

1
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

PERSONNEL

The following items relative to personnel are recommended to the Board of Education by the Superintendent of Schools in accordance with Policy 3125 and state guidelines, pending school employee criminal history review.

1. Accept the resignation of staff, with their last day of employment being, as follows:

Owen Brand	Football Varsity Assistant Coach	6/30/17
Nicholas Dachowicz	Jefferson School – Custodian	6/23/17
Jennifer Sirmans	Westfield High School – Paraprofessional	6/30/17

2. Approve disability, family and child rearing leave for Erin Hornberger, Tamaques School Fourth Grade teacher, beginning 9/1/17 through 6/30/18 (medical benefits in accordance with the WEA agreement).
3. Approve unpaid family leave for Sophie Sieracki, McKinley School night custodian, beginning 6/14/17 through 7/7/17 (medical benefits in accordance with the WSSA agreement).
4. Approve appointment of the following teaching staff for the 2017-2018 school year.

Steven Barandica (replacing Flores, resigned) (tenure track)	Westfield High School Athletic Trainer \$71,529
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Rebecca Carr (replacing Cunningham, on leave) (non-tenure track)	Franklin School Fourth Grade \$66,630
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Anne Goodwin (replacing L. Doyle, resigned) (tenure track)	Roosevelt Intermediate School Industrial Arts Technology \$64,500
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Arwa Lokhandwala (replacing Huynh, reassigned) (tenure track)	Westfield High School Science \$69,735
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Jessica MacDougall (new position) (tenure track)	Special Services Behaviorist \$79,954
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Mary Sica (replacing Lynn, transferred) (tenure track)	Tamaques School Fifth Grade \$73,415
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2
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

Jennifer Sirmans
(replacing K. Walsh, on leave)
(non-tenure track)

Westfield High School
Special Education
\$67,339

5. Approve appointment of Michelle Composto, (replacing Hanas, retired) Roosevelt Intermediate School, 12 month, Scale III Guidance secretary, effective 7/1/17 through 6/30/18. She will be paid a salary based on an annual rate of \$37,185 (includes education stipend).
6. Approve appointment of James Anderson, (replacing Romaniecki, retired) Edison Intermediate School night custodian, to work through his probationary period, effective 7/1/17 through 1/1/18. He will be paid a salary based on an annual rate of \$42,041.
7. Approve appointment of Jennifer Daly, Franklin School half-time, student assigned paraprofessional, to work through her probationary period, effective 9/1/17 through 11/1/17 (pending State and District required clearances). She will be paid a salary based on an annual rate of \$8,728 (includes education stipend).
8. Approve appointment of Janet Davey, Lincoln School full-time, student assigned paraprofessional, to work through her probationary period, effective 9/1/17 through 11/1/17 (pending State and District required clearances). She will be paid a salary based on an annual rate of \$17,155 (includes education stipend).
9. Approve appointment of Angelina Verdino, Franklin School half-time, student assigned paraprofessional, to work through her probationary period, effective 9/1/17 through 11/1/17. She will be paid a salary based on an annual rate of \$8,078.
10. Approve appointment of Catherine Sabatino, Franklin School half-time, student assigned paraprofessional, to work through her probationary period, effective 9/1/17 through 11/1/17 (pending State and District required clearances). She will be paid a salary based on an annual rate of \$8,728 (includes education stipend).
11. Approve agreement between the Westfield Association of Administrators and Supervisors (WAAS) and the Westfield Board of Education for the period of 7/01/17 through 6/30/20, as per attached. ADMINISTRATIVE MEMO #1
12. Approve agreement between the Westfield Education Association (WEA) and the Westfield Board of Education for the period of 7/01/17 through 6/30/18, as per attached. ADMINISTRATIVE MEMO #2
13. Approve the Superintendent to appoint or transfer staff and approve conference and travel expenses from 6/21/17, until the next regular meeting of the Board of Education. All actions will be ratified at the next regular meeting of the Board of Education.
14. Approve appointment of non-aligned staff for the 2017-2018 school year, as attached. ADMINISTRATIVE MEMO #3
15. Approve salaries for the following Tenured and Non-Tenured Administrators for the 2017-2018 school year, as attached. ADMINISTRATIVE MEMO #4

3
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

16. Approve appointment of the following paraprofessional being rehired for the 2017-2018 school year.

Antonia Lorusso

Roosevelt Intermediate School
Full-time, student assigned
\$16,600

17. Approve the following additional staff to work in the Extended School Year Program for the 2017-2018 school year.

Behaviorist - \$40 per hour
Ann Marie Kuba

18. Approve appointment of the following part-time (weekends, nights, holidays) Energy Education Managers for the 2017-2018 school year. They will equally share a stipend of \$11,750 (paid by energy savings), effective 7/1/17.

Antonio Cuccaro – Maintenance
Michael Pate

19. Approve the following summer custodians to work from 7/1/17 to 8/31/17. They will be paid at the rate of \$12 per hour.

Kurt Falk
Philip Forbes
Wilmer Martinez
Kenneth Miller
Gregory Wosnik

20. Approve the following substitutes for the 2017-2018 school year, as attached.
ATTACHMENT #1

21. Approve the job description for the Data Management Specialist, as attached.
ATTACHMENT #2

22. Approve all certified WEA district employees to provide home instruction as assigned for the 2017-2018 school year at the district approved rate of \$38 per hour.

23. Approve the following Home Instructors for the 2017-2018 school year at the district approved rate of \$38 per hour:

Penny Braxton-Fine
Karen Goller
Sherri Horn
Kevin Huang
Edward Lauerma
Alessandra Savarese-Bonacchi
Mary K. Schumacher
Jennifer Useloff

4
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

24. Approve the following Spring Coaching assignments for the 2017-2018 school year as attached. ATTACHMENT #3

25. Approve change in assignment for the 2017-2018 school year for the following paraprofessional, effective 9/1/17.

	<u>From</u>	<u>To</u>
Allison Braithwaite	Franklin School Half-time, student assigned \$8,778 (incl. ed. stipend)	Roosevelt Intermediate School Full-time, student assigned \$16,905 (incl. ed. stipend)

26. Approve change of coaching assignments for the 2017-2018 school year.

<u>From</u>	<u>To</u>
Matthew Van Deursen Boys Cross Country Varsity Assistant Coach \$8,995	Matthew Van Deursen Boys Cross Country Varsity Assistant Co-Coach \$4,497.50

AND
Samuel Tooley
Boys Cross Country
Varsity Assistant Co-Coach
\$3,464

<u>From</u>	<u>To</u>
Owen Brand (resigned)	Matthew Andzel Football Varsity Assistant Coach \$8,995

<u>From</u>	<u>To</u>
Matthew Andzel (reassigned) Football Freshman Coach \$7,595	James McKeon Football Freshman Coach \$6,426

27. Approve the following co-curricular assignment for the 2016-2017 school year. This stipend is paid through yearbook funds.

Paulette DelRosso	Westfield High School Yearbook (shared)	\$3,740
Ryan McGarrigan	Westfield High School Yearbook (shared)	\$3,740

28. Approve the following co-curricular positions for the 2017-2018 school year, as attached. ATTACHMENT #4

5
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

29. Approve toileting stipend to the following additional paraprofessionals for the 2016-2017 school year, per the WISSA agreement.

\$350

Bridget Gonzalez

Ines Schantz

Pamela Williams

30. Approve compensation to Jane DeVito, ESY paraprofessional, for working p.m. bus route supervision for one hour per day to meet student needs, effective 7/5/17 through 8/9/17. She will be paid at her hourly ESY rate.
31. Approve compensation to Josephine Tieri, half-time paraprofessional at Edison Intermediate School, for working a maximum of 3.5 additional hours during a field trip on 6/22/17, to meet student needs. She will be paid at her hourly rate.
32. Approve compensation to the following staff member who worked the 2016-2017 Boys Golf athletic events, as attached. ATTACHMENT #5
33. Approve that merit criteria in Margaret Dolan's 2016-2017 contract has been satisfied and approve payment of \$25,108, after approval by the Union County Executive Superintendent.

Goal #1

Quantitative

3.3%

\$5,578

By April 2017, the Superintendent will insure that the new digital public address systems have been utilized to improve the security drill systems in the 10 school buildings. As a result of newly scripted drill messages and redesigned systems for sound, signage and lighting, at least 50% of drill will be free of protocol breaches from outside the building.

Goal #2

Quantitative

3.3%

\$5,578

The Superintendent will establish a district Allergy Awareness Committee with administrator, teacher and parent representatives. By April 2017, this committee will meet a minimum of 2 times for the purpose of reviewing current district guidelines and making recommendations to address the needs of students with life threatening allergies.

Goal #3

Quantitative

3.3%

\$5,578

By April 2017, a parent outreach program will be developed which will increase online parent resources by 100%, equating to a minimum of 10 online parent resources.

Goal #4

Qualitative

2.5%

\$4,187

By December 2016, the Superintendent will communicate the new Mission Statement to the stakeholders of the Westfield Public Schools. After a community survey and months of collaborative efforts, a new Strategic Plan was developed for the Westfield

6
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

Public Schools last year. The Board of Education adopted the plan in June 2016. This plan includes a revised Mission Statement. Mission statements are only useful when the members of the community are aware of them and this is the first step of the successful implementation of the Strategic Plan.

Goal #5	Qualitative	2.5%	\$4,187
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By April 2017, professional development will be provided to teaching staff in all 10 buildings to support Goal 3 of the Westfield Strategic Plan for 2016-2021. The Superintendent will provide professional development to teaching staff to encourage resiliency in our students. Goal 3 states that the Westfield School District will foster a culture of health and wellness. This goal is even more relevant after the death of a rising senior and a former student this summer. As we are reminded too frequently, it is inevitable that we and our students will meet with misfortune during our lives. Those who are resilient are better able to recover without being overwhelmed or responding in dysfunctional or harmful ways.

34. Approve compensation to the following staff members for administering assessments for the Gifted Program. They will be paid at the Board approved rate of \$125 per assessment as follows:

<u>Name</u>	<u>Tests</u>	<u>Amount</u>
Heather Alvarez	3	\$375
Sylvia Banga	5	\$625
Kristen Echlund	4	\$500

35. Accept the resignation of staff, with her last day of employment being, as follows:

Sandra McCarthy	Westfield High School – Resource Center	6/30/17
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36. Approve the following additional staff to work in the Extended School Year Program for the 2017-2018 school year.

Paraprofessionals - \$60 per day
Robert Steiner
Theonina Truch

37. Approve appointment of the following teaching staff for the 2017-2018 school year, (pending State and District required clearances).

Jessica Ciampa (replacing K. Hart, on leave) (non-tenure track)	Edison Intermediate School English \$64,500
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7
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

38. Approve appointment of Joseph Malanga as Elementary Principal Coordinator for the 2017-2018 school year. He will be paid \$4,000 for this assignment.
39. Approve appointment of Scott Lipson as Supervisor of Elementary Basic Skills/Title I for the 2017-2018 school year. He will be paid \$8,000 for this assignment.
40. Approve appointment of Brian Gechtman as Supervisor of Intermediate Basic Skills for the 2017-2018 school year. He will be paid \$3,000 for this assignment.
41. Approve appointment of Crystal Marsh as Supervisor of Gifted Education (testing & other responsibilities) for the 2017-2018 school year. She will be paid \$8,000 for this assignment.
42. Approve appointment of Mary Asfendis as Supervisor of Gifted Education (program) for the 2017-2018 school year. She will be paid \$4,500 for this assignment.
43. Approve appointment of the following paraprofessionals being rehired for the 2017-2018 school year.

Amanda Fajardo	Edison Intermediate School Half-time, student assigned \$ 8,228
Jennifer Jehle-Maloney	Edison Intermediate School Half-time, student assigned \$ 8,628 (includes education stipend)
Rebecca Lugara	Edison Intermediate School Full-time, student assigned \$23,146 (incl. long. and ed. stipend)
Marie Pennella	Edison Intermediate School Full-time, student assigned \$16,455

44. Approve change in assignment for the 2017-2018 school year for the following custodian, effective 7/7/17.

	<u>From</u>	<u>To</u>
Rahdee Harrison	Roosevelt Intermediate School Night Custodian \$45,779	Washington School Custodian (replacing Saravia, reassigned) \$45,172 (incl. odd shift differential)

8
WESTFIELD BOARD OF EDUCATION
JUNE 20, 2017

45. Approve the following change for nurses working the STEM Summer Camp Program for the 2017-2018 school year, from 7/10/17 through 7/28/17. One nurse per day will work from 8:00 a.m. to 4:00 p.m. for a total of 8 hours per day. They will be paid at the rate of \$35 per hour. Funds are provided by camp tuition.

Cheryl Cohen
Jeanne Jensen
Sherry Ortiz

46. Approve compensation to Robyn Schiff for transferring her classroom from Jefferson School to Washington School for the 2016-2017 school year. She will be paid \$89.20 per WEA agreement.