95,800	1.00
Melucci, Giulia	RHE	Teacher	MA	13	\$91,000			\$91,000	1.00
Memory, James	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Merlo, James	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Merlo, Jennifer	RHE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Merlo-Chiaramonte, Jayne	HMS	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Messer, Ashley	CES	Teacher	MA	14	\$94,900			\$94,900	1.00
Meyer, Amy	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Michael, Carmen	LHS	Teacher	MA+32	17	\$93,286	\$3,690		\$96,976	0.80
Michinard, Tracey	RHE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Miller, Katherine	CES	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Minniti, Samantha	CES	Teacher	MA	10	\$79,368			\$79,368	1.00
Mirsky, Joanna	HMS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Monaco, Nicole	MPE	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Mondanaro, Melissa	HIL	Teacher	BA	8	\$64,068			\$64,068	1.00
Montalto, Karen	RHE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Montesion, Thomas	MPM	Teacher	MA+32	8	\$78,518			\$78,518	1.00
Morales, Danielle	HMS	Teacher	MA	16	\$102,700	\$3,690		\$106,390	1.00
Morano, Ivette	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Mordkoff, Hal	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Morrison, Ruth	HMS	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Moskowitz, Lara	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Mount, Nicole	MPE	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Munley, Michael	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Murray, Kristen	HAR	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Murray-Connell, Jean	HAR	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Nann, Kelly	LHS	Teacher	MA+32	8	\$78,518			\$78,518	1.00
Nann, Patrick	HMS	Teacher	MA	12	\$87,100			\$87,100	1.00
Nelson, Timothy	MPM	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Ness, Christina Marie	MPM	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Netti, Claudia	HMS	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Newman, Brooke	HMS	Teacher	BA+16	16	\$96,700			\$96,700	1.00
Nicolette, Kimberly	MPM	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Nigro, Stacy	HAR	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Nikirk, Lauren	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
O'Brien, Sarah	BES	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Osmer, Sara	LHS	Teacher	MA	13	\$54,600			\$54,600	0.60
Otterbein, Kathryn	LHS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Pacholec, Natalie	LHS	Teacher	BA+32	11	\$80,200			\$80,200	1.00
Pahhas, Christalla	HMS	Teacher	BA	16	\$94,700			\$94,700	1.00
Palazzo, Lori	BES	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Pannia, Meredith	CES	Teacher	MA	15	\$98,800			\$98,800	1.00
Pannorfi, Kristin	LHS	Teacher	PHD/DOCT	15	\$110,100			\$110,100	1.00
Pasculli, Sarah**	LHS	Teacher	BA	15	\$90,800			\$90,800	1.00
Patteson, Scott	LHS	Teacher	MA+16	10	\$83,368			\$83,368	1.00
Pefanis, Alexandra**	MPM	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Peklo, Priti	LHS	Teacher	MA	14	\$94,900			\$94,900	1.00
Peklo, William	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Pelletier, Kristin	HMS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Perez, Caryn	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Perrine, Emily	LHS	Teacher	MA	11	\$83,200			\$83,200	1.00
Perry, Brenda	MPE	Teacher	BA+32	10	\$76,368			\$76,368	1.00
Peslak, Jean	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Petryna, Nancy	HMS	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00
Picardo, Kathryn	LHS	Teacher	MA+16	10	\$83,368			\$83,368	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Pinto, Karin	HMS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Pizzone, Michael	LHS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Pollard, Sydney	MPM	Teacher	MA+16	10	\$83,368			\$83,368	1.00
Poposki, Nikola	LHS	Teacher	MA	13	\$91,000			\$91,000	1.00
Poyner, Dorte	LHS	Teacher	MA	16	\$102,700	\$4,740		\$107,440	1.00
Price, Patricia	HIL	Teacher	MA	16	\$102,700			\$102,700	1.00
Purdue, Christopher	CES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Quillen, Katy	MPM	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Raiola, Angela	HAR	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Raiz, Paul	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Raje, Revati	MPE	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Rappa, Anthony	HMS	Teacher	MA	10	\$79,368			\$79,368	1.00
Reid, Meghan	HMS	Teacher	MA	16	\$102,700			\$102,700	1.00
Renga, Tina	LHS	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Rettagliata, Jessica	LHS	Teacher	MA+32	17	\$116,608	\$10,230		\$121,348	1.00
Richards, David	LHS	Teacher	BA+16	16	\$96,700	\$2,540		\$99,240	1.00
Ricot, Nathalie	HMS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Riggi, Krystina	BES	Teacher	MA	8	\$72,068			\$72,068	1.00
Ringwood, Lori	BES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Risoldi, Fu-Lin	HMS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Robol, Melissa	MPM	Teacher	MA	9	\$75,568			\$75,568	1.00
Rocco, Kelly	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Rosario, Melissa	RHE	Teacher	MA	13	\$91,000			\$91,000	1.00
Rosenberg, Sarah	LHS	Teacher	MA	14	\$94,900			\$94,900	1.00
Ross, Carolyn	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Roth, Shira	MPE	Teacher	MA+16	13	\$95,000			\$95,000	1.00
Rubinetti, Roger	HMS	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Rutzler, Laura	CES	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Rynone, Robert	HMS	Teacher	MA	16	\$102,700	\$3,690		\$106,390	1.00
Sadiwnyk, Aleksandr	MPM	Teacher	MA	13	\$91,000	\$2,540		\$93,540	1.00
Sajeki, Nicole	HAR	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Saladino, Eileen	MPM	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Salzman, Joshua	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Santarella, Lucia	RHE	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Santos, Grisel	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Santos, Kristin	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Sapolnick, Michelle	HMS	Teacher	MA	6	\$68,568			\$68,568	1.00
Sass, Mary	HMS	Teacher	MA+16	13	\$95,000			\$95,000	1.00
Satin, Barrie	HMS	Teacher	MA	16	\$102,700	\$3,690		\$106,390	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Schaible, Stephen	LHS	Teacher	MA	13	\$91,000			\$91,000	1.00
Schroeder, Scott	LHS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Schulke, Emily	HAR	Teacher	MA+32	16	\$111,000	\$2,540		\$113,540	1.00
Seidman, Mallory	HMS	Teacher	PHD/DOCT	13	\$101,950			\$101,950	1.00
Selnick, Angela	CES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Seltzer, Brian	BES	Teacher	BA	7	\$61,568			\$61,568	1.00
Sental, Jessica	MPM	Teacher	MA+32	15	\$107,100			\$107,100	1.00
Serrani, Melissa	MPM	Teacher	MA+16	11	\$87,200			\$87,200	1.00
Sigalas, Diane	LHS	Teacher	MA+32	16	\$111,000			\$111,000	1.00
Silva, Pearl	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Sinsimer, Kevin	HIL	Teacher	BA	9	\$67,568			\$67,568	1.00
Sipe, Michelle	LHS	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Siti, Christine	HAR	Teacher	MA+32	15	\$107,100	\$2,540		\$109,640	1.00
Skerker, Rachel	LHS	Teacher	BA+16	7	\$63,568			\$63,568	1.00
Slater, Elsa	CES	Teacher	BA+16	16	\$96,700			\$96,700	1.00
Smith, Dean	CES	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Smith, Mary	LHS	Teacher	MA+32	OG	\$102,790			\$102,790	1.00
Sonshine, Julie	BES	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Stafford, Sheila	CES	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Starace, Dorine	LHS	Teacher	PHD/DOCT	17	\$119,718			\$119,718	1.00
Steege, Catherine	LHS	Teacher	MA	16	\$102,700			\$102,700	1.00
Stevenson, Susan	HMS	Teacher	BA+16	7	\$63,568			\$63,568	1.00
Stock, Vanessa	LHS	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Stoddard, Samantha**	LHS	Teacher	MA+32	11	\$90,250			\$90,250	1.00
Stranix, Nicole	CES	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Sunga, Michael	LHS	Teacher	PHD/DOCT	17	\$119,718	\$3,690		\$123,408	1.00
Svetvilas, Loren	CES	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Szaro, Lauren	HIL	Teacher	MA	11	\$83,200			\$83,200	1.00
Szelingowski, Kristin	CES	Teacher	MA	15	\$98,800	\$2,540		\$101,340	1.00
Szostak, Jennifer	MPE	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Tahan, Jason	RHE	Teacher	MA+16	16	\$106,700	\$3,690		\$110,390	1.00
Tannler, Susan	HMS	Teacher	MA+32	17	\$116,608	\$5,490		\$122,098	1.00
Tejeda, Jill	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Torre, Taylor	LHS	Teacher	MA	7	\$69,568			\$69,568	1.00
Torres, Jennifer	LHS	Teacher	MA+16	16	\$106,700	\$2,540		\$109,240	1.00
Torres, Niobel	LHS	Teacher	MA	12	\$87,100			\$87,100	1.00
Trebbe, Kristen	HIL	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Triana, Dana	MPE	Teacher	MA	15	\$98,800			\$98,800	1.00
Truscello, Thomas	HMS	Teacher	BA+16	13	\$85,000			\$85,000	1.00

LastFirst	Primary Loc	Next Year Guide	Next Year Column	Next Year Step	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary	FTE
Tuvey, Kathryn	HMS	Teacher	BA+16	16	\$96,700	\$4,740		\$101,440	1.00
Ulysse, Gadi	LHS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Urbanski, Denise	MPM	Teacher	BA+32	16	\$99,700	\$2,540		\$102,240	1.00
Vallely, Kerri	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Van Dusen, Deborah	RHE	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Van Laar, Lauren	CES	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Vasto, Bridget	MPE	Teacher	PHD/DOCT	17	\$119,718			\$119,718	1.00
Vatoci, Etleva	MPM	Teacher	MA	14	\$94,900			\$94,900	1.00
Velardi, Joseph	HMS	Teacher	MA+32	12	\$94,600			\$94,600	1.00
Velardi, Stefanie	HAR	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Vieira, Eliza	LHS	Teacher	MA	14	\$94,900			\$94,900	1.00
Vila, Isabel	HMS	Teacher	MA+32	14	\$103,200			\$103,200	1.00
Viverito, Katelyn	CES	Teacher	MA+16	12	\$91,100			\$91,100	1.00
Vorobiev, Ekaterina	HMS	Teacher	MA+32	17	\$116,608			\$116,608	1.00
Vosa, Marisa	LHS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Walloch, Dana	MPE	Teacher	MA+32	17	\$116,608	\$2,540		\$119,148	1.00
Wasser, Amy	LHS	Teacher	MA+16	16	\$106,700			\$106,700	1.00
Weiner, Wendy	BES	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Weissman, Alisa	HAR	Teacher	MA	16	\$102,700			\$102,700	1.00
Weissman, Bethany	CES	Teacher	MA	16	\$102,700			\$102,700	1.00
Whipple, Christina	MPE	Teacher	BA+32	16	\$99,700	\$2,540		\$102,240	1.00
Wigden, Aruna	LHS	Teacher	MA	16	\$102,700			\$102,700	1.00
Willard, Breanna	HMS	Teacher	MA	10	\$79,368			\$79,368	1.00
Williams, Janene	HIL	Teacher	MA+32	17	\$116,608	\$4,740		\$121,348	1.00
Winka, Allison	RHE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Wise, Jennifer	HAR	Teacher	MA	15	\$98,800			\$98,800	1.00
Wojdyga, Danielle	LHS	Teacher	MA+32	13	\$98,950			\$98,950	1.00
Wolek, Jamie	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Yersak, Corey	LHS	Teacher	BA	13	\$83,000			\$83,000	1.00
Young, Brenda	LHS	Teacher	MA	16	\$102,700	\$2,540		\$105,240	1.00
Zambrio, Christine	MPE	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00
Zushma, Kenneth	HMS	Teacher	MA+32	17	\$116,608	\$3,690		\$120,298	1.00

*retiring eff 10/1/25

**LOA full year

LastFirst	Primary Loc	Next Year Guide	Next Year Step	Next Year Base Salary	ACE	Next Year Total Salary	FTE
Ambio, Lester	LHS	Security - Hired After 7/1/2012	11	\$66,565	\$1,200	\$67,765	1.00
Clark, Joseph	LHS	Security - Hired After 7/1/2012	11	\$66,565		\$66,565	1.00
Kulik, Vincent	LHS	Security - Hired After 7/1/2012	11	\$41,603	\$1,200	\$42,803	0.625
Lukowiak, Stuart	LHS	Security - Hired After 7/1/2012	11	\$66,565		\$66,565	1.00
Murphy, Michael	HMS	Security - Hired After 7/1/2012	6	\$29,816	\$1,200	\$31,016	0.50
Rothrock, Geoffrey	HMS	Security - Hired After 7/1/2012	6	\$29,816	\$1,200	\$31,016	0.50
Sullivan, Joseph	MPM	Security - Hired After 7/1/2012	6	\$59,632	\$800	\$60,432	1.00

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary
Tone, Angela	LHS	NT2	10 Month Support Staff	Admin Secretary	6	\$51,937		\$1,200 \$250	\$53,387

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary
Ackermann, Martha	LHS	T	12 Month Support Staff	Admin Secretary	OG	\$82,362	\$3,690	\$1,700 \$800 \$250 \$250	\$89,052
Alessio, Karen	LHS	T	12 Month Support Staff	Admin Secretary	9	\$67,716		\$800 \$250 \$250	\$69,016
Anderson, Caterina	LHS	T	10 Month Support Staff	Admin Secretary	OG	\$68,632	\$2,540	\$250 \$250	\$71,672
Appello, Lisa	HMS	T	10 Month Support Staff	Admin Secretary	11	\$58,814		\$1,200 \$250 \$250	\$60,514
Byrne, Jessica	BES	T	12 Month Support Staff	First Secretary	11	\$72,873		\$1,200 \$250 \$250	\$74,573
Caldera, Tracy	MPM	T	10 Month Support Staff	Admin Secretary	9	\$56,428		\$1,200 \$250 \$250	\$58,128
Casale, Kimberly	LHS	T	12 Month Support Staff	Admin Secretary	11	\$70,580		\$250 \$250	\$71,080
Connolly, Katherine	HMS	T	10 Month Support Staff	Admin Secretary	OG	\$68,632	\$2,540	\$1,200 \$250	\$72,622
Covello, Gina	MPM	T	12 Month Support Staff	First Secretary	OG	\$84,582	\$4,740	\$250	\$89,572
Distasio, Michelle	RHE	T	10 Month Support Staff	Admin Secretary	8	\$54,932		\$1,200 \$250 \$250	\$56,632
Do, Sinead	LHS	T	12 Month Support Staff	First Secretary	11	\$72,873		\$1,200 \$250 \$250	\$74,573
Fernandez, Patricia	HAR	T	10 Month Support Staff	First Secretary	11	\$60,725	\$2,540	\$250 \$250	\$63,765
Haenggi, Lorraine	LHS	T	12 Month Support Staff	Admin Secretary	10	\$69,515		\$250 \$250	\$70,015
Ioviero, Gina	HIL	T	10 Month Support Staff	First Secretary	OG	\$70,482	\$2,540		\$73,022
Leechow, Filona	BES	T	10 Month Support Staff	Admin Secretary	6	\$51,937		\$800 \$250	\$52,987
Lichtstein, Stefanie	CES	T	12 Month Support Staff	First Secretary	10	\$71,835		\$1,200 \$250 \$250	\$73,535
Lieberman, Theresa	LHS	T	12 Month Support Staff	Admin Secretary	OG	\$82,362	\$5,490	\$850 \$250 \$250	\$89,202
Meehan, Nancy	CES	T	10 Month Support Staff	Admin Secretary	OG	\$68,632	\$2,540	\$250 \$250	\$71,672

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary
Mercer, Lauren	LHS	T	12 Month Support Staff	Admin Secretary	6	\$62,327		\$1,200 \$250 \$250	\$64,027
Mullin, Nancy	HMS	T	10 Month Support Staff (Part-Time)	Office Support (PT)	11	\$34,195		\$250 \$250	\$34,695
Nedza, Stacy	LHS	T	12 Month Support Staff	Admin Secretary	11	\$70,580		\$1,200 \$250 \$250	\$72,280
Paolella, Deborah	RHE	T	10 Month Support Staff	First Secretary	OG	\$70,482	\$3,690		\$74,172
Peters, Michelle	HAR	T	10 Month Support Staff	Admin Secretary	11	\$58,814		\$1,200 \$250 \$250	\$60,514
Salerno, Jenna	LHS	T	12 Month Support Staff	Admin Secretary	9	\$67,716		\$1,200 \$250 \$250	\$69,416
Schroeder, Jennifer	HIL	T	10 Month Support Staff	Admin Secretary	6	\$51,937	\$2,540	\$1,200 \$250 \$250	\$56,177
Soutar, Nicole	MPE	T	10 Month Support Staff	Admin Secretary	8	\$54,932		\$1,200 \$250	\$56,382
Sullivan, Margaret	MPM	T	12 Month Support Staff	Admin Secretary	OG	\$82,362	\$3,690	\$425	\$86,477
Tamboia, Adrienne	LHS	T	10 Month Support Staff	Admin Secretary	11	\$58,814		\$1,200 \$250 \$250	\$60,514
Tauro, Rosaria	HMS	T	10 Month Support Staff	Admin Secretary	11	\$58,814		\$1,200 \$250 \$250	\$60,514
Woytas, Christina	HMS	T	12 Month Support Staff	First Secretary	11	\$72,873		\$250 \$250	\$73,373
Writt, Gail	MPE	T	10 Month Support Staff	First Secretary	OG	\$70,482	\$3,690	\$1,200 \$250	\$75,622

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary)
Benavides, Brooke	RHE	NT2	Principal and AP	MPM-ELEM	8	\$153,145		\$1,500	\$154,645
Gajewski, Brittany	LHS	NT2	Principal and AP	LHS-ASST	2	\$124,883	\$1,000	\$1,500	\$127,383
Mohammed, Amro	LHS	NT2	Principal and AP	LHS	10	\$182,670	\$1,000	\$1,500	\$185,170
Raphael, Charles	HMS	NT2	Principal and AP	HMS-ASST	12	\$141,036	\$2,840		\$143,876

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary)
DeNicola, Laura	LHS	NT3	Principal and AP	LHS-ASST	5	\$132,854		\$1,000	\$133,854

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary)
Sama-Barreto, Lisa	BES	NT4	Principal and AP	MPM-ELEM	9	\$156,034		\$3,000	\$159,034

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary)
Battist-Rock, Marie	LHS	T	Principal and AP	LHS-ASST	5	\$132,854	\$1,000	\$1,000	\$134,854
Cebula, Michelle	CES	T	Principal and AP	MPM-ELEM	11	\$161,812			\$161,812
Cohen, David	LHS	T	Principal and AP	LHS-ASST	15	\$159,418	\$5,040		\$164,458
Dolan, Lorena	MPE	T	Principal and AP	MPM-ELEM	10	\$158,923		\$3,000	\$161,923
Espinoza, Andrew	HMS	T	Principal and AP	HMS-ASST	15	\$148,458	\$3,990	\$1,500	\$153,948
Garcia, Daniel	HAR	T	Principal and AP	MPM-ELEM	9	\$156,034			\$156,034
Gramata, Carlos	HIL	T	Principal and AP	MPM-ELEM	15	\$173,368	\$2,100	\$1,500	\$176,968
Kelly, Shawn	HMS	T	Principal and AP	HMS	12	\$174,165	\$1,000	\$1,000	\$176,165
O'Leary, Bronawyn	MPM	T	Principal and AP	MPM-ELEM	15	\$173,368	\$2,100	\$1,000	\$176,468
Pretto, Mary	LHS	T	Principal and AP	LHS-ASST	7	\$138,166		\$3,000	\$141,166

Name	Location	Next Year	2025-2026 Guide	2025-2026	2025-2026 Step	2025-2026 Base	2025-2026	2025-2026 Add'l	2025-2026 Total
Feeley, Dawn	LHS	NT2	Supervisors	12 month	4	\$130,376	\$5,040		\$135,416

Name	Location	Next Year TCode	2025-2026 Guide	2025-2026 Column	2025-2026 Step	2025-2026 Base Salary	2025-2026 Longevity	2025-2026 Add'l Contractual Earnings (ACE)	2025-2026 Total Salary)
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Name	Location	Next Year	2025-2026 Guide	2025-2026	2025-2026 Step	2025-2026 Base	2025-2026	2025-2026 Add'l	2025-2026 Total
Marzulla, Alexandra	LHS	NT4	Supervisors	12 month	4	\$130,376			\$130,376

Name	Location	Next Year	2025-2026 Guide	2025-2026	2025-2026 Step	2025-2026 Base	2025-2026	2025-2026 Add'l	2025-2026 Total
Carey, Brian	LHS	T	Supervisors	12 month	15	\$162,108	\$3,990	\$1,500	\$167,598
Gemellaro, Dorian	BES	T	Supervisors	12 month	15	\$162,108	\$5,040	\$3,000	\$170,148
Grosso, Robert	MPM	T	Supervisors	12 month	12	\$151,583	\$3,990		\$155,573
Loeuis, Krystie	LHS	T	Supervisors	12 month	10	\$146,366	\$2,840		\$149,206
Matheus, Antonio	LHS	T	Supervisors	12 month	15	\$162,108	\$2,100		\$164,208
Rolling, Robert	LHS	T	Supervisors	12 month	9	\$143,797			\$143,797
Rubin, Mara	LHS	T	Supervisors	12 month	13	\$153,792	\$1,000		\$154,792
Wittmaack, Kevin	LHS	T	Supervisors	12 month	15	\$162,108	\$5,040	\$1,500	\$168,648

Name	Title	Next Year Base Salary	Next Year Longevity	ACE	Next Year Total Salary
Allard, Jesse	Systems Administrator	\$79,877			\$79,877
Barboza, Vanessa	Administrative Assistant	\$78,113			\$78,113
Bell Myers, Chrylyn	Administrative Assistant	\$82,343	\$2,840		\$85,183
Bent, Michelle	Manager of Communications	\$93,953	\$1,000		\$94,953
Bermudez, Bertha	Manager of Transportation	\$95,460	\$1,000	\$5,000	\$101,460
Burman, Susan	Director of HR	\$179,832	\$4,500		\$184,332
Burrows, Anthony	Assistant Manager, B&G	\$111,828			\$111,828
Caffrey, Kelly	Accounts Payable Coordinator	\$72,150			\$72,150
Capone-Steiger, Lisa	Assistant Superintendent	\$229,124	\$5,300		\$234,424
Crews, Sinead	Director of School Counseling	\$153,786	\$2,100		\$155,886
DeMiceli, Erin	Administrative Assistant	\$84,474	\$2,840		\$87,314
Ennis, Amy	Registrar	\$92,379	\$2,840		\$95,219
Faber, Dr. Mark	Consulting Psychiatrist	\$36,000			\$36,000
Ferreira, Annette	Administrative Assistant	\$76,941	\$2,100		\$79,041
Goldberg, Joann	Administrative Assistant	\$105,955	\$3,990		\$109,945
Held, Nancy	Administrative Assistant	\$81,828	\$3,990		\$85,818
Homberg, Catherine	Administrative Assistant	\$94,366	\$2,840		\$97,206
House, Corinne	Administrative Assistant	\$68,000			\$68,000
Jordan, Lance	Manager of Technology	\$138,453			\$138,453
Kang, Eryha J	Applications Architect	\$85,000	\$1,000		\$86,000
Lara, Eduardo	Network Administrator	\$117,153			\$117,153
Martinez, Tana	Administrative Assistant	\$74,304			\$74,304
McGlew, Kylie	Assistant Business Administrator	\$123,840			\$123,840
McLaughlin, Toni	Executive Assistant	\$117,643	\$2,840		\$120,483
Orejarena, Sandra	Assistant Manager, Transportation	\$76,368		\$5,000	\$81,368
Pagan, Amy	Benefits Coordinator/Payroll Assistant	\$65,000			\$65,000
Pellegrino, Joseph	Data Base Administrator	\$133,835			\$133,835
Perrette, James	Manager of B&G	\$160,406	\$2,100		\$162,506
Rapp, Jessica	Business Administrator	\$185,760			\$185,760
Rehman, Teresa	Director of Technology	\$174,567			\$174,567
Rodriguez, Angelina	Director of Elementary Education	\$160,000			\$160,000
Rosenzweig, Danielle	Director of Elementary Special Education	\$187,416	\$2,840		\$190,256
Rulka, Mary	Human Resources Coordinator	\$90,893	\$2,840		\$93,733
Smith, Sean	Payroll Manager	\$85,000			\$85,000
Stern, Mark	Assistant Superintendent	\$227,298	\$4,500		\$231,798
Topylko, Natalie	Director of Secondary Education	\$187,931	\$2,840		\$190,771
Tuite, Maura	Director of Secondary Special Education	\$177,504			\$177,504

Name	Title	2025-2026 Base Salary	ACE	2025-2026 Total Salary
Bahneman, Lawrence	IT Support Specialist	\$60,450	\$800	\$61,250
Djurin, Christopher	IT Support Specialist	\$66,564	\$1,200	\$67,764
Furbeck, Jake	IT Support Specialist	\$55,000	\$1,200	\$56,200
Kapuscinski, Daniel	IT Support Specialist	\$60,706	\$500 \$1,200	\$62,406
McConnon, Robert	IT Support Specialist	\$76,938	\$1,200	\$78,138
Mongioj, Michael	IT Support Specialist	\$63,199	\$500 \$1,200	\$64,899
Rotman, Ethan	IT Support Specialist	\$59,641		\$59,641

SUMMER ACADEMY PROGRAM

First Name	Last Name	Course
Matthew	Ojeda	Music Enrichment
Amanda	Buyes	College Essay
Gina	Bianco	Art Enrichment
Barbara	Levy	Art Enrichment
Kenneth	Zushma	DIP Enrichment
David	D'Addozio	DIP Enrichment
Ellen	Friedman	Geometry Bridge
Antoinette	Alston	English Enrichment
Brenda	Young	Chemistry Honors Bridge
Michael	Coleman	AP Chemistry Bridge
Jenna	McCarthy	Biology Honors/AP Bridge
Thomas	Truscello	Pre-Algebra Gr. 7 Bridge
Shawn	Rembecky	ISLO PFL
Erin	Magalhaes	ISLO PFL
Matthew	Van Pelt	ISLO Geometry
Brittany	Boykas	ISLO Geometry
Jeffrey	Lapidus	ISLO Precalculus Honors
Andrew	Greenberg	ISLO Algebra 2
Kelsey	Collins	Remedial English
Daria	Martin	Remedial US History I/II

Rates:

\$64.94/hr. before July 1, 2025

\$66.56/hr. beginning July 1, 2025

May 13, 2025

NJDOE High Intensity Tutoring Grant

COL

Jacqueline Kestler

HAR

Sara Calabrese

Lateral Moves

Last Name	First Name	Position	School	2024-2025						2025-2026						Effective Date
				Scale	Step	Base Salary	Longevity	Other	Total Salary	Scale	Step	Base Salary	Longevity	Other	Total Salary	
Baach	Katherine	School Nurse	LHS	BA	11	\$74,490	\$0	\$0	\$74,490	MA	12	\$87,100	\$0	\$0	\$87,100	9/1/25
Barrasso	Mary	Elementary School Teacher	Harrison	MA	12	\$86,490	\$0	\$0	\$86,490	MA+32	13	\$98,950	\$0	\$0	\$98,950	9/1/25
Brill	Daniel	Teacher of Math	LHS	MA+16	11	\$86,490	\$0	\$0	\$86,490	MA+32	12	\$94,600	\$0	\$0	\$94,600	9/1/25
Brunn	Stephanie	Teacher of ESL	LHS	MA+16	11	\$86,490	\$0	\$0	\$86,490	MA+32	12	\$94,600	\$0	\$0	\$94,600	9/1/25
Davine	Allison	Elementary School Teacher	Hillside	MA	5	\$66,090	\$0	\$0	\$66,090	MA+16	6	\$72,568	\$0	\$0	\$72,568	9/1/25
Echevarria	Lauren	Teacher of Social Studies	LHS	BA+16	9	\$68,490	\$0	\$0	\$68,490	MA+16	10	\$83,368	\$0	\$0	\$83,368	9/1/25
Gibbon	Molly	Elementary School Teacher	Hillside	MA	11	\$82,490	\$0	\$0	\$82,490	MA+16	12	\$91,100	\$0	\$0	\$91,100	9/1/25
Mantone	Thomas	Teacher of Health & PE	LHS	MA	7	\$68,090	\$0	\$0	\$68,090	2MA	8	\$78,518	\$0	\$0	\$78,518	9/1/25
Miani	Michelle	Teacher of English	LHS	BA+16	4	\$60,090	\$0	\$0	\$60,090	MA	5	\$68,568	\$0	\$0	\$68,568	9/1/25
Pauls	Sean	Teacher of Health & PE	LHS	MA	9	\$74,490	\$0	\$0	\$74,490	2MA	10	\$86,018	\$0	\$0	\$86,018	9/1/25
Pollard	Sydney	Teacher of Science	MPMS	MA	9	\$74,490	\$0	\$0	\$74,490	MA+16	10	\$83,368	\$0	\$0	\$83,368	9/1/25
Roberts	Delaney	Teacher of Business Ed	LHS	BA	6	\$59,090	\$0	\$0	\$59,090	MA	7	\$69,568	\$0	\$0	\$69,568	9/1/25
Schulke	Emily	Elementary School Teacher	Harrison	MA+16	15	\$102,000	\$2,540	\$0	\$104,540	MA+32	16	\$111,000	\$2,540	\$0	\$113,540	9/1/25
Smith	Brynn	Teacher of Social Studies	LHS	BA	3	\$57,090	\$0	\$0	\$57,090	MA	4	\$67,568	\$0	\$0	\$67,568	9/1/25

LastFirst	Primary LOC	Position	This Year Base Salary	This Year Longevity	ACE	This Year Total Salary	Effective Date	FTE
Slurzberg, Heidi	BHE	TOSD	\$25,193	\$0	\$0	\$25,193	4/29/2025	0.37
Slurzberg, Heidi	BHE	Instructional Aide	\$19,153	\$0	\$0	\$19,153	4/29/2025	0.63
Furbeck, Jake	LHS	Non-Bargaining IT Support Specialist	\$55,000	\$0	\$1,200	\$56,200	4/22/2025	1.00

Name	Position	Location	# Classes	Effective Date
Daniella Buonomo	TOSD	LHS	0.25	4/28/2025 - 6/30/2025
Julianne Caccavale	TOSD	LHS	0.25	4/28/2025 - 6/30/2025
Amy Meyer	TOSD	LHS	0.25	4/28/2025 - 6/30/2025
Mary Smith	TOSD	LHS	0.25	4/28/2025 - 6/30/2025
Amy Meyer	TOSD	LHS	0.2	5/9/2025 - 6/30/2025
Michael Ennis	TOSD	LHS	0.2	5/5/2025 - 6/30/2025
Sarah Pasculli*	Teacher of Special Education	LHS	0.2	9/1/2024-5/8/2025

**amended from previous agenda*

Longevity
Effective September 1, 2025 for 10-month employees
& July 1, 2025 for 12-month employees

30 Years of Service

Theresa Lieberman

25 Years of Service

Coleen Caulfield
Maryann Chorba
Gina Covello
Deborah Craig
Belinda Davidsohn
Mary Ellen Fabrizio
Susan Fjeldal
Marisa Gengaro
Karin Kott
Nicole Lynn
Anne Matienzo
Dorte Poyner
Lisa Capone Steiger
Wendy Weiner

20 Years of Service

Susan Burman
Jesse Carr
Janine DeMarsico
Laura Dugan
Andrew Espinoza
Deborah Faber
Ellen Friedman
Laura Gordon
Patricia Legrand
Catherine Lindsey
Kristin Pelletier
Carolyn Ross
Robert Rynone
Barrie Satin
Loren Svetvilas
Allison Winka
Jamie Wolek

15 Years

Caterina Anderson
Kristin Bergen
Aneka Brown
Emily Burger
Amanda Cognetti
Anna Maria DiNapoli
Soukeyna Diop-Tall
Patricia Fernandez
Mary Kaspriskie
Samantha Kowalak
Teresa Lockwood
Shyella Mayk
Charles Raphael
Revati Raje
Tina Renga
Danielle Rosenzweig
Kelly Ann Russo
Aleksandr Sadiwnyk
Jennifer Schroeder
Maria Scorciolla
Michelle Sipe
Ann Szalay
Kristin Szelingowski
Antoinette Thompson
Natalie Topylko
Ellen Wilder
Shiva Zehtabchi

10 Years

James Perrette

7 Years

Marie Battist-Rock
Michelle Bent (eff 2/1/25)
Bertha Bermudez
Brittany Gajewski
Ehrya Kang

LIVINGSTON SCHOOL DISTRICT

Livingston, New Jersey 07039

Assistant Principal (MPM) (Acting)

QUALIFICATIONS:

1. Must possess valid NJDOE certification as a Principal.
2. Master's Degree from an accredited college or university.
3. Evidence of leadership, accomplishment, and initiative as a teacher, supervisor, or administrator.
4. Knowledge of best practices and current developments in educational theory and practice.
5. Knowledge of student learning and behavioral characteristics.
6. Demonstrated ability to utilize proven counseling and mediation techniques to resolve and process conflicts in an effective manner.
7. Ability to effectively communicate and work well with students, staff, parents, and community members.
8. Knowledge of current best practices, trends, and issues regarding the special education student population and related services.
9. Ability to evaluate staff on the implementation of pedagogy, curriculum, and school expectations.
10. Ability to multitask and prioritize responsibilities.
11. Ability to attend weekend and evening functions as assigned.

REPORTS TO: MPM Principal

JOB GOALS:

1. To assist the Principal in promoting the well-being and educational success of every student in the school.
2. Work in partnership with the Principal to create an environment that fosters collaboration, reflection, growth, development, and informed decision-making for the school and its broader community.
3. As a collaborator of the school's administrative team, promote a positive school environment while dealing effectively with students on non-academic issues (i.e., I&RS, 504, attendance, student activities, conflict resolution, HIB, and discipline follow-up).
4. Assist in the development and administration of creating an effective, safe, and secure school environment.

JOB RESPONSIBILITIES:

1. Advocates, nurtures, and assists in sustaining a school culture and instructional program conducive to student learning and professional growth.

2. Assists in the management of the organization, operation, and resources for a safe, efficient, and effective learning environment.
3. Collaborates with faculty and community members to address diverse community interests and needs, and mobilize community resources.
4. Responsibilities include coordinating and supervising the school's guidance program and co-curricular activities.
5. Oversee matters related to student social and emotional growth and development as it pertains to the District's Code of Conduct and Handbook, including education, remediation, and referral for individuals and groups of students.
6. Confer with parents, teachers, counselors, Student Services personnel, and students on student matters.
7. Develop, implement, and evaluate the effectiveness of the Collaborative Problem Solving and Restorative Practice models through the analysis of data, including discipline and HIB referrals, recidivism, grades, and anecdotal feedback from students and staff.
8. Conduct professional development for staff and students on conflict resolution, collaborative problem solving, restorative practices, and appropriate interventions.
9. Serve as the school's Anti-Bullying Specialist (ABS) and conduct HIB investigations.
10. Establish protocols for engaging in restorative practices with individual students.
11. Coordinate and maintain follow-up on student attendance issues related to the attendance policy.
12. Coordinate detention programs.
13. Lead School Climate Committee.
14. Serve on school I&RS, 504, and CORE committees.
15. Assist in the interpretation and implementation of school and district programs, policies, and procedures to students, staff, parents, and the community.
16. Conduct observations and evaluations as assigned.
17. Act as an administrator on duty for weekend and evening events.

TERMS OF EMPLOYMENT:

This is a one-year, acting, full-time, twelve-month position with compensation to be in accordance with the negotiated agreement.

EVALUATION:

The performance of this position will be evaluated by the Building Principal in accordance with the provisions of the Board's policy on evaluation of professional personnel.

Board approval date: May 13, 2025

LIVINGSTON SCHOOL DISTRICT

Livingston, New Jersey 07039

Facilitators of the Livingston Lens

QUALIFICATIONS:

1. Valid NJDOE Standard Instructional or Educational Services Endorsement.
2. At least 5 years of successful school-based experience within the Livingston Public Schools.
3. Certification as a Supervisor, provisional certification as Principal, or successful completion of the LPS/TCNJ Teacher Leader certification program.
4. Ability to demonstrate experience with curriculum development, professional development and data analysis.
5. Knowledge of educational trends, research, and innovations to inform professional learning opportunities.
6. Strong organizational, interpersonal, and problem-solving skills

REPORTS TO: Director of Elementary Education and Director of Secondary Education

JOB GOALS: These individuals will serve as the district's lead advisors and coordinators of implementing the Livingston Lens across all buildings. This includes designing and facilitating professional development, data and testing, instructional best practices, and building leadership. The work of the facilitator is to be completed beyond the contracted work day/year.

JOB RESPONSIBILITIES:

Each teacher leader will be assigned responsibilities within some of the following areas:

- **Professional Development Facilitation**
 - Plan, organize, and deliver high-quality professional development sessions for staff based on identified needs, district goals, and best practices.
 - Provide ongoing support and coaching to teachers, offering strategies to improve instructional effectiveness and student engagement.
 - Stay current on educational trends, research, and innovations to inform professional learning opportunities.
 - Curate and maintain an up-to-date repository of best practices of the Livingston Lens focus.
 - Co-lead the District Professional Development Committee
 - Participate in Livingston Induction of Valued Educators (L.I.V.E.) and administrator summer retreat days.
 - Assist in Department Meetings
- **Data & Testing**
 - Assist in analyzing student achievement data, identifying trends, and brainstorming possible solutions to identified needs.
 - Co-lead, plan, and facilitate school and/or district data teams.
- **Instructional Best Practices**
 - Identify and compile instructional strategies that are proven to positively impact student learning and achievement.
 - Serve as teacher mentor as assigned.

- o Support the rollout of new instructional programs, frameworks, or curricula
- **Building Leadership**
 - o Coordination of building-based testing with the School Test Coordinator
 - o Serve as administrator on duty for school events and substitute administrator in the absence of a building leader.
 - o Connect District equity work across buildings

TERMS OF EMPLOYMENT:

This is a non-tenure eligible stipend position, with compensation to be negotiated with the Superintendent and approved by the Board.

EVALUATION:

The performance of this position will be evaluated annually in accordance with the provisions of the Board's policy on evaluation.

Board approval date: May 13, 2025

LIVINGSTON SCHOOL DISTRICT
Livingston, New Jersey 07039

SCHOOL BUILDING WEBSITE COORDINATOR (STIPEND POSITION)

REQUIRED SKILLS AND QUALIFICATIONS:

1. Strong proficiency in writing, editing, and proofreading content.
2. Basic photo editing skills (e.g., cropping, resizing, optimizing images for web use).
3. Basic graphic design skills for creating visuals that align with district branding.
4. Understanding of the district's brand and style guide, including proper logo usage, colors, fonts, and visual styles.
5. Knowledge of ADA accessibility requirements and how to implement them (e.g., alt text, headings, color contrast).
6. Ability to complete self-directed training and stay current with platform updates.
7. Strong organizational skills and attention to detail.
8. Ability to work independently while collaborating with school and district personnel.

REPORTS TO: Principal or Designated Administrator (primary) with a dotted line reporting to the District Manager of Communications

JOB GOALS: The School Building Website Coordinator is responsible for maintaining and updating the school website to ensure it is professional, informative, visually appealing, and compliant with district branding and accessibility standards. This role involves managing content, graphics, and functionality while collaborating with school administration and district communications personnel to ensure consistency across all school sites. Additionally, the website coordinator provides technical assistance to staff members on website-related issues. Maintains constant contact with the Manager of Communications to inform of any changes to the school's website content.

JOB RESPONSIBILITIES:

1. Complete Finalsite's self-directed training program and stay updated on best practices and features.
2. Develop, update, and maintain the school website, ensuring accuracy, accessibility, and alignment with district branding guidelines.
3. Regularly post headlines and updates related to school events, activities, and announcements.
4. Ensure all content, including text, photos, and graphics, adheres to LPS Brand & Style Guidelines and district publicity authorization protocols.
5. Monitor and maintain ADA accessibility compliance (e.g., alt text for images, proper headings, color contrast).
6. Review and update website links regularly to ensure validity and functionality.
7. Provide technical support and training to staff members for content posting.
8. Work with the Principal to ensure timely and relevant updates to the school website.
9. Collaborate with the District Manager of Communications and other school website coordinators to maintain consistency across district sites.

TERMS OF EMPLOYMENT:

This is a ten month stipend position with compensation to be negotiated with the Superintendent and approved by the Board. There will be work to be conducted up to a week the last day of school and a week prior to the start of the school year.

EVALUATION:

The performance of this position will be evaluated annually in accordance with the provisions of the Board's policy on evaluation.

Board approval date: May 13, 2025

REGULATION

R 2415 TITLE I SERVICES (M)

The Board of Education elects to augment the instructional program of educationally deprived students by projects supported by Federal funds allocated under Title I - The Improving America's Schools Act of 1994 (IASA) (Public Law 103-382) Part A and Part C Subpart 2.

Purpose

The purpose of Title I is to enable schools to provide opportunities for children served to acquire the knowledge and skills contained in the challenging State content standards and to meet the challenging State performance standards developed for all children.

Title I Grants

The school district is eligible to receive a Basic Grant. The amount of the grant shall be in accordance with Federal and State Title I guidelines. The school district may be eligible for the following Title I grants:

A. Basic Grant - The school district is eligible for a Basic Grant based on State expenditure levels, county poverty levels and number of eligible children in accordance with the Title I guidelines and regulations.

B. Concentration Grants - The county may be eligible for a Concentration Grant based on the number of Title I eligible children in the county or on the county's poverty rate. The school district is eligible for the Concentration Grant if the county does not qualify for the grant and if the school districts where student poverty rates exceed those of the county where they live. Concentration Grants will be distributed to the county and/or the school district in accordance with all Title I guidelines and regulations.

C. Target Grants - The school district is eligible to receive a Target Grant if it has at least ten formula children and if the number of low income children is at least five percent of the total school population, aged 5 to 17 years old. Target Grants will be distributed in accordance with the Title I guidelines and regulations.

Application Procedure

A. The school district will submit an application and plan for Consolidated Grant funds to the New Jersey Department of Education for approval. The school district plan and application must describe:



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1. Any additional high quality assessments, if any, other than those described in the State Plan, that the school district and the individual schools will use to;

a. Determine success in meeting the State's student performance standards;

b. Provide information on individual student progress;

c. Assist in diagnosis, teaching and learning in the classroom that will enable children served under the Title I to meet the State standards and attain success in the local curriculum; and

d. Determine that revisions are needed to Title I projects to facilitate the above.

2. Indicators that will be used to provide information on individual student progress toward meeting the State performance standards and to aid in improving instruction;

3. The professional development activities;

4. Poverty criteria used to select eligible school attendance areas;

5. How students most in need of services in non school-wide schools will be selected;

6. How the school district will coordinate and integrate services provided with other educational services, Federal programs and programs provided by other State agencies, at the school district or individual school level;

7. Plans to provide for and include eligible children in private schools;

8. How school improvement and corrective action will be carried out;

B. The school district will develop the Title I plan in consultation with parent(s) or legal guardian(s) of children in schools served under Title I.

Program Requirement, Determination and Allocation of Funds

A. Determination - Title I funds will be used only in eligible school attendance areas as designated in the Title I guidelines and regulations. In order for a school to be designated as an eligible school attendance area, for Title I purposes, the percentage of children from



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low-income families in the school attendance area must be at least as high as the percentage of children from low-income families in the school district as a whole.

B. Ranking Order - The school district may rank its attendance areas by grade-span grouping or for the entire school district. If funds are insufficient to serve all eligible school attendance areas, the school district will:

1. Annually rank, without regard to grade-span, eligible school attendance areas in which the concentration of children from low income families exceeds 75% from highest to lowest according to the percentage of children from low income families; and
2. Serve such eligible school attendance areas in rank order.

C. Remaining Funds - If funds remain after serving these eligible school attendance areas, a school district will:

1. Annually rank such agency's remaining eligible school attendance areas from highest to lowest either by grade span or for the entire local educational agency according to the percentage of children from low-income families; and
2. Serve such eligible school attendance areas in rank order either within each grade-span grouping or within the school district as a whole.

D. Measures of Identification - The school district will use the best available measure for identifying children from low-income families to identify eligible school attendance areas, determine the ranking of each area and to determine allocations. This measure shall be the number of children ages five through seventeen in poverty counted in the most recent census date, the number of children eligible for free and reduced-price lunches under the National School Lunch Act, the number of children in families receiving assistance under the Aid to Families with Dependent Children program, the number of children eligible to receive medical assistance under the Medicaid program, or a composite of such indicators. This requirement is not applicable if the school district has a total enrollment of less than 1,000 children.

E. Waiver for Desegregation Plan - The U.S. Secretary of Education may approve the school district's written request for a waiver of the eligible attendance area requirements in accordance with Title I guidelines and regulations.

F. School District Discretion - In general the school district may:



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1. Designate as eligible any school attendance area or school in which at least 35% of the children are from low income families;

2. Use Title I funds in a school that is not in an eligible school attendance area, if the percentage of children from low-income families enrolled in the school is equal to or greater than the percentage of such children in a participating school attendance area of such agency;

3. Elect not to serve an eligible school attendance area or eligible school that has a higher percentage of children from low-income families if:

a. The school meets the comparability requirements;

b. The school is receiving supplemental funds from other State or local sources; and

c. The funds expended from other sources are equal to or exceed the amount that would be provided under Title I.

4. SPECIAL RULE: If a Local Educational Agency (LEA) chooses not to serve an eligible school attendance area, the number of children attending private elementary and secondary schools who are to receive services, and the assistance such children are to receive under this part, shall be determined without regard to whether the public school attendance area in which such children reside receives Title I funds.

G. Allocations: In general:

1. The school district will allocate Title I funds to eligible school attendance areas or eligible schools, in rank order, on the basis of the total number of children from low-income families in each area or school.

2. The per-student amount of funds allocated to each school attendance area or school shall be at least 125% of the per student amount of funds the school district received for that year under the poverty criteria described by the school district's plan. This will not apply if the school district only serves schools in which the percentage of such children is 35% or greater.

3. The school district may reduce the amount of funds allocated for a school attendance area or school by the amount of any supplemental State and local funds expended in that



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school attendance area or school for programs that meet the requirements for school-wide or target assistance schools.

4. The school district will reserve Title I funds as necessary to provide services comparable to those provided to children in schools funded with Title I funds to serve:

a. Where appropriate, eligible homeless children who do not attend participating schools, including providing educationally related support services to children in shelters;

b. Children in local institutions for neglected or delinquent children; and

c. Where appropriate, neglected and delinquent children in community day school programs.

H. Children Enrolled in Private Schools - The school district will offer Title I services to eligible children enrolled in private elementary and secondary schools. The services and benefits will be equitable in comparison to services and benefits for participating public school children. The school district will contact the private school in writing and consult with private school officials before the school district makes any decision that affects the private school children. This consultation shall include the following:

1. Criteria for low income;

2. How the children's needs will be identified;

3. What services will be offered;

4. How and where the services will be provided; and

5. How the services will be assessed and the size and scope of equitable services to be provided to the eligible private school children and the proportion of funds allocated for such services.

The school district will keep records of the consultation with the private school officials and funds will be allocated to private schools in accordance with Title I guidelines and regulations.

I. Coordination Requirements - The school district will provide the State Department of Education assurances that it will provide the maximum coordination between the Title I



REGULATION

program, the regular school program and services provided by other programs for specialized populations. The Title I program will consider the special needs of homeless children, migrant children, disabled children and Limited English Proficient (LEP) children. Title I funds will be reserved so that migrant children who are otherwise eligible to receive Title I service, even if they arrive in the school year, are served.

J. Application Procedures - The school district may apply for Title I funds under Basic Grants, Concentration Grants and Local Neglected or Delinquent (N or D) Grants either individually or cooperatively with other school districts in accordance with Title I guidelines and regulations.

K. Submission of Application - The school district will submit its Title I application and supporting information in accordance with Title I guidelines and regulations.

L. Application Review - The Department of Education will review the school district's application in accordance with Title I guidelines and regulations.

Fiscal Requirements

A. The amount of funds the school district may be entitled to is based on the school district formula count as indicated in the Title I guidelines and regulations. The school district will use Title I funds for projects designed to provide supplemental services to meet the special educational needs of educationally deprived children at the preschool, elementary and secondary school levels. Title I funds will only be used to pay for authorized activities as indicated in the school district's application and plan and as provided for in the Title I guidelines and regulations.

B. Utilization - The school district may use Title I funds for projects designed to provide supplemental services to meet the special education needs of educationally deprived children at the preschool, elementary and secondary school levels. Funds will be used and the funds will only pay for Title I activities in accordance with Title I guidelines and regulations.

C. Maintenance of Effort - The school district may receive the full Title I allocation if the State Department of Education determines that either the school district's per student expenditures or aggregate expenditures of State and local funds for free public education in the preceding year were not less than 90% of the expenditures for the second preceding



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year. The school district's allocation will be reduced by the exact percentage that the school district failed to meet the 90% level.

D. Comparability of Services - Title I funds will be used only to supplement the district's regular programs and will not be used to supplant State and local funds received by this district. The school district will use State and local funds to provide educational services in schools receiving Title I assistance that, taken as a whole, are at least comparable to services being provided in schools that are not receiving Title I assistance. Moreover, State and local funds will be used to provide comparable services in all schools receiving Title I assistance.

In order to achieve comparability of services, the Board directs the Superintendent to assign teachers, administrators, and auxiliary personnel and to provide curriculum materials and instructional supplies to schools and classes in such a manner as to ensure equivalence throughout the district in professional services and educational materials.

Title I services provided to private school students will be equivalent to those provided to public school students.

E. Supplement - The school district will use Title I funds to supplement, and to the extent practicable, increase the level of funds that would, in the absence of such funds, be made available from non-Federal sources for the education of students participating in Title I programs and projects.

F. Capital Expenses - The school district may apply to the State Department of Education for costs associated with capital expenses incurred to provide equitable services for eligible private school children.

G. Property - Property acquired through Title I funds for use in public or private schools will be acquired in accordance with the Public School Contracts Law, will be held in title by the Board of Education, and will not be used for other purposes so long as it is required in the Title I program. Property no longer required for Title I purposes will be used for other, similarly funded projects or disposed of in accordance with State and Federal guidelines.

20 U.S.C.A. 3801 et seq.

34 C.F.R. Part 200

20 U.S.C.A. 6301 et seq.



REGULATION

LIVINGSTON OPERATIONS
BOARD OF EDUCATION
R 2-15/ Page 1 of 1 NUMPAGES 1
TITLE I SERVICES (M)

Title I Program Guidelines, New Jersey Department of Education

Issued:



2416.01 - POSTNATAL ACCOMMODATIONS FOR STUDENTS

The Board of Education recognizes students may be returning to school shortly after their child's birth and may need to breastfeed their child or to express breast milk during the school day. The school district will accommodate a student who wants to breastfeed or express breast milk while attending school in the district.

A student shall be permitted to breastfeed their child or to express breast milk while attending school in accordance with a schedule provided by the student to the school nurse, who shall consult with the Principal or designee. The district encourages the student develop a schedule that does not impact a student's instructional time and encourages a student to schedule such time to breastfeed or to express breast milk during study hall time, lunch time, or other non-instructional times of the school day. The student may bring to school a breast pump and any other equipment necessary to express breast milk on school grounds. The student shall not incur an academic penalty for using any reasonable accommodations offered to the student and shall be provided the opportunity to make up any work missed due to such use.

The Principal or designee, in consultation with the school nurse, will designate a lactation/breastfeeding room that is shielded from view and free from intrusion by other students, staff members, and the public. The location must be functional as a space for breastfeeding or expressing breast milk and shall include an electrical outlet, a chair, and nearby access to running water. Expressed breast milk may be stored in a refrigerator in the school building or in the student's personal cooler. If the space is not a dedicated lactation/breastfeeding room, it must be available when needed. A space temporarily converted into a lactation/breastfeeding room or made available when needed by the student is sufficient; however, a bathroom, even if private, is not a permissible location. A student opting to breastfeed their child in the lactation/breastfeeding room will be responsible to make arrangements for their child to be brought to the school in accordance with a time schedule agreed to by the Principal or designee.

All staff members will assist in providing a positive atmosphere of support for students who are returning to school after the birth of their child. Conduct by a staff member or student that reasonably interferes with a student's performance in school; creates an intimidating, hostile, or offensive environment for a student that is complying with the provisions of this Policy; or that inhibits a student's ability to breastfeed their child or express breast milk while in school will not be tolerated.



POLICY

LIVINGSTON BOARD OF EDUCATION

Program

2416.01/Page PAGE 1 of NUMPAGES 1

POSTNATAL ACCOMMODATIONS FOR STUDENTS

The Principal shall ensure Policy 2416.01 is distributed to pregnant students and students who are returning to school after the birth of their child.

N.J.S.A. 26:4C-1; 26:4C-2; 26:4C-3

Adopted:



3421.13 - POSTNATAL ACCOMMODATIONS

The Board of Education recognizes teaching staff members may be returning to work shortly after their child's birth and may need to express breast milk during the workday. The Patient Protection and Affordable Care Act (PPACA) amended Section 7 of the Federal Fair Labor Standards Act (FLSA) for nursing mothers to be permitted reasonable break times and a private location to express breast milk for their nursing child for one year after the child's birth.

Every employee position in the school district is designated as either "non-exempt" or "exempt" by the provisions of the FLSA. Generally, a teaching staff member entitled to overtime pay is designated as "non-exempt." A teaching staff member that performs duties that are executive, administrative, or professional in nature and not entitled to overtime pay is designated "exempt." The school district administration shall refer to the comprehensive definitions of "exempt" and "non-exempt" as outlined in 29 C.F.R. 541 et seq. in determining an employee's designation.

A Board of Education is required to provide reasonable break times to non-exempt teaching staff members to express breast milk for their nursing child. The non-exempt teaching staff member shall coordinate such breaks with their immediate supervisor. The non-exempt teaching staff member will not receive compensation during this break time unless the break time is during a non-exempt teaching staff member's compensated break time.

A Board of Education is not required under the FLSA to provide such breaks to exempt teaching staff members. However, exempt teaching staff members may take such breaks provided the breaks are coordinated with their immediate supervisor. If this break is taken during the exempt teaching staff member's duty free lunch period or duty free break period during the workday, the exempt teaching staff member will not be reduced in compensation.

The Principal or the nursing mother's immediate supervisor, in consultation with the school nurse, will designate a lactation room that is shielded from view and free from intrusion from co-workers and the public. The location must be functional as a space for expressing breast milk and shall include an electrical outlet, a chair, and nearby access to running water. If the space is not dedicated to the nursing mother's use, it must be available when needed. A space temporarily converted into a lactation room or made available when needed by a nursing mother is sufficient; however, a bathroom, even if private, is not a permissible location under the FLSA.



All exempt and non-exempt teaching staff members are required to sign-out of work to begin the break to express breast milk and shall sign-in when they return to work after the break. The break shall be for a reasonable amount of time. For compensation purposes, the immediate supervisor shall forward all sign-in and sign-out information relative to break times for nursing mothers under the FLSA to the School Business Administrator/Board Secretary.

Fair Labor Standards Act – 29 U.S.C. 201 et seq.
Patient Protection and Affordable Care Act – P.L. 111-148
N.J.S.A. 26:4C-1 through 26:4C-3

Adopted:



4421.13 - POSTNATAL ACCOMMODATIONS

The Board of Education recognizes support staff members may be returning to work shortly after their child's birth and may need to express breast milk during the workday. The Patient Protection and Affordable Care Act (PPACA) amended Section 7 of the Federal Fair Labor Standards Act (FLSA) for nursing mothers to be permitted reasonable break times and a private location to express breast milk for their nursing child for one year after the child's birth.

Every employee position in the school district is designated as either "non-exempt" or "exempt" by the provisions of the FLSA. Generally, a support staff member entitled to overtime pay is designated as "non-exempt." A support staff member that performs duties that are executive, administrative, or professional in nature and not entitled to overtime pay is designated "exempt." The school district administration shall refer to the comprehensive definitions of "exempt" and "non-exempt" as outlined in 29 C.F.R. 541 et seq. in determining an employee's designation.

A Board of Education is required to provide reasonable break times to non-exempt support staff members to express breast milk for their nursing child. The non-exempt support staff member shall coordinate such breaks with their immediate supervisor. The non-exempt support staff member will not receive compensation during this break time unless the break time is during a non-exempt support staff member's compensated break time.

A Board of Education is not required under the FLSA to provide such breaks to exempt support staff members. However, exempt support staff members may take such breaks provided the breaks are coordinated with their immediate supervisor. If this break is taken during the exempt support staff member's duty free lunch period or duty free break period during the workday, the exempt support staff member will not be reduced in compensation.

The Principal or the nursing mother's immediate supervisor, in consultation with the school nurse, will designate a **lactation** room that is shielded from view and free from intrusion from co-workers and the public. The location must be functional as a space for expressing breast milk and shall include an electrical outlet, a chair, and nearby access to running water. If the space is not dedicated to the nursing mother's use, it must be available when needed. A space temporarily converted into a **lactation** room or made available when needed by a nursing mother is sufficient; however, a bathroom, even if private, is not a permissible location under the FLSA.



POLICY

LIVINGSTON BOARD OF EDUCATION

Support Staff Members
4421.13/Page PAGE 1 of NUMPAGES 1
POSTNATAL ACCOMMODATIONS

All exempt and non-exempt support staff members are required to sign-out of work to begin the break to express breast milk and shall sign-in when they return to work after the break. The break shall be for a reasonable amount of time. For compensation purposes, the immediate supervisor shall forward all sign-in and sign-out information relative to break times for nursing mothers under the FLSA to the School Business Administrator/Board Secretary.

Fair Labor Standards Act – 29 U.S.C. 201 et seq.
Patient Protection and Affordable Care Act – P.L. 111-148
N.J.S.A. 26:4C-1 through 26:4C-3

Adopted:



REGULATION

LIVINGSTON BOARD OF EDUCATION

STUDENTS
R 5200 / Page 1 of 13
ATTENDANCE (M)

R 5200 ATTENDANCE (M)

A. Attendance Recording

1. School Register - N.J.A.C. 6A:32-8.1

a. The Board of Education shall carefully and accurately track enrollment and attendance of all students in a manual school register format or in an electronic format of the school district's choosing.

b. The Commissioner of Education will issue and publish on the New Jersey Department of Education's (NJDOE) website guidance for recording student attendance in all public schools of the State operated by district Boards, except adult high schools.

c. Student attendance shall be recorded in the school register during school hours on each day in session, pursuant to N.J.A.C. 6A:32-8.3. An employee designated by the Superintendent shall keep in the school register the attendance of all students, and shall maintain the attendance records in accordance with N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.

d. A student who has been placed on home instruction shall have their attendance status recorded on the regular register for the program in which the student is enrolled. The student shall be marked absent for the period beginning the first day the student is unable to attend school and ending the day before the first instructional day at the student's place of confinement. Absences shall not be recorded for the student while on home instruction, provided the hours of instruction are no less than required by N.J.A.C. 6A:14-4.8 and 4.9 and N.J.A.C. 6A:16-10.1 and 10.2. The number of possible days in membership for a student on home instruction shall be the same as for other students in the program in which the student is enrolled.

(1) "Days in membership" means the number of school days in session in which a student is enrolled in accordance with N.J.A.C. 6A:32-2.1. A student's membership begins on the first possible day of attendance following enrollment during the school year, notwithstanding the actual day the student was recorded as present for the first time.

2. Day in Session - N.J.A.C. 6A:32-8.3

a. A day in session shall be a day on which the school is scheduled to provide instruction and students are under the guidance and direction of a teacher(s) engaged in the teaching process. A day on which school is closed for reasons such as holidays and teachers' institutes, or inclement weather not under conditions set forth at N.J.A.C. 6A:32-13, shall not be considered a

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day in session.

b. A day in session shall consist of not less than four hours, exclusive of recess and lunch periods, except that one continuous session of two and one-half hours may be considered a full day in Kindergarten.

3. Student Attendance - N.J.A.C. 6A:32-8.4

a. For all State attendance submissions, a student shall be recorded as present, absent, or excused for a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below, on every day the school is in session after the student enrolls until the date the student is transferred to another school or officially leaves the school district.

b. A record of attendance of all students shall be kept in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above. The employee designated by the Superintendent shall keep the attendance records according to N.J.A.C. 6A:32-8 and the guidance issued by the Commissioner in accordance with N.J.A.C. 6A:32-8.1(c) and A.1.b. above.

c. A student enrolled in a school shall be recorded in the school register as present if the student participates in instruction or instruction-related activities for at least half a day in session whether the student is physically on school grounds, at an approved off-grounds location, or in a virtual or remote instruction setting, pursuant to N.J.A.C. 6A:32-13.

1/2 the Number of Instructional HOURS per level rounded UP; lunch not included			
	Regular Day	Early Dismissal Day	Delayed Opening Day
Elementary	3 hours, 3 mins	2 hours, 3 mins	2 hours, 9 mins
MPM	3 hours, 3 mins	2 hours, 5 mins	2 hours, 10 mins
HMS	3 hours, 35 mins	2 hours, 13 mins	2 hours, 10 mins
LHS	3 hours, 1 min	2 hours, 5 mins	2 hours, 6 mins

d. A student enrolled in a school who is not participating in instruction or instruction-related activities pursuant to N.J.A.C. 6A:32-8.4(c) and A.3.c. above shall be recorded in the school register as absent, unless the student is recorded as a State-excused absence, pursuant to N.J.A.C. 6A:32-8.4(e) and A.3.e. below.

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e. State-excused absences shall be as follows:

(1) Religious observance, pursuant to N.J.S.A. 18A:36-14, 15, and 16.

The Commissioner, with approval of the State Board of Education, shall annually prescribe a list of religious holidays on which it shall be mandatory to excuse students for religious observance upon the written request signed by the parent or person standing in loco parentis;

(2) Participation in observance of Veterans Day, pursuant to N.J.S.A. 18A:36-13.2;

(3) Participation in district board of election membership activities, pursuant to N.J.S.A. 18A:36-33;

(4) Take Our Children to Work Day;

(5) College visit(s), up to three days per school year for students in grades eleven and twelve;

(6) Closure of a busing school district that prevents a student from having transportation to the receiving school, and .

(7) Attendance at a civic event, one day per school year for students in grades six through twelve, pursuant to N.J.S.A. 18A:36-33.2.

(a) "Civic event" means an event sponsored by a government entity, a community-based organization, or a nonprofit organization that incorporates elements of service learning whereby students learn and develop through organized service. A civic event shall address an issue of public concern such as community health and safety or environmental, economic, or community well-being in accordance with N.J.S.A. 18A:36-33.1.

(b) The parent of a student shall provide a signed written notice of an intended excused absence to attend a civic event at least five school days in advance of the intended excused absence and such other documentation as the Superintendent deems necessary to prove that the student meets the requirements for an excused absence pursuant to N.J.S.A. 18A:36-33.2.b.

f. For absences that do not meet the criteria at N.J.A.C. 6A:32-8.4(e) and A.3.e. above, the Board may adopt policies that establish locally approved or excused absences consistent with N.J.A.C. 6A:16-7.6 for the purposes of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit. However, an absence designated as excused by the Board pursuant to N.J.A.C. 6A:16-7.6 shall be considered as an absence in the

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submission to the State for the purpose of chronic absenteeism reporting, as set forth at N.J.A.C. 6A:32-8.6.

4. Average Daily Attendance - N.J.A.C. 6A:32-8.5

The average daily attendance rate in a district school or program of instruction for a school year shall be the total number of the days present of all enrolled students, divided by the number of days in membership of all enrolled students. The student average daily attendance means the total number of days that a student is present in the school divided by the total possible number of days in session.

5. Absentee and Chronic Absenteeism Rates - N.J.A.C. 6A:32-8.6

a. A student's absentee rate shall be determined by subtracting the student's total number of days present from the student's days in membership and dividing the result by the student's days in membership.

State-excused absences shall not be included in a student's days in membership for purposes of calculating a student's absentee rate.

b. If a student's absentee rate is equal to or greater than ten percent, the student shall be identified as chronically absent.

c. Each school with ten percent or more of its enrolled students identified as chronically absent shall develop a corrective action plan to improve absenteeism rates. In accordance with N.J.S.A. 18A:38-25.1, the school will annually review and revise the corrective action plan and present the revisions to the Board, until the percentage of students who are chronically absent is less than ten percent.

B. Unexcused Absences That Count Toward Truancy/Excused Absences for Board Policy

1. Notwithstanding the requirement of reporting student absences in the school register for State and Federal reporting purposes, "excused" and "unexcused" student absences for the purpose of expectations and consequences regarding truancy, student conduct, promotion, retention, and the award of course credit is a Board decision outlined in Policy 5200 – Attendance and this Regulation.

2. N.J.A.C. 6A:16-7.6(a)3 requires the Board of Education policies and procedures to contain, at a minimum, a definition of unexcused absence that counts toward truancy, student

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conduct, promotion, retention, and the award of course credit.

a. "An unexcused absence that counts toward truancy" is a student's absence from school for a full or a portion of a day for any reason that is not an "excused absence" as defined in B.2.b. below.

b. "An excused absence" is a student's absence from school for a full day or a portion of a day for the observance of a religious holiday pursuant to N.J.S.A. 18A:36-14-16, or any absence for the reasons listed below:

<u>STATE EXCUSED</u>	<u>DISTRICT APPROVABLE PER NJAC 6A:32-8.4 WILL IMPACT LOSS OF CREDIT*</u>	<u>DISTRICT APPROVABLE - WILL NOT IMPACT LOSS OF CREDIT*</u>
College visits (up to 3 per year for Juniors and Seniors only)	Illness	Death of an immediate family member**
Religious observance	Parental permission via Genesis as approved by administration	Administrative exclusion, suspension, or prerogative
Participation in observance of Veteran's Day	College visits for Freshman & Sophomores	Court appearance (with official documentation from the court)
Participation in District Board of Election membership activities	More than 3 college visits per year for Juniors & Seniors	NJ State Driving Exam (up to 180 minutes, 1 time)
Take your children to work day	Vacations, of less than 10 consecutive school days, that fall outside of district calendar closures****	Extraordinary opportunities*** two weeks advanced approval required from the administration
One civic event per year*****	Doctor appointments, with documentation	School sponsored field trips
	Death of non-immediate family member**	School provided home instruction

* Loss of credit only applies at the high school level (grades 9-12)

** Immediate family is defined as parents (step), siblings (step/half) and grandparents or other immediate family residing in the primary household. Non-immediate family member is defined as an uncle, aunt, or first cousin.

~~***Extraordinary Opportunity Form can be found at:~~

~~Livingston Public Schools REQUEST FOR APPROVAL OF EXTRAORDINARY OPPORTUNITY~~

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****Students who will be on vacation or family trips of ten or more consecutive school days, shall be disenrolled from school. The parents will assume educational responsibility through parental instruction or enrollment of students in school at their destination. All district materials and equipment must be returned at the time of disenrollment. Disenrolled students who return to the District will be required to complete the registration process again.

***** These State-excused absences can only be applied to an event sponsored by a government entity, a community-based organization, or a nonprofit. The civic event is required to incorporate an element of service learning and address a public issue or concern.

3. Tardiness:

Tardy-Absent is defined as more than 10 minutes absent from the class that is verified by a parent or administrator. Without verification from a parent or administrator, the absence will be considered truant.

Unexcused Tardiness is defined as 10 or fewer minutes not present in class.

Excused tardiness is defined as lateness to class accompanied by a pass issued by a building staff member.

In Grades 9-12, three unexcused tardies per class period will constitute one absence toward loss of credit in that class. This will occur each time a student accumulates three tardies in a given class.

In Grade K-8, three unexcused tardies in Grades K-8 will constitute a full-day unexcused absence.

C. Notice to School of a Student's Absence

1. The parent is expected to notify the school directly before the start of the student's school day by either calling the school directly, emailing the attendance officer or utilizing the parent portal in Genesis. However, notice for attendance at a civic event shall be provided in accordance with the procedure set forth in N.J.S.A. 18A:36-33.2.b. and A.3.e.(7)(b) above.

2. The parent of the student who will attend the morning session, but will not attend the afternoon session should call or provide notice to the school office before the start of the afternoon session.

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3. The parent who anticipates a future absence or anticipates that an absence will be prolonged should notify the school office to arrange make-up work.

4. In accordance with N.J.S.A. 18A:36-25.6, if a student is determined to be absent from school without a valid excuse, and if the reason for the student's absence is unknown to school personnel, the Principal or designee shall immediately attempt to contact the student's parent to notify the parent of the absence and determine the reason for the absence.

D. Readmission to School After an Absence.

1. A student returning from an absence of any length of time must provide a written statement to the Principal or designee that is dated and signed by the parent or adult student listing the reason for the absence.

2. A student who has been absent by reason of having or being suspected of having a communicable disease may be required to present to the school nurse written evidence of being free of a communicable disease.

3. The Superintendent of Schools or designee may require a student who has been absent from school due to a suspension or other reason concerning the student's conduct to receive a medical examination by a physician regarding the student's physical and/or mental fitness to return to school.

a. The Superintendent or designee will notify the student's parent of the specific requirements of the medical examination prior to the student's return to school.

E. Instruction

1. Teachers will cooperate in the preparation of home assignments for students after a reasonable period of time, or in accordance with the School's handbook.

2. Students absent for any reason are expected to make up the work missed in a timely manner. Elementary schools will determine a reasonable and consistent amount of time for work to be turned in; secondary schools will outline a timeline for makeup work in the student handbook. The parent or student is responsible for requesting missed assignments and any assistance required. Teachers will provide make-up assignments as necessary.

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3. In general, students will be allowed a reasonable amount of time to make up the work missed. Guidelines will be included in the school handbook at the secondary level.
4. A student who missed a test or an exam shall be offered an opportunity to take the test, exam, or an appropriate alternate test within outlined timeframes.
5. A student who anticipates an absence due to a temporary or chronic health condition may be eligible for home instruction in accordance with Policy 2412 – Home Instruction Due to Health Condition. The parent must request home instruction.

F. Denial of Course Credit

1. A secondary student may be denied course credit when he/she has been absent from ten percent or more of the class sessions, whatever the reason for the absence, except administratively excused absences.
2. An elementary student may be retained at grade level, in accordance with Policy 5410, when he/she has been absent ten percent or more school days, except administratively excused absences.

G. School District Response To Unexcused Absences During the School Year That Count Toward Truancy - N.J.A.C. 6A:16-7.6(a)4.

1. For up to four cumulative unexcused absences that count toward truancy, the Principal or designee shall:
 - a. Make a reasonable attempt to notify the student's parent of each unexcused absence prior to the start of the following school day;
 - b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);
 - c. Identify, in consultation with the student's parents, needed action designed to address patterns of unexcused absences, if any, and to have the child return to school and maintain regular attendance;
 - d. Proceed in accordance with the provisions of N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-11, if a potential missing or abused child situation is detected; and
 - e. Cooperate with law enforcement and other authorities and agencies, as appropriate;

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2. For between five and nine cumulative unexcused absences that count toward truancy, the Principal or designee shall:

a. Make a reasonable attempt to notify the student's parent(s) of each unexcused absence prior to the start of the following school day;

b. Make a reasonable attempt to determine the cause of the unexcused absence, including through contact with the student's parent(s);

c. Evaluate the appropriateness of action taken pursuant to N.J.A.C. 6A:16-7.6(a)4.i.(3) and G.1.c. above;

d. Develop an action plan to establish outcomes based upon the student's patterns of unexcused absences and to specify the interventions for supporting the student's return to school and regular attendance, which may include any or all of the following:

(1) Refer or consult with the building's Intervention and Referral Services Team, pursuant to N.J.A.C. 6A:16-8;

(2) Conduct testing, assessments, or evaluations of the student's academic, behavioral, and health needs;

(3) Consider an alternate educational placement;

(4) Make a referral to or coordinate with a community-based social and health provider agency or other community resource;

(5) Refer to a court or court program pursuant to N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;

(6) Proceed in accordance with N.J.S.A. 9:6-1 et seq. and N.J.A.C. 6A:16-11, if a potential missing or abused child situation is detected; and

(7) Engage the student's family.

e. Cooperate with law enforcement and other authorities and agencies, as appropriate.

3. For cumulative unexcused absences of ten or more that count toward truancy, a student between the ages of six and sixteen is truant, pursuant to N.J.S.A. 18A:38-25, and the Principal or designee shall:

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a. Make a determination regarding the need for a court referral for the truancy, per N.J.A.C. 6A:16-7.6(a)4.iv. and G.4. below;

b. Continue to consult with the parent and the involved agencies to support the student's return to school and regular attendance;

c. Cooperate with law enforcement and other authorities and agencies, as appropriate and;

d. Proceed in accordance with N.J.S.A. 18A:38-28 through 31, Article 3B, Compelling Attendance at School, and other applicable State and Federal statutes, as required; and

4. A court referral may be made as follows:

a. When unexcused absences that count toward truancy are determined by school officials to be violations of the compulsory education law, pursuant to N.J.S.A. 18A:38-25, and the Board's policies, in accordance with N.J.A.C. 6A:16-7.6(a), the parent may be referred to Municipal Court;

(1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Municipal Court or;

b. When there is evidence of a juvenile-family crisis, pursuant to N.J.S.A. 2A:4A-22.g, the student may be referred to Superior Court, Chancery Division, Family Part;

(1) A written report of the actions the school has taken regarding the student's attendance shall be forwarded to the Juvenile-Family Crisis Intervention Unit.

5. For a student with a disability, the attendance plan and its punitive and remedial procedures shall be applied, where applicable, in accordance with the student's Individual Education Program (IEP), pursuant to 20 U.S.C. §§1400 et seq., the Individuals with Disabilities Education Act; the procedural protections set forth in N.J.A.C. 6A:14; accommodation plan under 29 U.S.C. §§794 and 705(20); and individualized healthcare plan and individualized emergency healthcare plan, pursuant to N.J.A.C. 6A:16-2.3(b) 3 xii.

6. All receiving schools pursuant to N.J.A.C. 6A:14-7.1(a), shall act in accordance with N.J.A.C. 6A:16-7.6(a)4.i. and G.1. above for each student with up to four cumulative unexcused absences that count toward truancy.

a. For each student attending a receiving school with five or more cumulative unexcused absences that count toward truancy, the absences shall be reported to the sending school district.

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(1) The sending school district shall proceed in accordance with the Board's policies and procedures pursuant to N.J.A.C. 6A:16-7.6(a) and the provisions of N.J.A.C. 6A:16-7.6(a)4.ii. through iv. and G.2. through G.4. above and N.J.A.C. 6A:16-7.6(b) and G.5. above, as appropriate.

H. Discipline

1. 1. Students may be denied participation in co-curricular activities and/or athletic competition if the Board establishes attendance standards for participation.
2. No student who is absent from school for observance of a religious holiday may be deprived of any award or of eligibility for or opportunity to compete for any award because of the absence.

I. Recording Attendance

1. Teachers must accurately record the students present, tardy, or absent each day in each session or each class. Attendance records must also record students' attendance at out-of-school curricular events such as field trips.
2. A record shall be maintained of each excused absence and each unexcused absence that counts toward truancy as defined in Policy 5200 – Attendance and this Regulation.
3. A student's absence for observance of a religious holiday will not be recorded as such on any transcript or application or employment form.

J. Appeal

1. Students may be subject to appropriate discipline for their school attendance record.
2. A parent of a student or an adult student who has been retained at grade level for excessive absences may appeal that action in accordance with Policy 5410 – Promotion and Retention.
3. A parent of a student or an adult student who has been dropped from a course and/or denied course credit for excessive absences may appeal that action in accordance with the following procedures:

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- a. A written appeal shall be filed with the Principal or designee within five school days of receiving notice of the action. The appeal should state the reasons for each absence, any documentation that may support reducing the number of absences for the purposes of course credit, and reasons why the student should either continue to be enrolled in the course or receive course credit for a class the student completed.
- b. The Principal or designee will respond in writing no later than seven school days after receiving the written appeal.
- c. If the parent or adult student is not satisfied, the parent or adult student may submit a written request to the Principal for consideration by an Attendance Review Committee.
- d. In response to a request for consideration by an Attendance Review Committee, the Principal shall convene an Attendance Review Committee. The Attendance Review Committee shall meet informally to hear the appeal. The student's parent, the student, and teacher(s) may attend the meeting.
- e. The Attendance Review Committee shall decide the appeal and inform the parent and student in writing within seven school days of the meeting.
- f. The parent or adult student may appeal an adverse decision of the Attendance Review Committee to the Superintendent, the Board, and the Commissioner in accordance with Policy 5710 - Student Grievance and N.J.S.A. 18A. An appeal to the Attendance Review Committee shall be considered to have exhausted the first two steps of the grievance procedure outlined in Policy 5710.

K. Attendance Records

1. Attendance records for the school district and each school will be maintained and attendance rates will be calculated as required by the NJDOE. The school district will comply with all attendance requirements and any improvement plans as required by the NJDOE.

Adopted: October 14, 2019

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Revised: September 24, 2024

Revised: November 19, 2024

SPECTATOR CODE OF CONDUCT FOR INTERSCHOLASTIC EVENTS (M)

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The Board of Education promotes a physically and emotionally safe and healthy playing environment at interscholastic events and insists good sportsmanship be exhibited at all times by student athletes, coaches, officials, and spectators at such events.

The New Jersey State Interscholastic Athletic Association (NJSIAA) requires the Board to establish policies and procedures relating to sportsmanship and to identify responsibilities of administrators, coaches, and students to ensure their observance. The NJSIAA requires the Board to adopt a Spectator Code of Conduct Policy for all spectators attending an interscholastic event.

The district's high school(s) is a member school of the NJSIAA. The NJSIAA and the Board require high standards of courtesy, fair play, and sportsmanship be featured at school district and NJSIAA interscholastic events. Unsportsmanlike conduct by a person at an event shall subject the individual to disciplinary action.

For the purpose of this Policy, a "home event" shall mean any event occurring in the school district's buildings or on school grounds.

For the purpose of this Policy, "school grounds" also includes other recreational places owned by local municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of the land.

1. Unsportsmanlike conduct includes, but is not limited to, actions of a fan or spectator who:
 - a. Strikes or physically abuses an official, opposing coach, player, spectator, school staff member, or school security;
 - b. Intentionally incites participants or spectators to violent or abusive action;
 - c. Uses obscene gestures or profane or unduly provocative language or action toward officials, opponents, spectators, school staff members, or school security; or



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- d. Engages in harassing verbal or physical conduct related to race, gender, ethnicity, disability, sexual orientation, or religion at an interscholastic event.
- 2. The Board prohibits unsportsmanlike conduct or actions by a spectator, which include, but are not limited to:
 - a. The use of profanity, threatening comments, or biased language before, during, or after an interscholastic event;
 - b. Verbal harassment of an official or participant (i.e., coaches or players from any participating school) by using names or uniform numbers;
 - c. Entering the field of play before, during, or after an interscholastic event;
 - d. Having a physical altercation with an official, coach, player, school staff, school security, or spectator before, during, or after an interscholastic event;
 - e. The use of artificial noisemakers or other instruments intended to disrupt the interscholastic event or distract the participants during an interscholastic event; or
 - f. Any additional unsportsmanlike conduct or actions determined by the Principal or designee to be unsportsmanlike conduct or action.
 - g. If the unsportsmanlike conduct involves a potential criminal act, the Principal or designee shall immediately contact law enforcement.
- 3. Disciplinary Framework
 - a. If the Principal or designee determines a person's conduct or actions are prohibited by this Policy, the person will be subjected to the following disciplinary actions:



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- (1) Immediate removal from the interscholastic event and school grounds;
 - (2) First Offense (365-day calendar starts)
 - (a) Suspension from attending the next home event for the activity from which the person was immediately removed from school grounds.
 - (3) Second offense occurring within 365-day calendar days of the first offense
 - (a) Suspension from attending the remaining home events for the season from which the person was immediately removed from school grounds.
 - (4) Third offense occurring within 365-day calendar days of the first offense or beyond
 - (a) Suspension from attending the home events for the scholastic year for all remaining home interscholastic events.
 - (5) The Superintendent or designee upon consultation with the Principal or designee may increase the disciplinary actions outlined in this Policy, depending on the severity of the offense.
- b. If it is determined by the Principal or designee that a person exhibited unsportsmanlike conduct at a home interscholastic athletic event, but was not immediately removed from the interscholastic event or from school grounds at the time of the prohibited conduct, the person shall be subject to the disciplinary actions outlined in this Policy.
- c. A person who has been suspended for more than two (2) home interscholastic events within twelve (12) months of the initial conduct that resulted in the person's first suspension from



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attending home interscholastic events may be suspended by the Principal or designee from attending additional home interscholastic events in excess of the suspension provisions in this Policy.

- d. A person suspended by the Principal or designee from attending more than three (3) home interscholastic events for exhibiting conduct or actions that violate this Policy, regardless of the specific event or activity from which the person was suspended, shall be prohibited from attending any other home interscholastic events in the district's schools or on school grounds and shall be required to meet with the Principal or designee prior to being permitted to attend any additional home interscholastic events in the district's schools or on school grounds. The person shall be required to successfully complete an educational component as determined by the Principal or designee before the person is permitted to attend any future home events in school buildings or on school grounds. The educational component will include a program that addresses the unsportsmanlike conduct or actions that caused the person to be suspended from the interscholastic events.
- e. A person who does not comply with the suspension requirements of this Policy or refuses to immediately leave the school building or school grounds for violating the provisions of this Policy may be reported to law enforcement to be removed from the school building or from school grounds.

4. Appeals

- a. A person may appeal the decision of the Principal or designee to the Superintendent of Schools by submitting a written appeal to the Superintendent within three calendar days after receiving notice of the suspension from the event by the Principal or designee. The Superintendent shall make a decision on the written appeal within three business days upon receiving the written appeal. The Superintendent's decision may be appealed to the Board in accordance with the Board appeal provisions in Policy and Regulation 9130 – Public Complaints and Grievances.



SPECTATOR CODE OF CONDUCT FOR INTERSCHOLASTIC EVENTS (M)

This Policy shall be provided to the parent(s) of student-athletes participating in interscholastic programs in the district. The parent(s) shall be required to sign a document acknowledging receipt of this Policy and acknowledging their understanding of the provisions of this Policy. This document shall be provided to the parent(s) during the high school's sports registration process before each season.

This Policy shall be made available to NJSIAA staff upon request. NJSIAA staff may share a copy of this Policy with another member school when appropriate.

A list of unsportsmanlike conduct or actions will be posted at all venues hosting school district events to the extent reasonably possible.

Failure of a member school to enforce the provisions of this Policy may result in discipline by the NJSIAA. In addition to the penalties set forth by NJSIAA, a school that does not enforce its Policy may be prohibited by NJSIAA from hosting an NJSIAA State tournament event.

NJSIAA Spectator Code of Conduct Policy – Revised, May 8, 2024

Adopted:



5530 SUBSTANCE ABUSE

The following procedures are established in implementation of Policy 5530, Substance Abuse.

A. Definitions

1. "Evaluation" means procedures used by a certified or licensed professional to make a positive determination of a pupil's need for programs and services which extend beyond the general school program by virtue of learning, behavior, or health difficulties of the pupil or the pupil's family.
2. "Other drugs" mean substances as defined in N.J.S.A. 18A:40A-9 and substances as defined in N.J.A.C. 6A:16-4.1(a).
3. "Parent" means the natural parent(s), adoptive parent(s), legal guardian(s), resource family parent(s) or surrogate parent(s) of a student. When parents are separated or divorced, "parent" means the person or agency who has legal custody of the student, as well as the natural or adoptive parent(s) of the student, provided such parental rights have not been terminated by a court of appropriate jurisdiction.
4. "Referral for evaluation" means programs and services suggested to a student or the student's family to make a positive determination regarding a student's need for services that extend beyond the general school program.
5. "Referral for treatment" means programs and services suggested to a student or to the student's family to help implement the recommendations resulting from an evaluation, pursuant to N.J.A.C. 6A:16-1.3 and 4.1(c)5 and 6; in response to a positive alcohol or other drug test result, pursuant to N.J.A.C. 6A:16-4.4; or in response to the family's request for assistance with a learning, behavior, or health difficulty, pursuant to N.J.A.C. 6A:16-4.1(c)7 and 8.
6. "Sample" means a non-dilute, non-adulterated sample. A diluted urine screen is a presumptive positive test result. Appropriate disciplinary action will be taken for a positive test result.
7. "School grounds" means and includes land, portions of land, structures, buildings, and vehicles, owned, when used for the provision of academic or extracurricular programs sponsored by the school district or community provider. School grounds also includes school buses, school-sponsored functions, structures that support the buildings, such as school wastewater treatment facilities, generating facilities, and other central facilities including, but not limited to, kitchens and maintenance shops. "School grounds" also include other facilities as defined in N.J.A.C. 6A:26-1.2,



playgrounds, and recreational places owned by municipalities, private entities, or other individuals during those times when the school district has exclusive use of a portion of such land.

8. "Substance" as defined in N.J.S.A. 18A:40A-9 and N.J.A.C. 6A:16-4.1(a) means alcoholic beverages, controlled dangerous substances as defined at N.J.S.A. 24:21-2 and N.J.S.A. 2C:35-2, anabolic steroids, any chemical or chemical compound that releases vapors or fumes causing a condition of intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system, including, but not limited to, glue containing a solvent having the property of releasing toxic vapors or fumes as defined at N.J.S.A. 2C:35-10.4, or over-the counter prescription medications which are improperly used to cause intoxication, inebriation, excitement, stupefaction, or dulling of the brain or nervous system.
9. "Substance abuse", also called "substance use", means the consumption or use of any substance for purposes other than for the treatment of sickness or injury as prescribed or administered by a person duly authorized by law to treat sick and injured human beings.
10. "Under the influence" of substances means that the student is observed in the use of a substance or exhibits physical and/or behavioral characteristics that indicate the immediate use of a substance.

B. Discipline

1. Any violation of Board rules prohibiting the use, possession, and/or distribution of a substance is a serious offense, and the student who violates a substance abuse rule will be disciplined accordingly. Repeated violations are more severe offenses and warrant stricter disciplinary measures. Students who violate the substance abuse rules will be disciplined as follows:

Consequences for the Use or Possession of Drugs/Alcohol

1st offense**

- Notify the Superintendent of Schools
- Notify the Police in accordance with the Memorandum of Agreement
- Four (4) to Ten (10) days out-of-school suspension
- Parent meeting with administration

The Board may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to



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maintain the order and integrity of the school environment, in accordance with N.J.A.C. 6A:16-7.1(d).

2nd offense**

- Notify the Superintendent of Schools
- Notify the Police in accordance with the Memorandum of Agreement
- Long-Term out-of-school suspension
- Parent meeting with administration

The Board may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment, in accordance with N.J.A.C. 6A:16-7.1(d).

3rd offense**

- Notify the Superintendent of Schools
- Notify the Police in accordance with the Memorandum of Agreement
- Parent meeting with administration
- Long-Term Out-of-school suspension pending Superintendent review and/or hearing for expulsion with the Board of Education

The Board may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment, in accordance with N.J.A.C. 6A:16-7.1(d).

Consequences for Distribution of or Intent to Distribute Drugs/Alcohol**

- Notify the Superintendent of Schools
- Notify the Police in accordance with the Memorandum of Agreement
- Parent meeting with administration
- Long-Term Out-of-school suspension pending Superintendent review and/or hearing for expulsion with the Board of Education

The Board may deny participation in extra-curricular activities, school functions, sports, graduation exercises, or other privileges as disciplinary sanctions when designed to maintain the order and integrity of the school environment, in accordance with N.J.A.C. 6A:16-7.1(d).

**Interventions can be higher in cases with aggravating factors. In certain cases, legal action may also be required.



Conditions for Re-Entry for all Offenses

- Mandatory full evaluation from a state approved facility
- ~~Agreement to follow the recommendations of the assessment and evidence towards meeting the treatment goals~~
- Parent meeting (re-entry conference) with administration
- The results of the physical examination and urine screen along with physician determination regarding whether the student is mentally and physically able to return to school. If the urine screen is not available within 24 hours, the students shall be allowed to return to school pending receipt of the report.

0. In accordance with N.J.A.C. 6A:16-4.1(c), the following disciplinary action will be taken in the event the student does not follow through on the recommendations of an evaluation for alcohol or other drug abuse and related behaviors:

- o Student will be suspended from school until they are compliant with recommendations.
- o Division of Child Protection and Permanency will be contacted should the parents refuse to follow the recommendations of the facility.

C. Intervention, Referral for Evaluation, and Referral for Treatment Services

1. The provision of intervention, referral for evaluation, and referral for treatment services for students who are affected by alcohol or other drug use.
 1. The intervention, referral for evaluation, and referral for treatment services shall be provided by an individual who holds the educational services certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners, or by an individual who holds one of the following educational services certificate endorsements: school nurse; school nurse/non-instructional; school psychologist; school counselor; school social worker; or student personnel services and is trained in alcohol and other drug abuse intervention, assessment, referral for evaluation, and referral for treatment skills.
 1. The intervention, referral for evaluation, and referral for treatment services shall include one or more of the following:



1. Provisions for a program of instruction, counseling, and related services provided by the district Board of Education while a student receives medical treatment for a diagnosed alcohol or other drug dependency problem;
2. Referral to a community agency, as defined in N.J.A.C. 6A:16-4.1(b), out-of- State agencies licensed by the appropriate State regulatory agency for alcohol and other drug services, or private practitioners authorized by the appropriate drug and alcohol licensing board;
3. Provisions for support services for students who are in, or returning from, medical treatment for alcohol and other drug dependency; or
4. A special class, course or educational program designed to meet the needs of students with alcohol or other drug use problems.

D. Reporting, Notification, and Examination Procedures

1. Students Suspected of Using Anabolic Steroids – N.J.A.C. 6A:16-4.3(b)

1. Whenever a teaching staff member, certified or non-certified school nurse, or other educational personnel has reason to believe that a student has used or may be using anabolic steroids, the person shall report the matter as soon as possible to the Principal or, in the Principal's absence, to a person designated by the Principal and either the certified or non- certified school nurse, the school physician, or the student assistance coordinator.
1. In response to a report of suspected anabolic steroid use, including instances when a report is made to law enforcement, the Principal or designee shall immediately notify the student's parent and the Superintendent. The Principal or designee shall arrange for an examination of the student by a physician licensed to practice medicine or osteopathy selected by the parent.
 1. If the physician chosen by the parent is not available to perform the examination, the examination shall be conducted by the school physician or other physician identified by the Principal.
 2. The student shall be examined as soon as possible for the purpose of determining whether the student has been using anabolic steroids.



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1. A positive test will be subject to the use consequences as defined above. Results will be considered positive when a negative urine drug screen indicating an atypical specimen resulting from water dilution or other tampering is received from the laboratory.
1. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to have used or to be using anabolic steroids.
 3. The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of anabolic steroids or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities involving anabolic steroids.
1. The examining physician shall provide to the parent, Principal, and Superintendent a written report of the examination.
1. If it is determined the student has used anabolic steroids, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following educational services certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained to assess alcohol and other drug abuse shall interview the student and others, as necessary, for the purpose of determining the extent of the student's involvement with and use of anabolic steroids and the possible need for referral for treatment.
 4. To make this determination, the school staff member(s) identified above may conduct a reasonable investigation, which may include interviews with the student's teachers and parents and consultation with experts in student alcohol or other drug abuse.
1. If results of a referral for evaluation positively determine the student's involvement with and use of anabolic steroids represents a danger to the student's health and well-being, the school staff member(s) identified in D.1.e. above who is trained to assess alcohol and other drug abuse shall initiate a referral for treatment to appropriate community agencies as defined in N.J.A.C. 6A:16-4.1(b), to out-of-State agencies licensed by the appropriate



State regulatory agency for alcohol and other drug services, or to private practitioners certified by the appropriate drug and alcohol licensing board.

2. Students Suspected of Being Under the Influence of Alcohol or Other Drugs Other Than Anabolic Steroids – N.J.A.C. 6A:16-4.3(a)

1. Any educational staff member or other professional to whom it appears that a student may be currently under the influence of alcohol or other drugs on school grounds shall report the matter as soon as possible to the Principal or, in their absence, to their designee and either the certified school nurse, non-certified school nurse, school physician, or student assistance coordinator, pursuant to N.J.S.A. 18A:40A-12.

1. In instances where the Principal and either the certified school nurse, non-certified school nurse, school physician or the student assistance coordinator are not in attendance, the staff member responsible for the school function shall be immediately notified.

2. When a student is found to be under the influence, it will be reported in accordance with State mandates.

1. In response to every report by an educational staff member or other professional of suspected student alcohol or other drug use, including instances when a report is made to law enforcement, the Principal or designee shall:

3. Immediately notify the student's parent and the Superintendent or designee;

4. Arrange for an immediate medical examination of the student for the purposes of providing appropriate health care and for determining whether the student is under the influence of alcohol or other drugs, other than anabolic steroids. The exam must take place within two hours of initial contact with the parent; and

1. A positive test will be subject to the use consequences as defined above. Results will be considered positive when a negative urine drug screen indicating an atypical specimen resulting from water dilution or other tampering is received from the laboratory.

5. Any substance screening conducted by the school nurse and/or other staff is not a substitute for the required medical examination required in N.J.S.A. 18A:40A-12.



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1. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to be under the influence of alcohol or other drugs.
 6. The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of a controlled dangerous substance or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities regarding controlled dangerous substances.
1. The medical examination shall be performed by a physician licensed to practice medicine or osteopathy who is selected by the parent.
 7. The parent will be provided, in writing, the minimum requirements for the immediate medical examination and the screening, which will include, but not be limited to, the substances to be tested by the physician, the cut-off levels of each substance to be tested, the time period the immediate medical examination must be conducted, and any other requirements of the examination.
 8. The examination shall be at the expense of the parent and not the district Board of Education.
1. If the physician chosen by the parent is not immediately available or should the parent follow the District's recommendation, the medical examination shall be conducted by the Board approved facility or hospital.
 9. If the school physician is not available, the student shall be accompanied by a member of the school staff designated by the Principal to the Board approved facility or emergency room of the nearest hospital for examination.
 10. The student's parent, if available, shall accompany the student in place of school personnel.
 11. When the medical examination is conducted by the Board Approved Facility or emergency room of the nearest hospital, the examination shall be at the expense of the Board of Education.
1. The Board of Education will have a plan in place for the appropriate supervision of the student:
 12. While waiting for a parent to take the student to the physician selected by the parent, or while the student is waiting for and receiving the medical examination by the



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- school physician or the physician in an emergency room;
and
13. Provisions will be made for the appropriate care of the student while awaiting the results of the medical examination.
 1. A written report of the medical examination of the student shall be furnished to the student's parent(s), the Principal, and the Superintendent of Schools by the examining physician within twenty-four hours of the referral of the student for suspected alcohol or other drug use.
 14. The school district, in cooperation with the school physician or medical professionals licensed to practice medicine or osteopathy, shall establish minimum requirements for the medical report. The minimum requirements for the examination will be periodically reviewed and updated as needed.
 15. The report's findings shall verify whether the student's alcohol or other drug use interferes with their physical and mental ability to perform in school.
 1. When the medical examination is performed by a physician other than the school physician, the Board approved facility, or at the emergency room of the nearest hospital, the school district will require the parent to verify within twenty-four hours of the notification that the student is suspected of alcohol or other drug use that a medical examination was performed in compliance with this Policy.
 16. The verification shall include, at a minimum, the signature, printed name, address, and phone number of the examining physician, the date and time of the medical examination, and the date by which the report required in this Policy will be provided. If the physician does not use the District's form for the examination, the report must indicate whether or not the student is cleared to return to school.
 17. Refusal or failure by a parent to comply with this requirement shall be treated as a policy violation and handled in accordance with N.J.A.C. 6A:16-4.3(d) and will result in consequences as indicated.
 1. If the written report of the screening results are not submitted to the parent, Principal, and Superintendent within twenty-four hours of the referral of the student for suspected alcohol or other drug



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use, the student shall be allowed to return to school until such time as a positive determination of alcohol or other drug use is received from the examining physician, unless the student was also removed for violating the Code of Student Conduct.

1. If the written report of the medical examination verifies that alcohol or other drugs do not interfere with the student's physical and mental ability to perform in school, the student will be immediately returned to school.
1. If there is a positive determination from the medical examination, indicating the student's alcohol or other drug use interferes with their physical or mental ability to perform in school:
 18. The student will be returned as soon as possible to the care of the parent;
 19. Attendance at school shall not resume until a written report has been submitted to the parent, the Principal, and Superintendent from a physician licensed to practice medicine or osteopathy who has examined the student to determine whether alcohol or other drug use interferes with their physical or mental ability to perform in school.
 1. The report shall verify that the student's alcohol or other drug use no longer interferes with the student's physical and mental ability to perform in school.
 20. Removal of a student with a disability shall be made in accordance with N.J.A.C. 6A:14.
1. While the student is home because of the medical examination or after the student returns to school, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following Educational Services Certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained to assess alcohol and other drug abuse shall:
 21. Conduct an alcohol and other drug assessment of the student and a reasonable investigation of the situation, which may include interviews with the student's teachers and parents and consultation with experts in student alcohol or other drug abuse, for the purpose of making a preliminary determination of the student's need for



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educational programs, support services, or treatment that extend beyond the general school program by virtue of the student's use of alcohol or other drugs.

1. The findings of the assessment alone shall not prevent a student from attending school; and
1. Cooperate with community agencies as defined in N.J.A.C. 6A:16-4.1(b) and juvenile justice officials in providing evaluation, referral, and continuity of care for alcohol or other drug abuse treatment.
1. While the student is at home because of the medical examination or after their return to school, the Principal or Superintendent may recommend or require alcohol and other drug assessment of the student or evaluation by appropriately certified or licensed professionals to make a positive determination of the student's need for programs and services that extend beyond the general school program, as necessary.
22. The findings of these additional evaluations alone shall not be used to prevent a student from attending school.
1. If at any time it is determined that the student's use of alcohol or other drugs presents a danger to the student's health and well-being, an individual who holds the Educational Services Certificate with the student assistance coordinator endorsement issued by the New Jersey State Board of Examiners or an individual who holds one of the following Educational Services Certificate endorsements: school nurse, school nurse/non-instructional, school psychologist, school counselor, school social worker, or student personnel services and is trained in alcohol and other drug abuse treatment referral shall initiate a referral for alcohol or other drug abuse treatment.

D. Handling of Alcohol or Other Drugs

3. A student's person, effects, or school storage places may be searched for substances in accordance with Board Policy and applicable laws regarding searches in schools.
4. A school employee who seizes or discovers a substance, or an item believed to be a substance or drug paraphernalia, shall immediately notify and turn it over to the Principal or designee.
 1. The Principal or designee shall immediately notify the Superintendent or designee who in turn shall notify the County Prosecutor or other law enforcement official designated by the County Prosecutor to receive such information.



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1. In accordance with the provisions of N.J.A.C. 6A:16-6.4(a), the school employee, Principal or designee shall safeguard the alcohol, other drug, or paraphernalia against further destruction and shall secure the alcohol, other drug, or paraphernalia until it can be turned over to the County Prosecutor or designee.
1. The Principal or designee shall provide to the County Prosecutor or designee all information concerning the manner in which the alcohol, other drug, or paraphernalia was discovered or seized, including:
 1. The identity of all persons who had custody of the substance or paraphernalia following its discovery or seizure; and
 2. The identity of the student believed to have been in possession of the substance or paraphernalia.

D. Reporting Students to Law Enforcement Agencies

5. Subject to N.J.A.C. 6A:16-6.5, any staff member who, in the course of their employment, has reason to believe that a student has unlawfully possessed or in any way been involved in the distribution of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia shall report the matter as soon as possible to the Principal or, in the absence of the Principal, to the staff member responsible at the time of the alleged violation.
6. The Principal or their designee shall notify the Superintendent and the law enforcement official designated by the County Prosecutor to receive such information.
7. The Superintendent or designee shall provide to the law enforcement official all known information concerning the matter, including the identity of the student involved.
8. The Superintendent or designee; however, shall not disclose the identity of a student who has voluntarily sought and participated in an appropriate treatment or counseling program for an alcohol or other drug abuse problem, provided the student is not reasonably believed to be involved or implicated in drug-distribution activities.
9. For the purpose of N.J.A.C. 6A:16-6.3, an admission by a student in response to questioning initiated by the Principal or teaching staff member, or following the discovery by the Principal or teaching staff member of a controlled dangerous substance, including anabolic steroids, or drug paraphernalia, shall not constitute a voluntary, self-initiated request for counseling and treatment.



10. The Superintendent or designee may disclose to law enforcement authorities the identity of a student suspected to be under the influence of alcohol and/or controlled dangerous substances, pursuant to N.J.A.C. 6A:16-4.3(a), or a student suspected to have used or who may be using anabolic steroids, pursuant to N.J.A.C. 6A:16-4.3(b), and who is referred for a medical examination, pursuant to N.J.A.C. 6A:16-4.3(a) or (b), as appropriate, for the purposes of providing appropriate health care for the student and for determining whether the student is under the influence of alcohol or other drugs or has been using anabolic steroids. The Superintendent or designee shall disclose to law enforcement authorities the identity of a student reasonably believed to be in possession of a controlled dangerous substance or related paraphernalia or a student reasonably believed to be involved or implicated in distribution activities regarding controlled dangerous substances.

D. Parent Training Program/Outreach Programs

11. A substance abuse training program will be offered to the parents of students enrolled in the district. The program will be offered at times and places convenient to parents and on school premises or in other suitable facilities.

12. The program shall, at a minimum, provide:

1. A thorough and comprehensive review of the substance abuse instruction curriculum to be taught to the children of the parents during the school year, with recommendations as to the ways in which the parent may enhance, reinforce, and supplement that program;

1. Information on the pharmacology, physiology, psychosocial, and legal aspects of substance abuse;

1. Instruction to assist the parent in the identification of the symptoms and behavioral patterns that might indicate a child may be involved in substance abuse;

1. Information on the State, local, and community organizations which are available for the prevention, early intervention, treatment, and rehabilitation of individuals who show symptoms of substance abuse; and

1. A review of the Board Policy and Regulation on substance abuse with attention to the role of parents.

13. The Board will establish an outreach program to provide substance abuse education for the parents of students in the district. In establishing the program, the Board shall consult with such local organizations and agencies as are recommended by the Commissioner. The Board shall



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insure the program is offered at times and places convenient to the parents of the district on school premises, or at other suitable facilities.

1. In addition to the substance abuse education program required pursuant to N.J.S.A. 18A:40A-17, the Board shall provide assistance to parents who believe that their child may be involved in substance abuse.

D. Records and Confidentiality of Records

14. Notations concerning a student's involvement with substances may be entered on their records, subject to N.J.A.C. 6A:32-7.1 et seq. and Policy 8330.
15. Information concerning a student's involvement in a school intervention or treatment program for alcohol or other drug abuse shall be kept strictly confidential according to 42 CFR Part 2, N.J.S.A. 18A:40A-7.1 and 7.2, and N.J.A.C. 6A:16-3.2.
16. If a student involved in a school-based drug and alcohol counseling program provides information during the course of a counseling session which indicates the student's parent or other person residing in the student's household is dependent upon or illegally using substances pursuant to N.J.S.A. 18A:40A-7.1 and 7.2, that information shall be kept confidential and may be disclosed only under the circumstances expressly authorized as follows:
 1. Subject to the student's written consent, to another person or entity whom the student specifies in writing in the case of a secondary student, or to a member of the student's immediate family or the appropriate school personnel in the case of an elementary student;
 1. Pursuant to a court order;
 1. To a person engaged in a bona fide research purpose; except that no names or other information identifying the student or the person with respect to whose substance abuse the information was provided, shall be made available to the researcher; or
 1. To the Division of Child Protection and Permanency (DCP&P) or to a law enforcement agency, if the information would cause a person to reasonably suspect that the student or another child may be an abused or neglected child in accordance with statute or administrative code.

Any disclosure made pursuant to H.3.a. and b. above shall be limited to that information which is necessary to carry out the purpose of the disclosure, and the person or entity to whom the information is disclosed shall be prohibited from making any further disclosure of that information without the student's written consent. The disclosure must be



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accompanied by a written statement from the Superintendent or designee advising the recipient that the information is being disclosed from the records the confidentiality of which is protected by N.J.S.A. 18A:40A-7.1 et seq. and that this law prohibits any further disclosure of this information without the written consent of the person from whom the information originated.

Nothing in this Policy or Regulation prevents the DCP&P or a law enforcement agency from using or disclosing the information in the course of conducting an investigation or prosecution. Nothing in this Policy or Regulation shall be construed as authorizing the violation of any Federal law.

The prohibition on the disclosure of information provided by a student shall apply whether the person to whom the information was provided believes that the person seeking the information already has it, has other means of obtaining it, is a law enforcement or other public official, has obtained a subpoena, or asserts any other justification for the disclosure of this information.

A person who discloses or willfully permits the disclosure of information provided by a student in violation of this Policy is subject to fines in accordance with N.J.S.A. 18A:40A-7.2.

Each incident of substance abuse shall be reported to the Commissioner on the Student Safety Data System (SSDS).

0. Each incident of substance abuse shall be reported to the Commissioner on the Student Safety Data System (SSDS).

Adopted: June 3, 2019

Revised: July 11, 2023

Revised: March 18, 2025

