

1  
WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

## 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 with regret, the retirement of staff with their last day of employment being, as follows:

Lucy Arbes	Tamaques School – Secretary	6/30/20
Mary Dura	Franklin School – Second Grade	7/31/19

2. Accept with regret, the retirement of Michael Morris, Supervisor of Building and Grounds, with his last day of employment being 12/31/19 and approve waiver of the requirement that he retire between June 30 and September 1 to receive the maximum payment.

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

Kyla Cerra	Wilson School – Paraprofessional	9/27/19
Christina Ricerca	Roosevelt Intermediate School – Paraprofessional	9/13/19

4. Accept the resignation of the following paraprofessionals, prior to their 9/1/19 start date:

Catherine Limma	Edison Intermediate School
Chelsea Wolf	Lincoln School

5. Approve disability, family and child rearing leave for Caitlin Cheddar, Westfield High School English teacher, beginning 12/11/19 through 6/30/20 (medical benefits in accordance with the WEA agreement).
6. Approve disability, family and child rearing leave for Lauren McMahon, Edison Intermediate School Resource Center teacher, beginning 12/21/19 through 6/30/20 (medical benefits in accordance with the WEA agreement).
7. Approve appointment of Jacob Gillo, Washington School part-time hourly custodian, effective 9/18/19. He will be paid at the night hourly rate (no benefits or paid holidays).
8. Approve appointment of the following paraprofessionals to work during their probationary period 9/18/19 through 11/18/19 (pending State and District required clearances). \*Salary to be adjusted in accordance with the agreement between the Board of Education and WISSA.

Dawn Baliko	Tamaques School Full-time, student assigned \$16,155*
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Leslie Banks	Edison Intermediate School Half-time, student assigned \$ 9,478* (includes education stipend)
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WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

Kimberly Broadwell	Edison Intermediate School Half-time, student assigned \$ 8,728* (includes education stipend)
Elizabeth Craig	Wilson School Half-time, student assigned \$ 8,728* (includes education stipend)
Meredith Hanson	Roosevelt Intermediate School Half-time, student assigned \$ 8,478* (includes education stipend)
Beth Martin	Wilson School Half-time, student assigned \$ 8,728* (includes education stipend)
Lori Ann Mirenda	Edison Intermediate School Full-time, student assigned \$17,155* (includes education stipend)
Olivia Podsiebieski	Wilson School Full-time, student assigned \$16,805* (includes education stipend)
Christine Silecchia	Washington School Half-time, student assigned \$ 9,478* (includes education stipend)
Karen Wright	Wilson School Half-time, student assigned \$ 8,728* (includes education stipend)

9. Approve the following Special Services staff to work additional days during the summer of 2019. They will be compensated at a rate of \$447 per day.

Joseph Farrell-Ingham	2 days
Melissa Greenwald	3 days
TranLe Hill	½ day
Jodi Klimko	1 day
Jennifer Russo	1 day

10. Approve the following additional substitutes for the 2019-2020 school year.

<u>Secretaries</u>	<u>Paraprofessionals</u>
Christine Bradley	Leslie Banks
Marielle Brown	Kimberly Broadwell
Caroline Capodanno	Carmelina Coppola
Rosemary DeGregoria	Elizabeth Craig
Joyce Marsh	Linda Daddario
Kathleen Sanders	Carol DaSilva

WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

Teachers

Farzana Anowar  
Alyssa Apuzzio  
Lance Cook  
Peter Fredas  
Teresa Giannetta  
Sarah Kasko  
Daria Kovacs  
Paul LaRosa  
Jane Ogwu

Paraprofessionals (cont'd)

Maryanne Germinder  
Meredith Hansen  
Karen Kohler  
Daria Kovacs  
Kathleen Leffler  
Theresa Lotano  
Megan McCusker  
Mary Grace McDonald  
Kerri Pappalardo  
Debra Partazana  
Karen Pollack  
Natasha Relovsky  
Donna Streaman  
**Karyn Wright**

Teachers (Pending State and District required clearances)

Maximilian Bryk  
Christopher Ceci  
**Kristin Fuccillo**  
Erin Sullivan  
Alec Yoblansky  
Kenneth Zierler

Custodians

**Luis Coronel**  
**Lilibeth Delgado**  
John Pearce

Jacob Zimmerman (Pending State and District required clearances)

11. Approve the following Lunch Aides for the 2019-2020 school year, pending State and District required clearances. Lunch aides will be paid at the Board approved rate of \$14.50 per hour, including attendance at an orientation meeting. As per the WISSA Agreement, paraprofessionals performing lunch duty will be paid at their hourly rate.\*  
\*To be adjusted in accordance with the WISSA/Board of Education Agreement.

Lincoln School

Mary Katherine Boylan  
Janet Carbonaro  
Susan Conover  
Carmelina Coppola  
Christina Dengler  
Cory Dowdy  
Kathleen Leffler  
Theresa Lotano  
Dami Panasis  
Quinton Redding  
Michela Sabba  
Christine Smith  
**Lynn Weston**

Washington School

Sharon Cocuzza

Franklin School

**Renate Bieber**

Tamaques School

Eileen DiFabio

WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

12. Approve the following Instructional Technology Support Staff assignments for the 2019-2020 school year as attached. Partial funds provided through Title IIA. ATTACHMENT #1
13. Approve the following Literacy Coach assignments for the 2019-2020 school year, as attached. Funds provided through Title IIA. ATTACHMENT #2
14. Approve the following volunteers for the 2019-2020 school year (pending State and District required clearances).

Sarah Hynes  
Matthew Russo  
Cedric Thomas

Girls Volleyball/Intermediate  
Boys Cross Country  
Marching Band

15. Approve Brian Eardley as Human Resources Intern from 9/10/19 through 6/30/20. He will be paid at the rate of \$12.50 per hour, not to exceed seven hours per week.
16. Approve the job description for the Building and Grounds Supervisor, as attached. ATTACHMENT #3
17. Approve the following co-curricular assignment changes for the 2019-2020 school year.

<u>From</u>	<u>To</u>
Newspaper – Westfield High School	Newspaper – Westfield High School
Cathleen Cronin      \$4,553	Cathleen Cronin      \$2,276.50
Shawn McDonald      \$4,553	Shawn McDonald      \$6,829.50

18. Approve the following co-curricular change of assignment for the 2019-2020 school year.

<u>From</u>	<u>To</u>
TBD	Patricia Corcoran (shared)
Bus Duty/Lincoln School	Bus Duty/Lincoln School
	September through January
	\$1,680
	And
	Debra Posluszny (shared)
	Bus Duty/Lincoln School
	September through January
	\$1,680

<u>From</u>	<u>To</u>
TBD	Patricia Miller (shared)
Bus Duty/Lincoln School	Bus Duty/Lincoln School
	February through June
	\$1,680
	And
	Holly Smith
	Bus Duty/Lincoln School
	February through June
	\$1,680

5  
WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

<u>From</u>	<u>To</u>
TBD	Laurie Scaturro
Bus Duty/Lincoln School	Bus Duty/Lincoln School
	September through June
	\$3,360

19. Approve the following change of assignment for the 2019-2020 school year, effective 9/17/19.

	<u>From</u>	<u>To</u>
Kathleen McCarthy	1/5 Gifted	1/5 Gifted & 2/5 Elementary English
	Tenure track	Tenure track
	Edison Intermediate	Edison Intermediate/Tamaques School
	\$16,761	\$50,283

20. Approve the following change of assignment for the 2019-2020 school year, effective 9/1/19.

	<u>From</u>	<u>To</u>
Scarlett Vaglio	Second Grade	Second Grade
	Non-tenure track	Tenure track
	(replacing Dura)	(replacing Dura, retired)
	Franklin School	Franklin School
	\$76,115	\$76,115

21. Approve change in assignment for the 2019-2020 school year for the following paraprofessional, effective 9/1/19. \*Salary to be adjusted in accordance with the agreement between WISSA/Board of Education Agreement.

	<u>From</u>	<u>To</u>
Janet Carbonaro	Tamaques School	Lincoln School
	Half-time, student assigned	Half-time, classroom assigned
	\$ 8528* (includes ed. stipend)	\$ 8,528* (includes ed. stipend)

22. Approve the following change of assignment for the 2019-2020 Fall season, effective 9/3/19 – 9/13/19.

<u>From</u>	<u>To</u>
Nancy Babbitt (Co-Coach)	Kathryn DaSilva (Co-Coach)
Field Hockey – Intermediate	Field Hockey – Intermediate
\$4,017	\$4,017

23. Approve the following change of assignments for the 2019-2020 Spring season.

<u>From</u>	<u>To</u>
Caitlin Cheddar	Rebecca Antonelli
Softball Head Coach	Softball Head Coach
\$10,882	\$10,882

6  
WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

<u>From</u>	<u>To</u>
Rebecca Antonelli	TBD
8 <sup>th</sup> Grade Softball Coach	8 <sup>th</sup> Grade Softball Coach
\$8,034	

24. Approve merit goals for Margaret Dolan for the 2019-2020 school year.

Goal #1	Quantitative 3.3%	\$6,884.36
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By May 2020, the Superintendent will encourage and increase visits to the district website by 5% and followers to the district social media accounts by 200.

Goal #2	Qualitative 2.5%	\$5,215.43
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By May 2020, the Superintendent will prepare two newsletters for distribution to the community that provides information about district initiatives and current issues affecting the school district.

Goal #3	Quantitative 3.33%	\$6,884.36
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By May 2020, the Superintendent will develop consistent security protocols for all schools to follow and will provide at least eight training sessions for staff on security.

Goal #4	Qualitative 2.5%	\$5,215.43
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By May 2020, the Superintendent will clearly communicate the information necessary for Westfield community members to understand the options and challenges relative to implementing full-day kindergarten in the Westfield Public School District.

25. Approve the addition of the County Substitute Teacher Certificate stipend for the following paraprofessionals for the 2019-2020 school year, effective 9/1/19.

Maryanne Germinder  
Heather Robinson

26. Approve the following paraprofessionals at Westfield High School for working additional hours for the 2019-2020 school year. They will be paid at their hourly rate.\*

\*To be adjusted in accordance with the WISSA/Board of Education Agreement.

Debbie McCracken	7:00 – 7:30 a.m. (9/5/19 – 11/14/19)	30 minutes
Debbie McCracken	7:00 – 7:30 a.m. (11/15/19 – 6/30/20)	30 minutes
Faye Partsinevelos	7:00 – 8:15 a.m. (9/5/19 – 6/30/20)	1.25 hours
Mary Walsh	7:00 – 7:30 a.m. (9/5/19 – 11/14/19)	30 minutes

- Enrico Basso  
Ryan Daly  
TranLe Hill  
Nancy Rygiel  
Tamara Zuckerman

- Paulette DelRosso                      Chemistry (in class support)

- Kristi Houghtaling Gifted & Talented Biology

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|-------------------|-------|
| <u>Overnight:</u> |       |
| 8/25-8/26/19      | \$225 |
| 8/26-8/27/19      | \$225 |
| 8/27-8/28/19      | \$225 |
| 8/28-8/29/19      | \$225 |

<u>Day</u>	
8/29/19	\$175

- Elizabeth Lally  
Theresa Martins

- Deanna Jascur Edison Intermediate School

WESTFIELD BOARD OF EDUCATION  
SEPTEMBER 17, 2019

33. Approve compensation to the following Edison Intermediate School paraprofessionals for working AM bus duty to meet student needs, effective 9/5/19 through 6/30/20. They will be paid at their hourly rate.\*

\*To be adjusted in accordance with the WISSA/Board of Education Agreement.

Rebecca Lugara  
Marie Pennella  
Nancy Smith

34. Approve appointment of the following paraprofessionals being rehired for the 2019-2020 school year, effective 9/18/19. \*Salary to be adjusted in accordance with the agreement between the Board of Education and WISSA.

Cheryl Pate	Tamaques School Half-time, student assigned \$10,550* (includes longevity and ed. stipend)
Josephine Tieri	Edison Intermediate School Half-time, student assigned \$ 8,728* (includes education stipend)