

2017-2018 CERTIFICATED STAFF APPOINTMENTS

ATTACHMENT I

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Abromavage	Barbara	Center Grove	Physical Education	79,630.00	400.00	80,030.00
Akopjan	Ruzanna	Center Grove	Music Comprehensive	76,370.00	200.00	76,570.00
Armstrong	Tiffani	Center Grove	Resource Program Pull-out Support	63,590.00	0.00	63,590.00
Barrett	Lisa	Center Grove	Elementary School Teacher K-5	70,470.00	400.00	70,870.00
Caruso	Marissa	Center Grove	Elementary School Teacher K-5	63,590.00	0.00	63,590.00
Consales	Linda	Center Grove	Learning Disabilities Teacher Consultant	74,980.00	0.00	74,980.00
Contuzzi	F. Michael	Center Grove	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Darbig	Beata	Center Grove	Elementary School Teacher K-5	67,840.00	200.00	68,040.00
Dawson	Dana Lynn	Center Grove	Elementary School Teacher K-5	76,370.00	400.00	76,770.00
DeLuca	Patricia	Center Grove	Spech Correction/Language Specialist	65,040.00	0.00	65,040.00
DePugh	Jessica	Center Grove	Elementary School Teacher K-5	53,240.00	0.00	53,240.00
Due	Karen	Center Grove	Elementary School Teacher K-5	73,300.00	400.00	73,700.00
Dungan	Brittany	Center Grove	Elementary School Teacher K-5	55,240.00	0.00	55,240.00
Fritch	Donald	Center Grove	Physical Education	85,100.00	500.00	85,600.00
Grott	Christina	Center Grove	Elementary School Teacher K-5	65,220.00	0.00	65,220.00
Hackett	Caroline	Center Grove	Music Comprehensive	70,470.00	400.00	70,870.00
Hade	Dana	Center Grove	Elementary School Teacher K-5	77,210.00	200.00	77,410.00
Hicok	Alissa	Center Grove	Resource Program In-class	77,210.00	100.00	77,310.00
Holmes	Alise	Center Grove	Resource Program Pull-out Support	63,590.00	0.00	63,590.00
Kastner	Shannon	Center Grove	Occupation Therapist	71,310.00	100.00	71,410.00
Keenan	Maria	Center Grove	Elementary School Teacher K-5	79,640.00	400.00	80,040.00
Konikowski	Leah	Center Grove	Elementary School Teacher K-5	70,470.00	400.00	70,870.00
Lambariello	Claire	Center Grove	Resource Program Pull-out Support	76,370.00	400.00	76,770.00
Leone	Jeannine	Center Grove	Resource Program Pull-out Support	65,410.00	200.00	65,610.00
Lopez	Mary	Center Grove	School Nurse	95,427.00	200.00	95,627.00
Madlinger	Allison	Center Grove	Resource Program In-class	53,240.00	0.00	53,240.00
Marucci	Donna	Center Grove	Elementary School Teacher K-5	88,210.00	400.00	88,610.00
McClellan	Jami	Center Grove	Resource Program In-class	82,270.00	400.00	82,670.00
Miller	Kristen	Center Grove	Elementary School Teacher K-5	85,100.00	500.00	85,600.00
Mott	Kelsey	Center Grove	Resource Program In-class	60,140.00	0.00	60,140.00
Nields	Lori	Center Grove	Elementary School Teacher K-5	85,100.00	400.00	85,500.00
Ogoff	Helen	Center Grove	Occupation Therapist	81,567.00	100.00	81,667.00
Richman	Cosette	Center Grove	School Psychologist	67,040.00	0.00	67,040.00
Rodimer	Lisa	Center Grove	Resource Program Pull-out Support	57,690.00	0.00	57,690.00
Romano	Jennifer	Center Grove	School Librarian, Media Specialist	85,100.00	100.00	85,200.00
Rome	Michelle	Center Grove	Elementary School Teacher K-5	63,590.00	0.00	63,590.00
Rossmann	Erica	Center Grove	Elementary School Teacher K-5	62,160.00	0.00	62,160.00
Schwarz	Amy	Center Grove	Elementary School Teacher K-5	65,410.00	200.00	65,610.00
Silva	Stephanie	Center Grove	Resource Program In-class	71,120.00	100.00	71,220.00
Stork	Kimberly	Center Grove	Resource Program In-class	67,040.00	0.00	67,040.00
Sturdevant	Dee Ann	Center Grove	Elementary School Teacher K-5	76,370.00	400.00	76,770.00
Tromba	Danielle	Center Grove	Elementary School Teacher K-5	55,240.00	0.00	55,240.00
Turner	Wanda	Center Grove	Elementary School Teacher K-5	79,630.00	400.00	80,030.00
Underwood-Pedrick	Cheryl	Center Grove	Resource Program In-class	73,300.00	200.00	73,500.00
Vanderhoof	Frances	Center Grove	Elementary School Teacher K-5	82,270.00	400.00	82,670.00
Waldron	Marie	Center Grove	Reading Development/Remedial Elementary	94,700.00	400.00	95,100.00
Anacker	Kelly	Fernbrook	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Atelek	Kristin	Fernbrook	School Social Worker	66,040.00	0.00	66,040.00
Balaban	Jessica	Fernbrook	Elementary School Teacher K-5	65,220.00	0.00	65,220.00
Bieganousky	Carolyn	Fernbrook	Resource Program In-class	61,140.00	0.00	61,140.00
Buonocore	Lauren	Fernbrook	Reading Development/Remedial Elementary	95,427.00	0.00	95,427.00
Cadmus	Alicia	Fernbrook	Music Comprehensive	60,140.00	0.00	60,140.00
Calabro	Nicole	Fernbrook	Resource Program Pull-out Support	67,050.00	100.00	67,150.00
Cannici	Nicole	Fernbrook	Elementary School Teacher K-5	57,690.00	0.00	57,690.00
Carpluk	Clare	Fernbrook	Elementary School Teacher K-5	76,370.00	200.00	76,570.00
Chiesa	Kimberly	Fernbrook	Music Instrumental	59,320.00	100.00	59,420.00
Chmielinski	Karen	Fernbrook	Elementary School Teacher K-5	65,220.00	100.00	65,320.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Chuplis	Caitlin	Fernbrook	Elementary Kindergraten-8 Grade	61,140.00	0.00	61,140.00
Cohen	Margaret	Fernbrook	Elementary School Teacher K-5	67,840.00	200.00	68,040.00
Colletta	Jennifer	Fernbrook	Resource Program Pull-out Support	79,630.00	200.00	79,830.00
Connolly	Amanda	Fernbrook	Resource Program In-class	77,210.00	200.00	77,410.00
Cruz	Yacqueline	Fernbrook	English As A 2nd Language	61,140.00	0.00	61,140.00
Data	Sheri	Fernbrook	Physical Education	71,120.00	100.00	71,220.00
DeCoster	Nina	Fernbrook	Elementary School Teacher K-5	63,180.00	100.00	63,280.00
Douglas-Baker	Eileen	Fernbrook	Elementary School Teacher K-5	67,840.00	400.00	68,240.00
Giordano	Olivia	Fernbrook	Elementary School Teacher K-5	63,180.00	100.00	63,280.00
Goldsworthy	Sean	Fernbrook	Health & Physical Education	59,320.00	100.00	59,420.00
Green	Christine	Fernbrook	Resource Program In-class	76,370.00	200.00	76,570.00
Hazen	Amanda	Fernbrook	Resource Program In-class	29,570.00	0.00	29,570.00
Hessels	Debra	Fernbrook	School Counselor	76,370.00	100.00	76,470.00
Janulis	Jenise	Fernbrook	Elementary School Teacher K-5	74,980.00	200.00	75,180.00
Kerr	Christopher	Fernbrook	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Kurlak	Russell	Fernbrook	Elementary School Teacher K-5	65,220.00	100.00	65,320.00
Mariani	Jennifer	Fernbrook	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Mc Hugh-Frio	Maureen	Fernbrook	Elementary School Teacher K-5	76,370.00	100.00	76,470.00
Melody	Dawn	Fernbrook	Elementary School Teacher K-5	63,180.00	100.00	63,280.00
Menoni	Tracy	Fernbrook	Elementary School Teacher K-5	76,370.00	200.00	76,570.00
Miller	Danielle	Fernbrook	Elementary School Teacher K-5	82,270.00	200.00	82,470.00
Miller	David	Fernbrook	Music Instrumental	65,220.00	100.00	65,320.00
Minarick	Carol	Fernbrook	School Nurse	81,567.00	100.00	81,667.00
Misiunas	Kirsten	Fernbrook	Elementary School Teacher K-5	77,210.00	200.00	77,410.00
Moore	Taylor	Fernbrook	Elementary School Teacher K-5	55,240.00	0.00	55,240.00
Musacchio	Dominique	Fernbrook	Elementary School Teacher K-5	61,140.00	0.00	61,140.00
Neal	Renee	Fernbrook	Resource Program Pull-out Support	57,690.00	0.00	57,690.00
O'Neill	Sara Jane	Fernbrook	Art	59,320.00	0.00	59,320.00
Rimarenko	Lisa	Fernbrook	Resource Program Pull-out Support	63,590.00	100.00	63,690.00
Robinson	Jasmin	Fernbrook	Resource Program Pull-out Support	65,220.00	100.00	65,320.00
Salazar	Yadira	Fernbrook	Elementary School Teacher K-5	71,310.00	100.00	71,410.00
Savvides	Michele	Fernbrook	School Librarian, Media Specialist	77,210.00	100.00	77,310.00
Scott	Cynthia	Fernbrook	Elementary School Teacher K-5	79,640.00	200.00	79,840.00
Serna	Viviana	Fernbrook	Elementary School Teacher K-5	76,370.00	200.00	76,570.00
Slinger	April	Fernbrook	Resource Program In-class	63,590.00	0.00	63,590.00
Steinert	Jennifer	Fernbrook	Elementary Kindergraten-8 Grade	54,240.00	0.00	54,240.00
Varum	Marisa	Fernbrook	Elementary School Teacher K-5	71,310.00	200.00	71,510.00
Weigand-Rivera	Elizabeth	Fernbrook	Spech Correction/Language Specialist	88,367.00	500.00	88,867.00
Winkelstein	Elissa	Fernbrook	School Psychologist	77,210.00	200.00	77,410.00
Ziegelstein	Molly	Fernbrook	Elementary Kindergraten-8 Grade	55,240.00	0.00	55,240.00
Acquaviva	Danielle	Ironia	Elementary School Teacher K-5	82,630.00	600.00	83,230.00
Baruch	Amy	Ironia	Resource Program Pull-out Support	85,100.00	200.00	85,300.00
Binns	Cyril	Ironia	Resource Program In-class	57,690.00	0.00	57,690.00
Bourke	Patricia	Ironia	Elementary School Teacher K-5	82,630.00	400.00	83,030.00
Brodsky	Selina	Ironia	Elementary School Teacher K-5	73,740.00	400.00	74,140.00
Cervona	Peter	Ironia	Elementary School Teacher K-5	70,470.00	400.00	70,870.00
Cirella	Joan	Ironia	Elementary School Teacher K-5	79,630.00	500.00	80,130.00
Daly	Mary	Ironia	Elementary School Teacher K-5	70,470.00	200.00	70,670.00
De Peri	Jennifer	Ironia	Elementary School Teacher K-5	79,640.00	100.00	79,740.00
Delaney	Deborah	Ironia	Elementary School Teacher K-5	81,567.00	500.00	82,067.00
Delre	Maura	Ironia	School Nurse	82,630.00	400.00	83,030.00
Feeney	Cynthia	Ironia	Music Comprehensive	76,370.00	100.00	76,470.00
Feliciano	Melissa	Ironia	Elementary School Teacher K-5	67,050.00	100.00	67,150.00
Finn	Susan	Ironia	Physical Education	81,567.00	600.00	82,167.00
Florio	Stephanie	Ironia	Resource Program In-class	60,140.00	0.00	60,140.00
Gabrielson	Sarah	Ironia	Learning Disabilities Teacher Consultant	88,367.00	0.00	88,367.00
Gontarski	Barbara	Ironia	Teacher/Behaviorist Specialist	79,630.00	100.00	79,730.00
Grunau	Brett	Ironia	Resource Program In-class	61,140.00	0.00	61,140.00
Hand	Michael	Ironia	Elementary School Teacher K-5	85,100.00	400.00	85,500.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Hunkle	Kristen	Ironia	School Social Worker	77,210.00	200.00	77,410.00
Kennedy	Michael	Ironia	Elementary School Teacher K-5	95,427.00	600.00	96,027.00
Lory	Rebecca	Ironia	Resource Program In-class	63,590.00	0.00	63,590.00
McColligan	Allison	Ironia	Resource Program In-class	57,690.00	0.00	57,690.00
Munzial Andrews	Linda	Ironia	Elementary School Teacher K-5	79,640.00	200.00	79,840.00
Murphy	Catherine	Ironia	Elementary School Teacher K-5	82,630.00	500.00	83,130.00
Naclerio	Erik	Ironia	Health & Physical Education	57,690.00	0.00	57,690.00
O'Rourke	Danielle	Ironia	Resource Program In-class	79,640.00	200.00	79,840.00
Pace	Irma	Ironia	Elementary School Teacher K-5	67,050.00	100.00	67,150.00
Perini	Susan	Ironia	Spech Correction/Language Specialist	95,427.00	400.00	95,827.00
Pizzi	Kerri	Ironia	Resource Program In-class	63,590.00	0.00	63,590.00
Quigley	Carolyn	Ironia	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Randazzo	Marissa	Ironia	School Psychologist	79,640.00	100.00	79,740.00
Rubin	Amy	Ironia	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Scott	Alma	Ironia	Elementary School Teacher K-5	79,630.00	500.00	80,130.00
Scott	Joanna	Ironia	Elementary School Teacher K-5	60,140.00	0.00	60,140.00
Sgalia-Friedland	Janice	Ironia	Elementary School Teacher K-5	88,210.00	400.00	88,610.00
Shirkey	Jill	Ironia	Reading Development/Remedial Elementary	66,275.00	400.00	66,675.00
Smallwood	Mary Anne	Ironia	Elementary School Teacher K-5	88,210.00	400.00	88,610.00
Tyroler	Perry	Ironia	Art	88,367.00	500.00	88,867.00
Zecker	Kelly	Ironia	Elementary School Teacher K-5	82,270.00	400.00	82,670.00
Abrusci	Kelly Ann	Shongum	Physical Education	76,370.00	400.00	76,770.00
Binazeski	Kathleen	Shongum	Elementary School Teacher K-5	60,140.00	0.00	60,140.00
Birmingham	Eileen	Shongum	Resource Program Pull-out Support	88,367.00	400.00	88,767.00
Bocchino	Joseph	Shongum	Elementary School Teacher K-5	72,950.00	100.00	73,050.00
Bonura	Celeste	Shongum	School Psychologist	71,120.00	100.00	71,220.00
Boucher	Maura	Shongum	Art	88,367.00	100.00	88,467.00
Carney	Elizabeth	Shongum	Music Comprehensive	71,310.00	200.00	71,510.00
Cervona	Carey	Shongum	Elementary School Teacher K-5	73,300.00	400.00	73,700.00
Cirelli	Beverly	Shongum	Elementary School Teacher K-5	85,100.00	400.00	85,500.00
Compel	Antoinette	Shongum	Resource Program In-class	76,370.00	100.00	76,470.00
Contreras	Ruth	Shongum	Elementary School Teacher K-5	82,630.00	500.00	83,130.00
Delanoy	Maureen	Shongum	School Nurse	95,427.00	400.00	95,827.00
Ernstes	Natalie	Shongum	Music Comprehensive	95,427.00	400.00	95,827.00
Fromme	Lyn	Shongum	Elementary School Teacher K-5	85,100.00	500.00	85,600.00
Geiger	Regina	Shongum	Elementary School Teacher K-5	61,140.00	0.00	61,140.00
Giousios	Christine	Shongum	Elementary School Teacher K-5	95,427.00	400.00	95,827.00
Giuliana	Keri	Shongum	Elementary School Teacher K-5	63,590.00	0.00	63,590.00
Gregory	Ashley	Shongum	Resource Program Pull-out Support	63,590.00	0.00	63,590.00
Grunert	Patricia	Shongum	Elementary School Teacher K-5	79,640.00	400.00	80,040.00
Hoehn	Dona	Shongum	Spech Correction/Language Specialist	79,640.00	200.00	79,840.00
Holmes	Lisa	Shongum	Elementary School Teacher K-5	69,080.00	200.00	69,280.00
Kessler	Susanne	Shongum	Elementary School Teacher K-5	63,180.00	100.00	63,280.00
Kesten	Joanne	Shongum	Resource Program In-class	85,100.00	500.00	85,600.00
Kruse Marcus	Lisa	Shongum	Elementary School Teacher K-5	65,410.00	200.00	65,610.00
Leach	Jennifer	Shongum	Resource Program In-class	79,640.00	100.00	79,740.00
Lutschewitz	Karl	Shongum	School Librarian, Media Specialist	95,427.00	400.00	95,827.00
McCann	Samantha	Shongum	Elementary School Teacher K-5	82,270.00	400.00	82,670.00
Miessler	Susan	Shongum	Elementary School Teacher K-5	79,640.00	400.00	80,040.00
Moschella	Liane	Shongum	Elementary School Teacher K-5	82,270.00	400.00	82,670.00
Murphy	Meghan	Shongum	Resource Program Pull-out Support	35,655.00	400.00	36,055.00
Murray	Sarah Jane	Shongum	Elementary School Teacher K-5	79,640.00	200.00	79,840.00
Nimmo	Karen	Shongum	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
North	Dudley	Shongum	Elementary School Teacher K-5	88,210.00	400.00	88,610.00
Olver	Caitlin	Shongum	Occupation Therapist	65,220.00	100.00	65,320.00
Pandorf	Laurie	Shongum	Teacher Coach	79,640.00	200.00	79,840.00
Patrick	Michael	Shongum	Physical Education	67,840.00	200.00	68,040.00
Scillia	Erin	Shongum	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Smagula	Sandra	Shongum	Resource Program In-class	57,690.00	0.00	57,690.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Sobel	Bobbie	Shongum	Elementary School Teacher K-5	88,210.00	400.00	88,610.00
Stella	Janet	Shongum	Elementary School Teacher K-5	95,427.00	600.00	96,027.00
Todd	Jeffrey	Shongum	Elementary School Teacher K-5	73,740.00	200.00	73,940.00
Velez	Jessica	Shongum	Elementary School Teacher K-5	61,150.00	100.00	61,250.00
Wozniak	Karen	Shongum	Resource Program Pull-out Support	88,367.00	400.00	88,767.00
Alvarado	Theresa	Randolph Ms	Art	61,150.00	100.00	61,250.00
Ashley	Maraline	Randolph Ms	Science Grades 5 -8	79,640.00	100.00	79,740.00
Austin	Andrea	Randolph Ms	Resource Program Pull-out Support	71,310.00	200.00	71,510.00
Belli	Diane	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	63,590.00	0.00	63,590.00
Benson	Jennifer	Randolph Ms	Resource Program Pull-out Support	82,270.00	200.00	82,470.00
Bost	Kristine	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	82,270.00	200.00	82,470.00
Bowden	Mariajose	Randolph Ms	Resource Program Pull-out Support	79,640.00	100.00	79,740.00
Brady	Gary	Randolph Ms	Social Studies Grades 5 -8	62,160.00	0.00	62,160.00
Burlas	Jacob	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	54,240.00	0.00	54,240.00
Cafaro	Karen	Randolph Ms	Resource Program Pull-out Support	79,640.00	100.00	79,740.00
Calafiore	Joseph	Randolph Ms	Social Studies Grades 5 -8	55,240.00	0.00	55,240.00
Carew	Patricia	Randolph Ms	Art	63,180.00	100.00	63,280.00
Carlucci	Maryella	Randolph Ms	Social Studies Grades 5 -8	95,427.00	400.00	95,827.00
Chang	Wen Chiao	Randolph Ms	Science Grades 5 -8	67,050.00	100.00	67,150.00
Chernow	Robert	Randolph Ms	Science Grades 5 -8	95,427.00	200.00	95,627.00
Clemente	Rosario	Randolph Ms	Social Studies Grades 5 -8	79,640.00	400.00	80,040.00
Conger	Noelle	Randolph Ms	Resource Program In-class	54,240.00	0.00	54,240.00
Contuzzi	Kerianne	Randolph Ms	Resource Program Pull-out Support	85,100.00	400.00	85,500.00
Corbo	Stephanie	Randolph Ms	Resource Program In-class	57,690.00	0.00	57,690.00
Costello	Kari	Randolph Ms	School Social Worker	67,040.00	0.00	67,040.00
Cross	Linda Rebyak	Randolph Ms	Physical Education	82,270.00	400.00	82,670.00
Davidson	Thomas	Randolph Ms	Music Instrumental	65,220.00	0.00	65,220.00
Delp	Tasha	Randolph Ms	Mathematics Grades 5 - 8	59,320.00	0.00	59,320.00
Dingman	Jessica	Randolph Ms	Science Grades 5 -8	62,160.00	0.00	62,160.00
Eiseman	Kimberly	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	62,160.00	0.00	62,160.00
Ferrat	Annie	Randolph Ms	French Grades 5 - 8	95,427.00	200.00	95,627.00
Finneran	Valerie	Randolph Ms	Resource Program In-class	74,980.00	100.00	75,080.00
Fiore	Laura	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	73,740.00	200.00	73,940.00
Fiorello	Jacqueline	Randolph Ms	Spanish Grades 5 - 8	69,080.00	0.00	69,080.00
Fugger	Christine	Randolph Ms	School Psychologist	82,270.00	200.00	82,470.00
Furman	Maya	Randolph Ms	School Psychologist	26,416.00	0.00	26,416.00
Gerdes	Susanne	Randolph Ms	Social Studies Grades 5 -8	79,640.00	200.00	79,840.00
Gilligan	Cara	Randolph Ms	Science Grades 5 -8	67,050.00	0.00	67,050.00
Greco	Suzanne	Randolph Ms	Teacher Coach	67,050.00	100.00	67,150.00
Gregory	Stephanie	Randolph Ms	Social Studies Grades 5 -8	77,210.00	200.00	77,410.00
Griggs	Hsiao-yu Lin	Randolph Ms	Music Comprehensive	73,740.00	100.00	73,840.00
Halikias	Kristen	Randolph Ms	Sppech Correction/Language Specialist	67,040.00	0.00	67,040.00
Hallock	Ryan	Randolph Ms	Mathematics Grades 5 - 8	63,590.00	100.00	63,690.00
Hart	Kelly	Randolph Ms	Mathematics Grades 5 - 8	79,640.00	200.00	79,840.00
Hawkins	Janet	Randolph Ms	School Nurse	95,427.00	400.00	95,827.00
Heinrich	Lindsay	Randolph Ms	Science Grades 5 -8	73,740.00	200.00	73,940.00
Heuneman	Christina	Randolph Ms	Spanish Grades 5 - 8	69,080.00	100.00	69,180.00
Hodgson	Andrea	Randolph Ms	Resource Program Pull-out Support	59,140.00	0.00	59,140.00
Hoover	Triona	Randolph Ms	Mathematics Grades 5 - 8	56,260.00	0.00	56,260.00
Hyziak	Krysta	Randolph Ms	Resource Program In-class	73,740.00	200.00	73,940.00
Ivin	Karen	Randolph Ms	School Nurse	71,310.00	0.00	71,310.00
Joice	Lindsay	Randolph Ms	Science Grades 5 -8	88,210.00	400.00	88,610.00
Kayser	Casey	Randolph Ms	Resource Program In-class	63,590.00	100.00	63,690.00
Kelleher	Barbara	Randolph Ms	Resource Program Pull-out Support	95,427.00	400.00	95,827.00
Klauber-Haines	Linda	Randolph Ms	Mathematics Grades 5 - 8	61,140.00	0.00	61,140.00
Kong	Marlene	Randolph Ms	Spanish Grades 5 - 8	77,210.00	200.00	77,410.00
Land	Michelle	Randolph Ms	English As A 2nd Language	82,270.00	200.00	82,470.00
Lauria	Carol	Randolph Ms	School Social Worker	79,630.00	100.00	79,730.00
Lavender	Nicholas	Randolph Ms	Technology Education	55,240.00	0.00	55,240.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Lombardo	Melanie	Randolph Ms	Resource Program In-class	82,270.00	200.00	82,470.00
Lon	Jadwiga	Randolph Ms	Resource Program Pull-out Support	77,210.00	200.00	77,410.00
LoPresti	Dominick	Randolph Ms	Physical Education	95,427.00	600.00	96,027.00
Lucas	Dawn	Randolph Ms	Social Studies Grades 5 -8	73,740.00	200.00	73,940.00
Lyons	Michael	Randolph Ms	Physical Education	95,427.00	600.00	96,027.00
MaCleod	Jessica	Randolph Ms	Resource Program Pull-out Support	67,050.00	100.00	67,150.00
Majewski	Jeannine	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	85,100.00	400.00	85,500.00
Marsh	Audra	Randolph Ms	Physical Education	79,640.00	200.00	79,840.00
Mason	Luke	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	74,980.00	200.00	75,180.00
Mate	Bryan	Randolph Ms	Mathematics Grades 5 - 8	63,590.00	100.00	63,690.00
May	Diana	Randolph Ms	Music Comprehensive	82,270.00	400.00	82,670.00
Megaro	Alison	Randolph Ms	Spanish Grades 5 - 8	79,640.00	200.00	79,840.00
Meskowit	Richard	Randolph Ms	Science Grades 5 -8	81,567.00	600.00	82,167.00
Mizzoni	Luann	Randolph Ms	School Counselor	95,427.00	600.00	96,027.00
Mlenak	Vincenzina	Randolph Ms	Resource Program Pull-out Support	59,320.00	100.00	59,420.00
Modestino	Gia	Randolph Ms	Resource Program Pull-out Support	57,690.00	100.00	57,790.00
Murphy	Thomas	Randolph Ms	Music Instrumental	95,427.00	100.00	95,527.00
Naclerio	Gina	Randolph Ms	School Counselor	82,270.00	100.00	82,370.00
O'Malley	Jacquelyn	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	55,240.00	0.00	55,240.00
Pariseau	Jill	Randolph Ms	Resource Program In-class	82,630.00	500.00	83,130.00
Park	Young-sil	Randolph Ms	Social Studies Grades 5 -8	82,270.00	200.00	82,470.00
Piasek	Jennifer	Randolph Ms	Mathematics Grades 5 - 8	61,140.00	0.00	61,140.00
Platt	Ian	Randolph Ms	Health & Physical Education	59,320.00	0.00	59,320.00
Reiche	Katherine	Randolph Ms	Teacher Coach	73,740.00	100.00	73,840.00
Reid	Kelly	Randolph Ms	Science Grades 5 -8	79,640.00	200.00	79,840.00
Reilly	Maria	Randolph Ms	Spanish Grades 5 - 8	63,590.00	0.00	63,590.00
Rittweger	John	Randolph Ms	Music Comprehensive	95,427.00	600.00	96,027.00
Rivero	Racquel	Randolph Ms	School Counselor	67,040.00	0.00	67,040.00
Rodriguez	Diana	Randolph Ms	School Librarian, Media Specialist	95,427.00	400.00	95,827.00
Rogoff	Michelle	Randolph Ms	Resource Program In-class	59,140.00	0.00	59,140.00
Russell	Katharine	Randolph Ms	Resource Program Pull-out Support	88,367.00	500.00	88,867.00
Sackerman	Richard	Randolph Ms	Social Studies Grades 5 -8	79,640.00	200.00	79,840.00
Satmaria	Laurie	Randolph Ms	Family & Consumer Sciences	65,410.00	200.00	65,610.00
Schanzenbacher	Hannelore	Randolph Ms	Science Grades 5 -8	87,640.00	200.00	87,840.00
Scimeca	Ralph	Randolph Ms	Science Grades 5 -8	60,140.00	0.00	60,140.00
Scroggins	Christopher	Randolph Ms	Mathematics Grades 5 - 8	95,427.00	500.00	95,927.00
Segreaves	Emilee	Randolph Ms	Mathematics Grades 5 - 8	53,240.00	0.00	53,240.00
Shay	Christine	Randolph Ms	Resource Program In-class	69,080.00	200.00	69,280.00
Sheehy	Leonard	Randolph Ms	Science Grades 5 -8	95,427.00	400.00	95,827.00
Siebenhuhner	Kristen	Randolph Ms	Music Comprehensive	95,427.00	600.00	96,027.00
Siegel	Matthew	Randolph Ms	Physical Education	81,567.00	200.00	81,767.00
Silverschotz	Tracey	Randolph Ms	Mathematics Grades 5 - 8	79,640.00	200.00	79,840.00
Skoldberg	Derek	Randolph Ms	Science Grades 5 -8	67,050.00	100.00	67,150.00
Steel	Tanya	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	62,160.00	0.00	62,160.00
Stierch	Angeline	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	77,210.00	200.00	77,410.00
Suydam	Sarah	Randolph Ms	Mathematics Grades 5 - 8	54,240.00	0.00	54,240.00
Swaim	Jessica	Randolph Ms	Social Studies Grades 5 -8	74,980.00	100.00	75,080.00
Taylor	Cheryl	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	95,427.00	400.00	95,827.00
Torres	Kristin	Randolph Ms	Physical Education	85,100.00	500.00	85,600.00
Wechsler	Megan	Randolph Ms	Learning Disabilities Teacher Consultant	79,630.00	100.00	79,730.00
Weinberg	Laurie	Randolph Ms	French Grades 5 - 8	74,980.00	0.00	74,980.00
Weiner	Amanda	Randolph Ms	School Psychologist	69,490.00	0.00	69,490.00
Wess	Stacy	Randolph Ms	Art	69,080.00	200.00	69,280.00
Widuta	Jennifer	Randolph Ms	Resource Program In-class	63,590.00	0.00	63,590.00
Wilke	Agatha	Randolph Ms	Social Studies Grades 5 -8	74,980.00	200.00	75,180.00
Wisniewski	Diana	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	68,060.00	0.00	68,060.00
Wolff	Susan	Randolph Ms	Mathematics Grades 5 - 8	60,140.00	0.00	60,140.00
Young	Kelli	Randolph Ms	Lang Arts / Literacy Grades 5 - 8	79,640.00	200.00	79,840.00
Zagoren	William	Randolph Ms	Science Grades 5 -8	85,100.00	400.00	85,500.00
Zurick	Sue Ann	Randolph Ms	Spech Correction/Language Specialist	95,427.00	400.00	95,827.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Adickes	Gina	Randolph Hs	Health & Physical Education	65,220.00	0.00	65,220.00
Adriano De Oliveira	Michele	Randolph Hs	Dance	71,310.00	100.00	71,410.00
Albanito	Nicholas	Randolph Hs	Physical Education	71,310.00	200.00	71,510.00
Altis	Meghan	Randolph Hs	Math 9 - 12	79,640.00	200.00	79,840.00
Altis	Sean	Randolph Hs	Math 9 - 12	73,740.00	200.00	73,940.00
Anllo	Victoria	Randolph Hs	English 9 -12	60,140.00	0.00	60,140.00
Barrow	Stephen	Randolph Hs	Social Studies Humanities	69,490.00	0.00	69,490.00
Belfiore	Michelle	Randolph Hs	School Counselor	67,040.00	0.00	67,040.00
Bierals	Elizabeth	Randolph Hs	Resource Program In-class	71,310.00	100.00	71,410.00
Black	Nancy	Randolph Hs	English As A 2nd Language	85,100.00	200.00	85,300.00
Blair	Kevin	Randolph Hs	Business Organization	69,490.00	0.00	69,490.00
Bowditch	James	Randolph Hs	School Counselor	95,427.00	400.00	95,827.00
Brinkerhoff	Lindsay	Randolph Hs	Resource Program Pull-out Support	74,980.00	100.00	75,080.00
Brodeen	Amanda	Randolph Hs	Resource Program In-class	82,270.00	100.00	82,370.00
Brown	Susan	Randolph Hs	School Counselor	95,427.00	600.00	96,027.00
Bryan	Brittany	Randolph Hs	Science Chemistry	53,240.00	0.00	53,240.00
Buchanan	Andrew	Randolph Hs	Social Studies 9 - 12	82,270.00	200.00	82,470.00
Burke	Katherine	Randolph Hs	Social Studies 9 - 12	54,240.00	0.00	54,240.00
Canfield	Cara	Randolph Hs	English 9 -12	61,150.00	0.00	61,150.00
Casey	Ryan	Randolph Hs	Math 9 - 12	69,080.00	100.00	69,180.00
Catalano	Daniel	Randolph Hs	Health & Physical Education	54,240.00	0.00	54,240.00
Chadwick-Wever	Danielle	Randolph Hs	School Social Worker	79,640.00	200.00	79,840.00
Coleman	Steven	Randolph Hs	Art	82,270.00	400.00	82,670.00
Coppola	Adriana	Randolph Hs	Teacher Coach	73,740.00	100.00	73,840.00
Corley	Jennifer	Randolph Hs	Social Studies 9 - 12	61,140.00	0.00	61,140.00
Cox	Brett	Randolph Hs	Resource Program Pull-out Support	69,080.00	0.00	69,080.00
Crannell	Duncan	Randolph Hs	Technology Education	95,427.00	100.00	95,527.00
Cullis	Stephen	Randolph Hs	School Librarian, Media Specialist	85,100.00	200.00	85,300.00
De Bourmont	Sylvie	Randolph Hs	Teacher Coach	62,160.00	0.00	62,160.00
Deeb	Maesoon	Randolph Hs	Athletic Trainer	65,040.00	0.00	65,040.00
Difiore	Kristen	Randolph Hs	Social Studies Psychology	72,950.00	0.00	72,950.00
DiNozzi	Daniel	Randolph Hs	Social Studies 9 - 12	55,240.00	0.00	55,240.00
Dixon	Nicole	Randolph Hs	Teacher Coordinator	59,320.00	0.00	59,320.00
Donnelly	Erin	Randolph Hs	School Social Worker	95,427.00	0.00	95,427.00
Douglas	Glenn	Randolph Hs	Math 9 - 12	85,100.00	200.00	85,300.00
Drew	Henry	Randolph Hs	Math 9 - 12	76,370.00	100.00	76,470.00
Dunnigan	Patrick	Randolph Hs	Business Organization	57,690.00	0.00	57,690.00
Eaton	Benjamin	Randolph Hs	Math 9 - 12	65,410.00	0.00	65,410.00
Elberty	Eric	Randolph Hs	English 9 -12	61,140.00	0.00	61,140.00
Elmore	Susan	Randolph Hs	Spanish 9 - 12	59,320.00	0.00	59,320.00
Eva	Amy	Randolph Hs	Resource Program Pull-out Support	82,270.00	400.00	82,670.00
Eva	Richard	Randolph Hs	Resource Program Pull-out Support	69,080.00	0.00	69,080.00
Feld	Sanford	Randolph Hs	Drafting And Design Technology	95,427.00	600.00	96,027.00
Femminella	Regina	Randolph Hs	Spanish 9 - 12	95,427.00	200.00	95,627.00
Ferree	Theresa	Randolph Hs	Language Arts / Literacy	95,427.00	400.00	95,827.00
Ferrentino	Carmela	Randolph Hs	Spanish 9 - 12	95,427.00	600.00	96,027.00
Finnell	Janice	Randolph Hs	English 9 -12	62,160.00	0.00	62,160.00
Finning	Robert	Randolph Hs	English 9 -12	95,427.00	500.00	95,927.00
Flood	Estela	Randolph Hs	Spanish 9 - 12	57,690.00	0.00	57,690.00
Forrest	Ruth	Randolph Hs	Science Biological	79,640.00	200.00	79,840.00
Galembo	Noah	Randolph Hs	Cinema / TV Production	57,690.00	0.00	57,690.00
GaNung	Karen	Randolph Hs	Family & Consumer Sciences	81,567.00	200.00	81,767.00
Germinario	Kristin	Randolph Hs	Science Biological	63,590.00	100.00	63,690.00
Goeb	Kirsten	Randolph Hs	Resource Program In-class	67,050.00	100.00	67,150.00
Gomez	Alicia	Randolph Hs	Science Physical	60,140.00	0.00	60,140.00
Grable	Thomas	Randolph Hs	Athletic Trainer	81,567.00	200.00	81,767.00
Gunness	David	Randolph Hs	American Sign Language	62,160.00	0.00	62,160.00
Harmon	Sandra	Randolph Hs	Math 9 - 12	76,370.00	0.00	76,370.00
Herschman	Susan	Randolph Hs	School Psychologist	95,427.00	200.00	95,627.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Hoesly	Brian	Randolph Hs	Resource Program Pull-out Support	60,140.00	0.00	60,140.00
Holda	Margaret	Randolph Hs	Resource Program In-class	82,630.00	200.00	82,830.00
Holloway	Lisa	Randolph Hs	Business Organization	85,100.00	200.00	85,300.00
Holman	Tarig	Randolph Hs	English 9 -12	81,567.00	0.00	81,567.00
Holz	Deborah	Randolph Hs	School Counselor	95,427.00	200.00	95,627.00
Horner	Matthew	Randolph Hs	Mathematics 9 -12	65,040.00	0.00	65,040.00
Howe	Richard	Randolph Hs	Science Earth	82,270.00	400.00	82,670.00
Huey	Jennifer	Randolph Hs	School Counselor	60,140.00	0.00	60,140.00
Hydock	Nicole	Randolph Hs	School Nurse	54,240.00	0.00	54,240.00
Ingenito	Mercedes	Randolph Hs	Art	95,427.00	400.00	95,827.00
Kacicz	Leah	Randolph Hs	Resource Program Pull-out Support	79,630.00	200.00	79,830.00
Kanya	Ashley	Randolph Hs	Teacher Coordinator	67,050.00	100.00	67,150.00
Kaufmann	Jill	Randolph Hs	Physical Education	73,740.00	200.00	73,940.00
Kays	Kelly	Randolph Hs	English 9 -12	63,180.00	100.00	63,280.00
Kelsch	Joy	Randolph Hs	French 9 - 12	62,160.00	0.00	62,160.00
Kessell	Sandra	Randolph Hs	English 9 -12	81,567.00	600.00	82,167.00
King	James	Randolph Hs	Art	95,427.00	600.00	96,027.00
Lacapra	Dominick	Randolph Hs	Technology Education	67,040.00	0.00	67,040.00
Lade	John	Randolph Hs	Resource Program Pull-out Support	60,140.00	0.00	60,140.00
Lambert	Kelly	Randolph Hs	Physical Education	79,640.00	200.00	79,840.00
Landers	Nicole	Randolph Hs	School Counselor	66,040.00	0.00	66,040.00
Lane	Luscinda	Randolph Hs	Spanish 9 - 12	74,980.00	100.00	75,080.00
Leary	Brenda	Randolph Hs	Math 9 - 12	95,427.00	200.00	95,627.00
LeBlanc	Judith	Randolph Hs	Math 9 - 12	95,427.00	400.00	95,827.00
Lenox	Thomas	Randolph Hs	Resource Program Pull-out Support	60,140.00	0.00	60,140.00
Lichtenfeld	Michael	Randolph Hs	Music Comprehensive	63,590.00	0.00	63,590.00
Little	Jean	Randolph Hs	Resource Program Pull-out Support	65,220.00	400.00	65,620.00
Lo Bue	Maria	Randolph Hs	Language Arts / Literacy	85,100.00	200.00	85,300.00
Lonie	Michael	Randolph Hs	Social Studies 9 - 12	61,140.00	0.00	61,140.00
Lupinski	Victoria	Randolph Hs	Math 9 - 12	71,310.00	200.00	71,510.00
Lusardi	Joseph	Randolph Hs	Physical Education	88,367.00	400.00	88,767.00
Lynch	Kathleen	Randolph Hs	Resource Program In-class	69,490.00	0.00	69,490.00
Madden	Mary	Randolph Hs	Resource Program Pull-out Support	82,270.00	200.00	82,470.00
Matlosz	Monica	Randolph Hs	Social Studies 9 - 12	57,690.00	0.00	57,690.00
Maucione	Carlo	Randolph Hs	Science Biological	77,210.00	200.00	77,410.00
Maus	Kristen	Randolph Hs	Social Studies 9 - 12	62,160.00	0.00	62,160.00
McBreen	Brianne	Randolph Hs	Resource Program Pull-out Support	79,640.00	200.00	79,840.00
McCarthy	Carol	Randolph Hs	Science Chemistry	82,270.00	200.00	82,470.00
McHugh	Melissa	Randolph Hs	Social Studies 9 - 12	66,040.00	0.00	66,040.00
Migueis	Jennifer	Randolph Hs	Spanish 9 - 12	79,640.00	100.00	79,740.00
Miller	Rivka	Randolph Hs	Language Arts / Literacy	62,160.00	0.00	62,160.00
Misiunas	Jonathan	Randolph Hs	Social Studies 9 - 12	79,640.00	200.00	79,840.00
Monks	Joseph	Randolph Hs	Math 9 - 12	79,630.00	100.00	79,730.00
Montone	Christian	Randolph Hs	Art	76,330.00	400.00	76,730.00
Moore	Valarie	Randolph Hs	Resource Program Pull-out Support	95,427.00	0.00	95,427.00
Mountjoy	Patricia	Randolph Hs	Resource Program Pull-out Support	88,367.00	600.00	88,967.00
Mousis	George	Randolph Hs	Science Chemistry	67,050.00	100.00	67,150.00
Nack	Diane	Randolph Hs	Learning Disabilities Teacher Consultant	95,427.00	400.00	95,827.00
Nahan	William	Randolph Hs	Health & Physical Education	56,260.00	0.00	56,260.00
Olmsted	Nicole	Randolph Hs	Resource Program In-class	55,240.00	0.00	55,240.00
Oyola	Tashi	Randolph Hs	School Counselor	76,370.00	0.00	76,370.00
Palmer	Andrew	Randolph Hs	Science Physics	57,690.00	0.00	57,690.00
Parama	Natalia	Randolph Hs	Spanish 9 - 12	69,080.00	100.00	69,180.00
Pasiak	Brooke	Randolph Hs	English 9 -12	54,240.00	0.00	54,240.00
Pasqua	Robert	Randolph Hs	Language Arts / Literacy	82,270.00	200.00	82,470.00
Petrucelli	Jill	Randolph Hs	Family & Consumer Sciences	81,567.00	600.00	82,167.00
Piascik	Andrew	Randolph Hs	Science Biological	57,690.00	0.00	57,690.00
Pignaloso	Michael	Randolph Hs	Math 9 - 12	59,320.00	0.00	59,320.00
Piirimae	Kristina	Randolph Hs	Business Organization	69,490.00	0.00	69,490.00
Platt	Tracey	Randolph Hs	Art	88,367.00	400.00	88,767.00

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Plucinsky	Kyle	Randolph Hs	Math 9 - 12	56,260.00	0.00	56,260.00
Poff	Kristin	Randolph Hs	English 9 -12	65,220.00	0.00	65,220.00
Poppy	Linda	Randolph Hs	Physical Education	80,840.00	600.00	81,440.00
Quinn	Peter	Randolph Hs	Social Studies 9 - 12	57,690.00	0.00	57,690.00
Renken	Maria	Randolph Hs	School Psychologist	65,040.00	0.00	65,040.00
Ricca	Courtney	Randolph Hs	Science Biological	61,150.00	0.00	61,150.00
Roberts	Martel	Randolph Hs	Business Organization	95,427.00	500.00	95,927.00
Roman	Blanca	Randolph Hs	Spanish 9 - 12	68,060.00	0.00	68,060.00
Russo	Dawn	Randolph Hs	Music Comprehensive	95,427.00	400.00	95,827.00
Salmon	Richard	Randolph Hs	Physical Education	54,240.00	0.00	54,240.00
Sanchez-Gonzalez	Sybil	Randolph Hs	Spanish 9 - 12	76,330.00	0.00	76,330.00
Schaberg	Eric	Randolph Hs	Music Comprehensive	88,367.00	400.00	88,767.00
Schuele	Teresa	Randolph Hs	Math 9 - 12	65,220.00	0.00	65,220.00
Seanor	Krista	Randolph Hs	Science Biological	95,427.00	0.00	95,427.00
Spray	Roberta	Randolph Hs	Social Studies 9 - 12	63,590.00	0.00	63,590.00
Sufflay	Colleen	Randolph Hs	Physical Education	85,100.00	500	85,600.00
Suk	Michael	Randolph Hs	Physical Education	95,427.00	500	95,927.00
Suttle	Luke	Randolph Hs	Art	77,210.00	200	77,410.00
Svenningsen	Jeffrey	Randolph Hs	English 9 -12	81,567.00	400	81,967.00
Swiss	Matthew	Randolph Hs	Music Comprehensive	59,320.00	100	59,420.00
Thatcher	David	Randolph Hs	Technology Education	61,150.00	0	61,150.00
Thomas	Maryalice	Randolph Hs	SAC - Substance Abuse Counselor	95,427.00	600	96,027.00
Thomas	Michelle	Randolph Hs	English 9 -12	61,140.00	0	61,140.00
Townsend	Sarah	Randolph Hs	English 9 -12	65,220.00	100	65,320.00
Valvano	Brienne	Randolph Hs	English 9 -12	71,310.00	200	71,510.00
Van Metre	Glenn	Randolph Hs	French 9 - 12	70,470.00	200	70,670.00
Verran-Horvot	Elisa	Randolph Hs	School Counselor	85,100.00	200	85,300.00
Wasylyk	Lena	Randolph Hs	Teacher Coach	73,740.00	100	73,840.00
Weinstein	Linda	Randolph Hs	Social Studies 9 - 12	71,310.00	200	71,510.00
Wertheimer	Theresa	Randolph Hs	Science Chemistry	88,210.00	100	88,310.00
Zarillo	Sandra	Randolph Hs	Math 9 - 12	69,490.00	0	69,490.00
Zavala	Ryan	Randolph Hs	Social Studies 9 - 12	57,690.00	100	57,790.00

2017-2018 RTAA STAFF APPOINTMENTS

ATTACHMENT II

Last Name	First Name	Job Title	Location	2017-2018 Salary
Agrati	Matthew	Vice Principal - High School 10 +1	Randolph Hs	113,256.00
Burns	Clifford	Elementary School Principal	Shongum Es	146,603.00
Copeland	Dennis	Middle School Principal	Randolph Ms	162,295.00
DiAgostino	Lisa	Supervisor Of Humanities	Randolph Ms	113,343.00
DiLollo	Jeffrey	Director Athletics	Randolph Hs	141,243.00
Dimiceli	Charles	Director Student Personnel Services Guidance	Randolph Hs	136,808.00
Falcon-Duran	Everlydis	Supervisor Special Education	Central Office	111,665.00
Fik	Jacqueline	Vice Principal - Middle School 10 +1	Randolph Ms	100,303.00
Foran	Marybeth	Assistant Athletic Director	Randolph Hs	114,772.00
Hackney	Lee	Vice Principal - High School	Randolph Hs	140,993.00
Horwitz	Benjamin	Director Curriculum & Instruction	Randolph Hs	104,934.00
Iosso	Deborah	High School Principal	Randolph Hs	164,272.00
Kricheff	David	Elementary School Principal	Ironia Es	137,150.00
LoRicco	Michael	Vice Principal - Middle School	Randolph Ms	136,524.00
Mueller	Kristin	Vice Principal - Elementary School 10 +1	Shongum Es	109,723.00
Olsen	Jonathan	Director Secondary Education	Central Office	130,873.00
Paredes-Corbel	Paula	Supervisor Foreign Languages	Randolph Hs	108,098.00
Perrone	Frank	Supervisor Visual And Performing Arts	Randolph Hs	104,934.00
Rathjen	Thomas	Vice Principal - Elementary School 10 +1	Center Grove Es	102,700.00
Richardson	Anne	Supervisor Of Math/Science	Randolph Ms	108,098.00
Rodas	Mario	Elementary School Principal	Center Grove Es	148,156.00
Soldivieri	Danielle	Director Elementary Education	Central Office	145,987.00
Sorge	Michael	Vice Principal - High School	Randolph Hs	123,775.00
Telischak	Michelle	Elementary School Principal	Fernbrook Es	134,146.00
Thorn	Katherine	Supervisor - Elementary K - 5	Central Office	103,374.00
Winters	Stacy	Supervisor Of Math/Science	Randolph Hs	119,750.00

2017-2018 SECRETARIAL APPOINTMENTS

ATTACHMENT III

Last Name	First Name	Location	Job Title	17-18 Salary	Longevity	17-18 Total Salary
Ames	Bonny Lee	Central Office	SECRETARY-MANAGERIAL	61,141.00	100.00	61,241.00
Branch	Toni	Fernbrook Es	SECRETARY-ADMINISTRATIVE	50,241.00	0.00	50,241.00
Breda	Agnes	Central Office	SECRETARY-MANAGERIAL	61,141.00	0.00	61,141.00
Butera	Debbie	Central Office	SECRETARY-ADMINISTRATIVE	58,028.00	200.00	58,228.00
Cedzidlo	Krystn	Central Office	SECRETARY-ADMINISTRATIVE	52,086.00	0.00	52,086.00
Drury	Annemarie	Central Office	SECRETARY-MANAGERIAL	52,921.00	0.00	52,921.00
Feti	Lulzime	Central Office	SECRETARY-MANAGERIAL	61,141.00	0.00	61,141.00
Finland	Ann Marie	Center Grove Es	SECRETARY-MANAGERIAL	61,141.00	200.00	61,341.00
Kalinowski	Heidi	Randolph Ms	SECRETARY-MANAGERIAL	61,141.00	200.00	61,341.00
Krakovski	Sheryl	Transportation	SECRETARY-MANAGERIAL	61,141.00	600.00	61,741.00
Leonard	Tara	Randolph Hs	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Leone	Diane	Randolph Ms	SECRETARY-MANAGERIAL	61,141.00	200.00	61,341.00
Lisky	Susan	Shongum Es	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Luciano	Gina	Central Office	SECRETARY-MANAGERIAL	61,141.00	0.00	61,141.00
Mattsson	Eileen	Tech Building	SECRETARY-MANAGERIAL	51,051.00	0.00	51,051.00
McCaddin	Hilary	Central Office	SECRETARY-ADMINISTRATIVE	58,028.00	200.00	58,228.00
Mela	Kathleen	Randolph Hs	SECRETARY-MANAGERIAL	61,141.00	400.00	61,541.00
Modestino	Jacqueline	Randolph Ms	SECRETARY-ADMINISTRATIVE	58,028.00	400.00	58,428.00
Moran	Renee	Fernbrook Es	SECRETARY-MANAGERIAL	61,141.00	0.00	61,141.00
O'Leary	Lisa	Randolph Hs	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Oliveira	Anne	Randolph Hs	SECRETARY-SUPERVISORY	61,821.00	200.00	62,021.00
Roper	Michelle	Central Office	SECRETARY-MANAGERIAL	61,141.00	0.00	61,141.00
Rorrer	Patricia	Tech Building	SECRETARY-SUPERVISORY	71,094.00	200.00	71,294.00
Rubio	Kimberly	Randolph Hs	SECRETARY-MANAGERIAL	61,141.00	200.00	61,341.00
Russell	Jolyn	Center Grove Es	SECRETARY-ADMINISTRATIVE	58,028.00	200.00	58,228.00
Sauer	Karen	Ironia Es	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Siegel	Patricia	Randolph Hs	SECRETARY-ADMINISTRATIVE	46,791.00	0.00	46,791.00
Slattery	Christine	Shongum Es	SECRETARY-MANAGERIAL	61,141.00	400.00	61,541.00
Snape	Cynthia	Randolph Ms	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Teschner	Jo Anne	Central Office	SECRETARY-ADMINISTRATIVE	58,028.00	500.00	58,528.00
Troescher	Patricia	Transportation	SECRETARY-ADMINISTRATIVE	58,028.00	100.00	58,128.00
Zimmerman	Robert	Randolph Hs	SECRETARY-ADMINISTRATIVE	52,086.00	0.00	52,086.00

2430 CO-CURRICULAR ACTIVITIES

The Board of Education believes that the goals and objectives of this district are best achieved by a diversity of learning experiences, some of which are more appropriately conducted outside the regular instructional program of the school. The purpose of such co-curricular activities shall be to develop leadership capacities and good organizational skills, to aid in the socialization of students, and to enable students to explore a wider range of individual interests than might be available in the regular curricular program.

The Board shall make school facilities, supplies, and equipment available and assign staff members for the support of a program of co-curricular activities for students in grades two through twelve. The Board shall maintain the program of co-curricular activities and a fee may be charged to participating students. Students may be required to assume all or part of the costs of travel and attendance at co-curricular events and trips.

For purposes of this policy, co-curricular activities are those activities conducted on or off school premises by clubs, associations, and organizations of students sponsored by the Board and do not include athletic competitions and practices. Co-curricular activities must be related to the curriculum but are not offered for credit toward promotion or graduation and are ordinarily conducted wholly or partly outside the regular school day.

A student in any grade must maintain a satisfactory record of attendance to be eligible for participation in co-curricular activities. No student who has an unexcused absence for a school day may participate in a co-curricular activity scheduled for the afternoon or evening of that school day.

No co-curricular activity shall be considered to be under the sponsorship of this Board unless it has been approved by the Board on recommendation of the Superintendent.

Students shall be fully informed of the co-curricular activities available to them and of the eligibility standards established for participation in co-curricular activities. Co-curricular activities shall be available to all students ~~who voluntarily elect to participate,~~ **however, co-curricular activities may be limited in size due to availability of resources (e.g., number of instructors, space available, etc.)**

The Board, at its discretion, will permit students who reside in this district and who are not enrolled in the public school to participate in co-curricular activities on a space available basis. Participants will be permitted only on written application and the



PROGRAM
2430/page 2 of 2
Co-Curricular Activities

applicant's assurances that the students agree to be bound by the policies, rules, and regulations of this district.

The Superintendent shall prepare procedures to implement a co-curricular program and shall assess the needs and interests of the students of this district and provide for the continuing evaluation of the co-curricular program.

39 U.S.C.A. 1701 et seq.
N.J.S.A. 18A:11-3; 18A:42-2; 18A:42-5

Adopted: 17 July 2012
Revised: 17 November 2015; _____

DRAFT



0000.02 INTRODUCTION

Definitions

The following terms used in these bylaws, policies, and regulations shall have the meanings set forth below unless the context requires a different meaning or a different definition is supplied:

“Board” means the Board of Education of Randolph.

“Bylaw” means a rule of the Board for its own operation.

“Chief School Administrator” means the Chief Executive Officer of this school district, whose title in this district is Superintendent.

“Collective Bargaining”, “Negotiated Agreement”, or “Collective Bargaining Agreement” means a contract collectively negotiated by the Board of Education and a recognized bargaining unit.

“Commissioner” means the New Jersey State Commissioner of Education.

“Core Curriculum Content Standards” means the New Jersey Student Learning Standards.

“Day” means a calendar day.

“Division of Youth and Family Services” or “DYFS” means the New Jersey Department of Children and Families – Division of Child Protection and Permanency or DCP&P.

“Executive County Superintendent” means the “County Superintendent designated by the Department of Education for this school district.”

“Full Board” means the authorized number of voting members of the Board of Education.

“Meeting” means a gathering that is attended by or open to all of the members of the Board of Education, held with the intent on the part of the Board members present to discuss or act as a unit on the specific public business of the Board of Education.



INTRODUCTION

0000.02/page 2 of 5

“New Jersey Student Learning Standards” or “NJSLS” means standards adopted by the State Board of Education on May 1, 1996, and as thereafter revised by the State Board, and the Common Core State Standards adopted by the State Board on June 16, 2010, and as thereafter revised by the State Board, that describe the knowledge and skills all New Jersey students are expected to acquire by benchmark grades in the following areas: English language arts; mathematics; science; social studies; visual and performing arts; comprehensive health and physical education; world languages; technology; and 21st century life and careers. The standards are established for the provision of a thorough and efficient education pursuant to N.J.S.A. 18A:7F-46 and as a basis for the evaluation of school districts in accordance with N.J.A.C. 6A:30.

“Parent” means the natural parent(s), adoptive parent(s), legal guardian(s), foster parent(s), or parent surrogate(s) of a student. Where 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.

“Policy” means a Statement, formally adopted by the Board of Education, in which the Board recognizes the mandates and constraints of law, establishes practices and standards binding on staff members and students, and gives direction to the Superintendent.

“President” means the President of the Board of Education.

“Principal” means the administrator in charge of a school building or facility; except where prohibited by law, “Principal or designee” means the qualified person duly delegated by the Principal to discharge a particular duty in place of the Principal.

“Professional employee” means an employee who holds a position for which a certificate issued by the New Jersey State Board of Examiners is required.

“Pupil” means a student enrolled in a school in this district.

“Regulation” means a Statement developed and promulgated by the Superintendent that details the specific operations by which Board policy or a legal mandate is implemented.

“Secretary” means the Secretary of the Board of Education.

“Student” means a pupil enrolled in a school in this district.



“Superintendent” means the Chief School Administrator of this school district; except where prohibited by law, “Superintendent or designee” means the qualified person duly delegated by the Superintendent to discharge a particular duty in place of the Superintendent.

“Support staff member” means an employee who holds a position for which no certificate issued by the New Jersey State Board of Examiners is required.

“Teaching staff member” means an employee who holds a position for which a certificate issued by the New Jersey State Board of Examiners is required.

“Treasurer” means the Treasurer of School Moneys for this school district.

Construction

The following rules of construction apply to these bylaws, policies and regulations:

1. Wherever possible, language shall be given its clear and ordinary interpretation;
2. Language shall be construed to have a meaning that complies with law;
3. In the event bylaws, policies and regulations conflict with one another, the later adopted bylaw, policy or regulation shall take precedence over the earlier, and the more specific bylaw, policy or regulation shall take precedence over the more general;
4. Except as otherwise provided by the context, the auxiliary verbs “shall,” “will,” and “must” indicate a mandated action, and the auxiliary verb “may” indicates an action that is permitted but is not mandated.

Effectuation

Except as may otherwise be expressly provided, a bylaw, policy or regulation will become effective on the date it is adopted and a revised bylaw, policy or regulation will become effective on the date it is revised.



Citations

Bylaws, policies and regulations may contain citations to the following codifications of State and Federal laws and regulations:

1. United States Code – U.S.C.
2. United States Regulations – Code of Federal Regulations (C.F.R.)
3. New Jersey Statutes
 - N.J.S.A. 2C Code of Criminal Justice
 - N.J.S.A. 9 Children-Juvenile and Domestic Relations
 - N.J.S.A. 10 Civil Rights
 - N.J.S.A. 11 Civil Service
 - N.J.S.A. 17 Corporations and Institutions for Finance and Insurance
 - N.J.S.A. 18A Education
 - N.J.S.A. 19 Elections
 - N.J.S.A. 24 Food and Drug
 - N.J.S.A. 26 Health and Vital Statistics
 - N.J.S.A. 27 Highways
 - N.J.S.A. 30 Institutions and Agencies
 - N.J.S.A. 34 Labor and Worker's Compensation
 - N.J.S.A. 36 Legal Holidays
 - N.J.S.A. 39 Motor Vehicles and Traffic Regulation
 - N.J.S.A. 41 Oaths and Affidavits
 - N.J.S.A. 45 Professions and Affidavits
 - N.J.S.A. 47 Public Records
 - N.J.S.A. 52 State Government, Departments, and Officers
 - N.J.S.A. 53 State Police
 - N.J.S.A. 54 Taxation
 - N.J.S.A. 59 Tort Claims
4. New Jersey Administrative Code
 - N.J.A.C. 1 Administrative Law
 - N.J.A.C. 6 & 6A Education
 - N.J.A.C. 8 Health
 - N.J.A.C. 10 Human Services
 - N.J.A.C. 13 Law and Public Safety
 - N.J.A.C. 17 Treasury-General



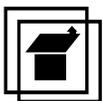
Severability

If any part of this manual is made invalid by judicial decision or legislative or administrative enactment, all other parts shall remain in full effect unless and until they are amended or repealed by the Board of Education or until regulations issued by the Superintendent are amended.

Enactment

The official record of the adoption, issuance, amendment, or repeal of the bylaws, policies and regulations of this district shall be the minutes of meetings of the Board of Education. Such alterations shall be duly entered in this manual; a master copy of the bylaw, policy and regulation manual shall be maintained by the Board Secretary and shall be the manual to which all others may be compared for accuracy.

Revised: 17 September 2013; _____



PROGRAM
2415.06/page 1 of 12
Unsafe School Choice Option
Feb 17
M

2415.06 UNSAFE SCHOOL CHOICE OPTION

The New Jersey Department of Education (NJDOE) is required to establish an Unsafe School Choice Option (USCO) Policy per the Elementary and Secondary Act (ESEA) of 1965, as reauthorized under the Federal Every Student Succeeds Act of 2015 (ESSA). The USCO Policy requires that students who attend a persistently dangerous public elementary or secondary school as determined by the NJDOE, or become victims of a violent criminal offense while in or on school grounds of a public school that they attend, be allowed to attend a safe public school within the district. USCO provision under the ESSA contains two provisions that apply to school districts that receive funds under ESSA: Provision I - Persistently Dangerous Schools and Provision II - Victims of Violent Criminal Offenses.

Effective the beginning of each school year, school districts receiving ESSA funds must be prepared to complete the transfer of students who choose to exercise Provision I and Provision II of this USCO Policy. Compliance with the Policy is a condition of receiving funds under any and all titles under ESSA. The Superintendent is required to certify compliance with this USCO Policy to the NJDOE in the application for ESSA funds.

USCO Policy Provision I - Persistently Dangerous Schools (PDS)

1. Criteria for Determining PDS.

A persistently dangerous school is a public elementary or secondary school building (except for Regional Day Schools, Educational Services Commissions and Special Services School Districts) that meets the objective criteria determined by the NJDOE for three consecutive years and is part of a school district that receives funds under ESSA. The NJDOE will use the most current available data from the Electronic Violence and Vandalism Reporting System (EVVRS) to identify PDS on or before July 31 of each year.

2. Procedures and Guidelines for Schools Determined to be Persistently Dangerous.

A school district will be notified by the NJDOE on or before July 31 of each year if a school(s) in the school district has been



PROGRAM
2415.06/page 2 of 12
Unsafe School Choice Option

identified as a PDS. Once the district receives notification a school is identified as persistently dangerous, the district must inform all parents of enrolled students in the school of the designation within fifteen calendar days of the date of the notice and offer them the option for their children to transfer to a safe public school within the district by the beginning of the respective school year. The district must complete all transfers by the beginning of the school year following the July notification.

Students are not required to accept the transfer option, but they must be afforded the opportunity to do so. Parental notice regarding the status of the school and the offer to transfer students should be made simultaneously. Parents of enrolled students must be notified of the persistently dangerous designation whether or not there is another school within the district for the transferring students.

To the extent possible, the district will allow transferring students to transfer to schools that have not been identified as low performing, under the State's ESSA accountability system, the district may seek arrangements for students to transfer to the nearest charter school or neighboring district; however, this is not required. The district may take into account the needs and preferences of the affected students and parents.

3. Corrective Action Plan for a School Identified as Persistently Dangerous.

If a school in the district is identified by the NJDOE as persistently dangerous, the district will submit to the NJDOE documentation of compliance with the parent notification requirement and actions taken to complete the transfer arrangements for all students exercising the option by the first day of the school year. Additionally, the district is required to develop and submit for approval a corrective action plan to the NJDOE on or before September 30 of the same year, which will apply to the respective school year. The corrective action plan, which must be completed in the format provided by the NJDOE, will describe how the school will reduce the number of incidents of violence as determined by the EVVRS. The NJDOE will provide the school



with guidance for its corrective action plans, as well as monitor the school district's timely completion of the approved plan.

In the spring of each following year, the NJDOE will re-evaluate the status of a school identified as persistently dangerous. The NJDOE will review the school's progress towards completing its corrective action plan and compare the current year's incidents of violence, as reported on the EVVRS, to the criteria for determining A school identified as maintaining the persistently dangerous designation will be notified by the NJDOE on or before July 31 of the respective year and will be required to submit for approval a revised corrective action plan by September 30 of that year, which will apply to the respective school year. The school district must inform all parents of enrolled students in the school of the designation within fifteen calendar days of the date of notice and offer them the option for their children to transfer to a safe public school by the beginning of the respective school year in accordance with 2. above.

A school no longer designated persistently dangerous will be notified on or before July 31 of the respective year. The persistently dangerous designation will be removed after one or more years contingent upon successful fulfillment of the criteria for removal, as determined by evidence of the school's progress toward successfully completing the approved corrective action plan, and evidence of incidents that no longer meet the criteria for determining PDS, described above, for one school year, the year in which the corrective action plan was in effect.

4. Procedures and Guidelines for Early Warning of Schools.

When a school meets the criteria set forth in this Policy for one year, the district will be informed of the types of offenses reported that have led to an early notification. This notification, on or before August 15 of each year, will be informational only. A school that no longer meets the criteria for PDS for one year will no longer be considered in early notification status. A school that meets the criteria for two consecutive years will move into early warning status outlined below.



PROGRAM
2415.06/page 4 of 12
Unsafe School Choice Option

If a school meets the criteria set forth in this Policy for two consecutive years, the district will be notified of the pattern of offenses on or before August 15 of each year. If notified, the district will develop and submit for approval a school safety plan to the NJDOE on or before September 30 of the same year, which will apply to the respective school year. The school safety plan, which must be completed in the format provided by the NJDOE, will describe how the school will reduce the number of incidents of violence as determined by the EVVRS. The NJDOE will provide an early warning school with guidance for its school safety plan, as well as monitor the school's timely completion of the approved plan. A school receiving an "early warning" notice is not required to provide the transfer option to students.

In the spring of each following year, the NJDOE will reevaluate the school's progress towards completing its school safety plan and compare the current year's incidents of violence, as reported on the EVVRS, to the criteria for determining PDS. The schools will be notified of its status on or before July 31 of the respective year.

A school that no longer meets the criteria for PDS for one school year, the year in which the school safety plan was in effect, will no longer be required to submit a school safety plan.

A school that meets the criteria for PDS for a third consecutive year will be designated as persistently dangerous and will be required to submit for approval a corrective action plan on or before September 30 of that year, which will apply to the respective school year and provide the transfer option to students in the school designated as persistently dangerous.

5. Schools Not Receiving ESSA Funds, but Meeting the Criteria for PDS.

School buildings and districts that do receive Federal funds under ESSA, but meet any one of the criteria for PDS will be contacted by the NJDOE and be required to develop and submit for approval a school safety plan on or before September 30 of the respective year. The school safety plan must be completed in the format provided by the NJDOE and describe how the school will reduce the number of incidents of violence as determined by the EVVRS.



The NJDOE will provide the school with guidance for its school safety plan, as well as monitor the school's timely completion of the approved plan.

USCO Policy Provision II – Victims of Violent Criminal Offenses

The Unsafe School Choice Option provision under the ESSA requires a student who becomes a victim of a violent criminal offense, as determined by State law, while in or on the grounds of a public elementary or secondary school that the student attends, be allowed to attend a safe public elementary or secondary school within the district, including a public charter school.

The individual victim provision of this Policy attempts to fulfill the requirement for the school district to provide relief to students who have been victimized, while providing a school with a practical means for making determinations on incidents of victimization that are within the purview of the school district. The individual victim section of this Policy has been crafted to enable school staff to make reasonable determinations and actions regarding this Policy. The Superintendent will consult with the Board attorney and communicate with designated local and/or county law enforcement authorities, per the provisions of the *Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials and N.J.A.C. 6A:16-6.2(b)13*, on questions and issues that arise in the implementation of the individual victims of violent criminal offenses section of this Policy.

1. Criteria for Determining Victims of Violent Criminal Offenses

The following criteria must be used to determine when an enrolled student has become a victim of a violent criminal offense while in or on the grounds of a public elementary or secondary school that the student attends. These criteria only apply to a student who has become a victim of one or more of the violent criminal offenses enumerated below:

A student is considered a victim of a violent criminal offense when:

- a. A referral has been made to law enforcement officials for suspicion that one of the violent criminal offenses enumerated below has occurred; and
- b. One or more of the following applies:



PROGRAM

2415.06/page 6 of 12

Unsafe School Choice Option

- (1) Law enforcement officials have filed formal charges against the offender(s) for commission of the violent crime; or
- (2) The offender(s) has received sanctions in accordance with the Board of Education's Code of Student Conduct; or
- (3) The offender(s) either has not been identified or is not an enrolled student(s), but it is clear that the student (victim) has become a victim of a violent criminal offense based on objective indicators such as physical evidence, eyewitness testimony, and/or circumstantial evidence; or
- (4) The pre-existence of a restraining order against the offender(s).

2. Procedures and Guidelines

Effective the first day of each school year, the district must be prepared to begin the transfer of any student who chooses to exercise the individual choice option provision. The district must offer, within fourteen calendar days of the incident, an opportunity to transfer to a safe public school within the district to any student who has become a victim of a violent criminal offense while in or on the grounds of a public school that the student attends. While the student must be offered the opportunity to transfer, the student may elect to remain at the school.

To the extent possible, the district will allow any transferring student to transfer to a school that has not been identified as low performing, under the State's ESSA accountability system. In addition, when a transfer school is not available within the district, the district may seek arrangements for a student to transfer to the nearest charter school or neighboring district; however, this is not required. The district may take into account the needs and preferences of the affected student and his or her parent(s). Transfers must occur within thirty days of the determination that the student was a victim of a violent criminal offense.



3. Violent Criminal Offenses

The violent criminal offenses under New Jersey statutes that apply to the individual victim provision of this Policy are identified and explained below. The offenses apply to completed offenses, as well as attempts to commit the offenses. The offenses and attempts to commit the offenses apply only when they occur in or on the school grounds, as defined in N.J.A.C. 6A:16-1.3, of the school that the student attends. The offenses apply whether they occur wholly or in part in or on the grounds of a the school that the student attends. The offenses apply only to acts or attempts that are directed at a person (victim) or a group of specified individuals (victims), rather than acts that indiscriminately affect the entire school population or non-specified individuals or groups.

4. Applicable Violent Criminal Offenses

Below is a description of each applicable violent criminal offense that is based upon New Jersey statutes and references to statutory citations that provide complete explanations of each designated offense. The descriptions provided below are not intended to be a complete explanation of each offense or a substitute for the actual provisions of the authorizing statutes. Instead, the descriptions are provided as an aid in facilitating understanding of the general intent and practical applications of the violent criminal offenses that pertain to this Policy.

- a. Homicide [N.J.S.A. 2C:11-2] - A student is a victim of a homicide when he or she is the child, sibling or other relative of a decedent, resulting from someone purposely, knowingly or recklessly causing the death of the student's parent, sibling, or relative in or on school grounds.
- b. Assault [N.J.S.A. 2C:12-1(A)(1-3) and 2C:12-1(B)(1-4)] - A person is a victim of an assault when the actor: purposely, knowingly, or recklessly causes bodily injury to the victim negligently, recklessly, knowingly, or purposely causes bodily injury to the victim with a deadly weapon attempts by physical menace to put the victim in fear of imminent serious bodily injury; or knowingly points a



PROGRAM
2415.06/page 8 of 12
Unsafe School Choice Option

firearm at or in the direction of the victim, whether or not the actor believes it to be loaded.

- c. Sexual Assault [N.J.S.A. 2C:14-2] - A student is a victim of a sexual assault when the student is a victim of an act of sexual contact when the victim is less than thirteen years old and the actor is at least four years older than the victim, or the student is a victim of an act of sexual penetration under any of the following circumstances:
- (1) The victim is less than thirteen years old.
 - (2) The victim is at least thirteen, but less than sixteen years old; and the actor is at least four years older than the victim.
 - (3) The victim is at least sixteen years old, but less than eighteen years old; and the actor has supervisory or disciplinary power over the victim.
 - (4) The actor uses physical force or coercion.
 - (5) The victim is one whom the actor knew or should have known was physically helpless, mentally defective, or mentally incapacitated.
- d. Bias Intimidation [N.J.S.A. 2C:16-1(A~~a~~)] - A person is a victim of the crime of bias intimidation when an actor commits, attempts to commit, conspires with another to commit or threatens the immediate commission of an offense specified in Chapters 11 through 18 of Title 2C of the New Jersey Statutes; N.J.S.A. 2C:33-4; N.J.S.A. 2C:39-3; N.J.S.A. 2C:39-4 or N.J.S.A. 2C:39-5 in the following circumstances:
- (1) With a purpose to intimidate a victim or a group of specified victims because of race, color, religion, gender, handicap, sexual orientation, or ethnicity; or
 - (2) Knowing that the conduct constituting the offense would cause a victim or a group of specified victims



PROGRAM

2415.06/page 9 of 12

Unsafe School Choice Option

to be intimidated because of race, color, religion, gender, handicap, sexual orientation, or ethnicity; or

- (3) Under circumstances that caused any victim of the underlying offense to be intimidated and the victim, considering the manner in which the offense was committed, reasonably believed either that:
 - (a) The offense was committed with a purpose to intimidate the victim or any person or entity in whose welfare the victim is interested because of race, color, religion, gender, handicap, sexual orientation, or ethnicity; or
 - (b) The victim or the victim's property was selected to be the target of the offense because of race, color, religion, gender, handicap, sexual orientation, or ethnicity.
- e. Terroristic Threat [N.J.S.A. 2C:12-3(A) and 2C:12-3(B)] - A person is a victim of a terroristic threat when the actor threatens to commit one of the violent criminal offenses enumerated under this Policy against the victim with the purpose to put the student in imminent fear of one of the violent crimes enumerated in this Policy under circumstances reasonably causing the victim to believe the immediacy of the threat and the likelihood that it will be carried out. The definition of terroristic threat applies to N.J.S.A. 2C:12-3(a) insofar as the threat was directed at a person (victim) or a group of specified individuals (victims).
- f. Robbery [N.J.S.A. 2C:15-1] - A person is a victim of a robbery when the actor, in the course of committing a theft, inflicts bodily injury; or uses force upon the victim; threatens the victim with or purposely puts the victim in fear of immediate bodily injury.
- g. Kidnapping [N.J.S.A. 2C:13-1] - A person is a victim of a kidnapping when the actor unlawfully removes the victim



PROGRAM

2415.06/page 10 of 12

Unsafe School Choice Option

from the school or school grounds; or the actor unlawfully confines the victim with the purpose of holding the victim for ransom or reward as a shield or hostage; or the actor unlawfully removes the victim from the school or school grounds or a substantial distance from where he or she is found in school or on school grounds; or if the actor unlawfully confines a student for a substantial period of time with any of the following purposes: to facilitate commission of a crime or flight thereafter, or to inflict bodily injury on or terrorize the victim.

- h. Arson [N.J.S.A. 2C:17-1] - A person is a victim of arson when the actor purposely or knowingly starts a fire or causes an explosion in or on the grounds of a school whereby the victim or group of specified victims are in danger of death or bodily injury; or with the purpose of destroying or damaging the victim's or group of specified victim's property that is in the school or on school grounds.

Miscellaneous Provisions of USCO

1. Transfer Time Period – PDS

The transfer will be temporary and will be in effect as long as the student's original school is identified as persistently dangerous.

2. Charter School Transfer Option

While ESSA permits affected students to be afforded the opportunity to attend a public charter school, in addition to a safe public elementary school or secondary school within the school district, the application of this provision in New Jersey is limited. Transfers to a charter school can only occur as a part of the charter school's "equal opportunity" selection process and among charter schools administered under the same managing authority (i.e., charter schools within the charter school district).

Since charter schools in New Jersey are considered public local education agencies (LEA's), pursuant to N.J.S.A. 18A:36A-3, operated independently of a local board of education, transfers may



only take place among charter schools within the LEA. Therefore, students may be permitted to transfer to another charter school that is administered under the same managing authority of the charter school, but are not permitted to transfer to a school in the local public school district administered by a local board of education.

However, pursuant to N.J.S.A. 18A:36A-7, a charter school must be open to all students on a space available basis and may not discriminate in its admission policies or practices (although it may establish reasonable criteria to evaluate prospective students), and in accordance with N.J.S.A. 18A:36A-8, if there are more applications to enroll in the charter school than there are spaces available, the charter school must select students to attend using a random selection process for enrollment.

3. Funding Sources for USCO

The USCO statute does not authorize resources specifically to help cover USCO costs associated with transferring a student from a PDS. However, under certain circumstances Federal funds may be used. For example, ESEA Title IV, Part A [Section 4115(b)(2)(E)(v)] may be used to establish safe zones of passage to and from school to ensure that students travel safely on their way to school and on their way home. In addition, ESEA Title IV, Part A [Sections 5121(8) and 5131(12) and (25)] funds may be used to help cover costs such as tuition or transportation related to the USCO or expansion of public school choice.

4. Special Education Students

The district will provide transferred special education students with the program required by the student's Individualized Education Program (IEP).

5. Transfer Schools

In the event there is not another school within the school district for a transferring student, the district is not required to transfer the student to a school outside the school district.



PROGRAM
2415.06/page 12 of 12
Unsafe School Choice Option

The district will use the school choice option as one response to incidents of victimization. Additionally, the district will develop and implement appropriate strategies for addressing the circumstances that contribute to or support victimization, as well as consistently and proactively manage individuals who have victimized students. The district will promote the importance of school safety and respond to the needs of students and staff. Pursuant to the law, the district will provide an opportunity for students, parents and school district and law enforcement personnel to discuss methods for keeping schools safe from violence; to create school safety plans; and to recognize students in need of help. The district will organize activities to prevent school violence, including, but not limited to, age-appropriate opportunities for student discussion on conflict resolution, issues of student diversity and tolerance. Law enforcement personnel will be invited to join members of the teaching staff in the discussions. Programs shall also be provided for school district employees that are designated to help school district employees recognize warning signs of school violence and to instruct school district employees on recommended conduct during an incident of school violence.

In accordance with the provisions of N.J.S.A. 18A:17-46, two times each school year, between September 1 and January 1 and between January 1 and June 30, at a public hearing, the Superintendent shall report to the Board of Education all acts of violence; vandalism; and harassment, intimidation, and bullying which occurred during the previous reporting period.

Title VIII, Part F, Subpart 2, SEC. 8532
Every Student Succeeds Act (ESSA) of 2015

Adopted: 17 July 2012

Revised: _____



8350 RECORDS RETENTION

The New Jersey Department of the Treasury - Records Management Services places all public records on Records Retention Schedules that list the minimum legal and fiscal time periods public records must be retained by State and local governmental and educational agencies. Records Management Services determines these retention periods in conformance with State and Federal codes, regulations, and statutes of limitation. Final approval of the schedules comes from the State Records Committee, which is comprised of representatives of the Attorney General, State Treasurer, State Auditor, Director of Local Government Services, and the director of the division.

Part and parcel to a good records management program is the timely destruction of records once their retention period has expired. This pertains to the destruction of paper records as well as those that are microfilmed, have been imaged, or are electronic. Unique records disposal request (such as the disposal of fire damaged records which have not yet outlived their retention period) require specific authorization from the State Records Committee.

As per the Destruction of Public Records Act of 1953 (P.L. 1953, c. 410), the Board of Education must receive prior written authorization from Records Management Services to dispose of their public records regardless of the medium in which the information is maintained. Authorization to dispose public records shall be submitted electronically by the school district custodian of such records to Records Management Services. Records must be retained in accordance with the Records Retention Schedules and shall not be disposed until approval for such disposal is obtained from Records Management Services.

Adopted:

