

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:

Allison Braithwaite	Roosevelt Intermediate School - Paraprofessional	9/7/18
Daryl Palmieri	Westfield High School – Physical Education	6/30/18
Jeffrey Wade	Roosevelt Intermediate School – Paraprofessional	6/30/18

2. Approve disability, family and child rearing leave for Lauren Clark, Tamaques School Second Grade teacher, beginning 11/17/18 through 6/30/19 (medical benefits in accordance with the WEA agreement).
3. Approve disability, family and child rearing leave for Julie Lupin, Edison Intermediate School Speech Therapist, beginning 1/9/19 through 6/30/19 (medical benefits in accordance with the WEA agreement).
4. Approve disability, family and child rearing leave for Julia Schultz, McKinley School paraprofessional, beginning 12/3/18 through 4/21/19 (medical benefits in accordance with the WISSA agreement).
5. Approve unpaid medical leave for Paul Donohue, Elm Street night custodian, beginning 9/18/18 through 9/30/18 (medical benefits in accordance with the WSSA agreement).
6. Approve appointment of Julio Angomas, Tamaques School night custodian, to work through his probationary period, effective 9/1/18 through 3/1/19. He will be paid a salary based on an annual rate of \$43,684.
7. Approve appointment of the following paraprofessionals to work during their probationary period 9/1/18 through 11/1/18, (pending State and District required clearances).

Christine O'Brien	Franklin School Half-time, student assigned \$ 8,078
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Debra Partazana	Franklin School Half-time, student assigned \$ 8,078
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8. Approve appointment of the following paraprofessional to work during her probationary period 9/12/18 through 11/12/18, (pending State and District required clearances).

Jeana Cuccaro	Roosevelt Intermediate School Full-time, student assigned \$17,555 (includes education stipend)
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2
WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

9. Approve appointment of the following paraprofessionals to work during their probationary period 10/1/18 through 12/1/18, (pending State and District required clearances).

Lisa Bujdos	Edison Intermediate School Half-time, student assigned \$ 9,478 (includes education stipend)
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Rebecca Kelly	Franklin School Half-time, student assigned \$ 8,728 (includes education stipend)
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Anna McCormack	Jefferson School Half-time, student assigned \$ 8,078
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Amy Seid	Roosevelt Intermediate School Half-time, student assigned \$ 8,728 (includes education stipend)
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Stephanie Silber	Roosevelt Intermediate School Half-time, student assigned \$ 8,728 (includes education stipend)
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10. Approve Robin Pfeffer, Special Education teacher to provide supplementary instruction including Wilson Reading Tutoring program during the summer for a student four times per week for 60 minutes each, effective 7/9/18 – 8/16/18. She will be paid at the Board approved rate of \$55 per hour.

11. Approve Natalie Smith-Zuzovsky, Occupational Therapist to provide occupational therapy including Wilson Reading Tutoring program to a student during the 2018-2019 school year. She will be paid at the Board approved rate of \$55 per hour.

12. Approve the following additional Special Education teacher for the Wilson Reading Tutoring Program for the 2018-2019 school year. She will be paid at the Board approved rate of \$55 per hour.

Jennifer Dow

13. Approve the following teachers to work as part of the Westfield United Fund Tutoring Program in our elementary schools. They will be paid \$55 per hour. Funds will be provided by the Westfield United Fund.

Franklin School
Katherine Dibble
Julianne Doto
Kelly Feeley
Randi Goodstein
Kathleen E. McCarthy
Robin Pfeffer

McKinley School
Rachel Barna
Lauren Caruana
Jennifer Martin
Cathy McGarry
Ann Minski
Kacie Myers
Joseph Paradise

3
WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

14. Approve appointment of the following teachers for Saturday Detention Supervision for the 2018-2019 school year. They will be paid \$25 per assignment.

Westfield High School

Brenda Acanfora
Ellen Frederick
Diane Mahatha
Lisa Thomas
Guenevere Zucker

Edison Intermediate School

Corinne Varhley

Roosevelt Intermediate School

Brice Freeman
Carine Helwig
Sabino Losco

15. Approve the attached list of staff members as Lunch Supervisors for the 2018-2019 school year. They will be paid per the WEA agreement. ATTACHMENT #1
16. Approve the following Lunch Aides for the 2018-2019 school year, as per the attached. 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. As per the WAES Agreement, secretaries performing lunch duty will be paid \$23 per hour. ATTACHMENT #2
17. Approve the following translators/interpreters for the 2018-2019 school year. They will be paid \$37 per hour.
- Anne Goetz
Emely Morris
18. Approve the following Instructional Technology Support Staff assignments for the 2018-2019 school year, as attached. Funds provided through ESSA Title IIA. ATTACHMENT #3
19. Approve the following Literacy Coach assignments for the 2018-2019 school year, as attached. Funds provided through ESSA Title IIA. ATTACHMENT #4
20. Approve all WEA district certified employees to provide home instruction as assigned for the 2018-2019 school year at the Board approved rate of \$40 per hour.
21. Approve additional substitutes for the 2018-2019 school year, as attached. ATTACHMENT #5
22. Approve all WISSA Board approved part-time paraprofessionals to be paraprofessional substitutes for the 2018-2019 school year. They will be paid at the Board approved daily rate for substitute paraprofessional.
23. Approve all WISSA Board approved part-time paraprofessionals to be lunchroom aide substitutes for the 2018-2019 school year. As per the WISSA Agreement, paraprofessionals performing lunch duty will be paid at their hourly rate.

WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

24. Approve the following co-curricular changes for the 2018-2019 school year:

<u>From</u>	<u>To</u>
Heather Alvarez Child Study Team Coordinator \$5,638 September – June	Heather Alvarez Child Study Team Coordinator \$3,183.30 September – November & ½ April – June

AND

Theresa Paster
Child Study Team Coordinator
\$2,454.20
December – March & ½ April

25. Approve the following change of salaries for teaching staff who earned additional degrees/post graduate credits for the 2018-2019 school year.

	<u>From</u>	<u>To</u>
Kimberly Conklin Lincoln School Special Education	Masters \$86,642 (includes longevity)	Master +30 - \$89,795 (includes longevity)
Antony Farag Westfield High School Social Studies	Masters \$81,303	Master +30 - \$84,456
Valerie Hamilton Westfield High School Special Education	Bachelors \$82,183	Masters \$85,232
Erin Meade Edison Intermediate School Language Arts	Masters \$83,339 (includes longevity)	Masters +30 - \$86,492 (includes longevity)

26. Approve change in salary for Patricia Mader-Karan, supplemental nurse at Westfield High School, from \$44,234 to \$50,000, effective 9/1/18 through 6/30/19.

27. Approve the following resolution:

SHARED SERVICES AGREEMENT for 2018-2019

THIS JOINT AGREEMENT BY AND BETWEEN:

- BERNARDS TOWNSHIP BOARD OF EDUCATION (“BERNARDS TOWNSHIP”)
- EAST WINDSOR REGIONAL BOARD OF EDUCATION (“EAST WINDSOR”)
- EWING TOWNSHIP BOARD OF EDUCATION (“EWING”)
- FRANKLIN TOWNSHIP BOARD OF EDUCATION (“FRANKLIN”)
- FREEHOLD REGIONAL HIGH SCHOOL DISTRICT (“FREEHOLD REGIONAL”)
- FREEHOLD TOWNSHIP BOARD OF EDUCATION (“FREEHOLD TOWNSHIP”)

WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

- HAMILTON TOWNSHIP BOARD OF EDUCATION (“HAMILTON”)
- HOPEWELL VALLEY REGIONAL BOARD OF EDUCATION (“HOPEWELL VALLEY”)
- JACKSON BOARD OF EDUCATION (“JACKSON”)
- LAWRENCE TOWNSHIP BOARD OF EDUCATION (“LAWRENCE”)
- MERCER COUNTY TECHNICAL SCHOOL (“MC TECHNICAL”)
- MERCER COUNTY SPECIAL SERVICES (“MC SPECIAL SERVICES”)
- MILLBURN TOWNSHIP BOARD OF EDUCATION (“MILLBURN TOWNSHIP”)
- MONTGOMERY TOWNSHIP BOARD OF EDUCATION (“MONTGOMERY”)
- NORTH BRUNSWICK BOARD OF EDUCATION (“NORTH BRUNSWICK”)
- PRINCETON BOARD OF EDUCATION (“PRINCETON”)
- SOUTH BRUNSWICK TOWNSHIP BOARD OF EDUCATION (“SOUTH BRUNSWICK”)
- ROBBINSVILLE BOARD OF EDUCATION (“ROBBINSVILLE”)
- TRENTON BOARD OF EDUCATION (“TRENTON”)
- WATCHUNG HILLS BOARD OF EDUCATION AND
- WEST WINDSOR-PLAINSBORO REGIONAL BOARD OF EDUCATION (“WEST WINDSOR-PLAINSBORO”)
- (Individually referred to as “PARTICIPATING BOARD OF EDUCATION OR “PARTICIPATING BOARD”;
- Collectively referred to as “BOARDS OF EDUCATION” OR “PARTICIPATING BOARDS”).

WHEREAS, the participating boards of education that are parties to this agreement recognize the need to recruit highly-qualified educators for the 21st century, particularly educators who can add diversity to their respective faculties; and

WHEREAS, the participating boards of education share a common identity with their location in Central Jersey; and

WHEREAS, the participating boards of education have determined that it is in their mutual interests to work cooperatively to attract and recruit diverse educators for teaching and administrative positions in their respective school districts; and

WHEREAS, the participating boards believe that renewing their relationship as a consortium of school district to work together in this endeavor addresses their mutual goals of recruiting and retaining high quality and diverse faculties; and

WHEREAS, the participating boards of education have determined that they shall enter into a joint agreement for the provision and performance of goods and services related to these cooperative efforts as required by N.J.S.A. 18A:18A-11 et seq.,

NOW, THEREFORE, BE IT AGREED AS FOLLOWS:

1. This agreement shall be binding upon each Participating Board of education on the date approved by any such board and shall expire on June 30, 2019.
2. The Participating Boards may, when engaged in the joint services covered under this agreement shall use the name, “Central Jersey Program for Recruitment of Diverse Educators (“CJ PRIDE”) and shall be considered members of the CJ PRIDE Consortium. This agreement, however, shall not establish a legal entity

WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

separate from any participating board of education, nor any employer-employee or agency relationships between the participating boards.

3. The Participating Boards shall hold a joint job fair open to all prospective teaching and administrative candidates and authorize the design, production, purchase and distribution of materials to promote this shared activity and other expenses necessary to carry out this event.
4. The Participating Boards authorize the design, production, purchase and distribution of staff recruitment materials in multiple media that (a) promote the joint work of the CJPRIDE, (b) highlight the benefits of living and working in Central New Jersey, (c) promote careers in education (d) focus on the common strengths of the school districts and (e) provide information regarding each district. The Participating Boards may elect to host a website to serve such purposes as an alternative to these multiple materials.
5. Employees designated by the Superintendent of Schools of the Participating Boards shall be authorized to share information regarding a prospective candidate to duly designated employees of other participating boards provided written consent has been obtained from the candidate.
6. Employees designated by the Superintendent of Schools of the Participating Boards shall coordinate attendance at job fairs at universities, colleges and other venues and shall share information about recruited candidates to the extent permissible with duly designated representatives of other participating boards.
7. Employees designated by the Superintendent of Schools of the Participating Boards shall be available to attend meetings and functions related to the activities covered under this agreement. Regular attendance of Participating Boards is required.
8. All purchases made or contracts entered into pursuant to this agreement shall be in accordance with the bidding laws of the State of New Jersey and the applicable rules and regulations of the State Board of Education.
9. Except as otherwise stated herein, each of the original Participating Boards, other than West Windsor-Plainsboro and Hopewell Valley, shall be responsible for \$100.00 during the term of this agreement for expenses incurred related to agreed upon joint services and joint purchases, which shall be payable within sixty (60) days of receipt of an invoice from West Windsor-Plainsboro.
10. For Boards that are approved as additional Participating Boards for 2018-2019, the first year assessment shall pay a one-time initial fee of \$2,000, which shall be inclusive of the district's annual share of costs during its first year of participation.
11. In consideration of the agreement of West Windsor-Plainsboro to provide administrative services, the participating boards agree that West Windsor-Plainsboro shall be charged a reduced amount of \$50.00 for its participation in CJ PRIDE for the 2018-2019 school year.

7
WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

12. In consideration of the agreement of Hopewell Valley to provide website support, the Participating Boards agree that Hopewell Valley shall be charged a reduced amount of \$50.00 for its participation in CJ PRIDE for the 2018-2019 school year.
13. West Windsor-Plainsboro shall issue payments for all authorized expenses and provide documentation of such payments to each Participating Board.
14. For purposes of making decisions related to the joint purchases and services covered under this agreement, each Participating Board shall have one vote, which may be made in-person or by any other manner to which the parties may agree.
15. Each participating board shall be responsible for the wages and benefits of its employees and expenses incurred by its own employees. Such expenses include travel (NJAC6A-23A:7et seq.), telephone and facsimile charges and mail and/or other delivery charges unless approved in advance by a majority of representatives of the present Participating Boards.
16. Any controversies or disputes that shall arise among the parties shall be adjudicated in accordance with N.J.S.A. 18A:18A-14.
17. Each Participating Board shall maintain appropriate worker's compensation insurance coverage for any of its employees who may perform services pursuant to this agreement. Each Participating Board shall be liable for the acts and omissions of its own members, employees, officers and representatives.
18. Participation in CJ PRIDE shall be open to other school districts subject to the terms and conditions agreed to by the representatives of the Participating Boards of education.
19. The representatives of the Participating Boards are authorized to establish rules and procedures governing the expansion of CJ PRIDE to include participating boards.

IN WITNESS WHEREOF, the participating board listed below set their hands and seals to this Agreement.

District: _____

Approval Date: _____

Signatures:

Board President

Board Secretary

WESTFIELD BOARD OF EDUCATION
 SEPTEMBER 25, 2018

28. Approve the following volunteers for the 2018-2019 school year (pending State and District required clearances for non-district employees):

Joseph Berardi	Girls Winter Track & Field
Alfred Braza	Marching Band
Colin Mackay	Wrestling
Christine Pyo	Girls Volleyball
Quinton Redding	Boys Basketball
Henry Surgent	Boys 9 th grade Lacrosse
Spencer Truesdell	Boys Ice Hockey
Matthew Varhley	Boys 9 th grade Lacrosse

29. Approve reimbursement of mentoring fees to the following teachers for obtaining tenure as per the WEA agreement, as attached. ATTACHMENT #6

30. Approve compensation to the following staff who served as the Leadership Committee at the New Staff Institute on 8/28/18 - 8/29/18. They will be paid \$300 each, which includes an additional day of preparation.

Enrico Basso
 Ryan Daly
 Heather Fellin
 TranLe Hill
 Michelle Roig
 Nancy Rygiel
 Tamara Zuckerman

31. Approve compensation to the following Speech Therapist for attending child study team meetings during the 2018 ESY program, effective 8/14/18 – 8/16/18. She will be paid at the Board approved rate of \$40 per hour.

Leanne Merlo

32. Approve compensation to the following Westfield High School teachers for an additional 20% of their 2018-2019 salary for teaching an additional class, over and above the agreed upon teaching periods, effective 10/1/18 through 1/30/19 per WEA Agreement.

Brenda Acanfora
 Paulette DelRosso
 Samuel Haimann
 Carole Harazim
 Nicole Malvasio
 Hedy Siroty

WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

33. Approve compensation to the following Westfield High School teacher for an additional 20% of his 2018-2019 salary for teaching an additional class, over and above the agreed upon teaching periods, effective 9/1/18 through 6/30/19 per WEA Agreement.

William Wertheimer

34. Approve compensation to the following Westfield High School Special Education teachers for an additional 20% of their 2018-2019 salary for teaching an additional class, over and above the agreed upon teaching periods, effective 9/1/18 through 11/30/18 per WEA Agreement.

Valerie Hamilton
Douglas Kehler
Diane Mahatha
Rebecca McGrath
Lisa Thomas
Guenevere Zucker

35. Approve additional compensation to Maggie Gonzalez and Marie Moran, English Language Learners staff members for additional ELL new student testing and scheduling. They will be paid at the Board approved rate of \$35 per hour for a total of \$87.50.

36. Approve compensation to the following Special Services staff for additional days of employment during the summer of 2018. They will be compensated at a rate of \$447 per day.

Laura Capoccia	½ day
Lucan Farrell-Ingham	3 days
Melissa Greenwald	1 day
Noelle McCarthy	1 day
Rebecca Miller	5 days
Jodi Robinson	1 day

37. Approve compensation to the following Edison Intermediate School teacher for an additional 4% of her 2018-2019 salary for teaching an additional class one day per week, over and above the agreed upon teaching periods, effective 9/1/18 through 6/30/19.

Kristi Houghtaling

Gifted & Talented Biology

38. Approve compensation to the following full-time Westfield High School paraprofessionals for the 2018-2019 school year for working an additional 1 ½ hours per day in order to meet early morning and afternoon supervisory needs, effective 9/5/18 through 6/30/19. They will be paid at their hourly rate.

Elizabeth Lally
Theresa Martins

10
WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

39. Approve compensation to the following for the 2018-2019 Roosevelt Intermediate School fall play as follows. Funds will be provided from the ticket proceeds.

Erika Hodges	Adult Stage Manager	\$800
Sabino Losco	Sound Operator & Designer	\$550
Mikayla Pinto	Light Operator & Designer	\$350
Jessica Urriola	Ticket Sales/Box Office	\$300

40. Approve compensation to the following nurses for working one preparation day prior to the teachers start date per the WEA agreement. They will be paid their per diem rate.

Christine DeSousa
Sharon Dorry
Martha Fico
Marybeth Finn
Robin Ince
Patricia Kelly
Maryann Kennedy
Eileen Moran
Christina O'Connor
Jescenia Oviedo
Robert Ripper III
Carole Stavitski
Valerie Williams

41. Approve compensation to the following Edison Intermediate paraprofessionals for working AM bus duty to meet student needs, effective 9/5/18 through 6/30/19. They will be paid at their hourly rate.

Rebecca Lugara
Marie Pennella
Nancy Smith

42. Approve compensation to the following Edison Intermediate School Special Education teachers for an additional 4% of their 2018-2019 salary for supplemental instruction one day per week, over and above the agreed upon teaching periods, effective 9/26/18 through 6/30/19.

Michele Belz	Mathematics
Emma Hand	Language Arts

43. Approve compensation to the following, full-time paraprofessional at Westfield High School, for working an additional hour on 9/6/18 to meet student needs. She will be paid at her hourly rate.

Irene Dougert

WESTFIELD BOARD OF EDUCATION
SEPTEMBER 25, 2018

44. Approve compensation to Patricia Mader-Karan, supplemental nurse at Westfield High School, for assisting her student before and after school for a total of 30 minutes per day, and for assisting her student at lunch and at various after school activities for the 2018-2019 school year. She will be compensated at her hourly rate, effective 9/1/18 through 6/30/19.
45. Accept with regret, the retirement of staff with his last day of employment being, as follows:

Paul Donohue

Elm Street – Night Custodian

9/30/18