
**The Somerset Hills School District
Regular Meeting Agenda -August 28, 2019
Executive Session - 6:30 P.M.
Public Input & Action - 7:30 P.M.
Bernards High School Community Room**

I. Call to Order & Welcome

Welcome to a meeting of the Board of Education of Somerset Hills. Please be advised that this and all meetings of the Board are open to the public and media, consistent with the Open Public Meetings Act: (Chapter 231 Laws of 1975), and that advance notice required therein has been provided. This is a meeting of the Board of Education of Somerset Hills at which formal action may be taken. The public will have an opportunity to be heard as shown on the Agenda.

II. Roll Call

III. Executive Session

WHEREAS the "Open Public Meetings Act:" (Chapter 231 Laws of 1975) authorizes a public body to exclude the public from that portion of a meeting at which specified topics are to be discussed under circumstances where the public consideration of such topics will clearly endanger the public, or where the personal privacy or guaranteed rights of individuals whose activities or affairs are to be discussed would be clearly in danger of unwarranted invasions, and

WHEREAS the matters about to be presented for discussion clearly meet the "circumstances" test of such Act:

RESOLVED that the Board of Education of Somerset Hills now adjourns its public session to reconvene in Executive Session for the purpose of discussing the following: Personnel, Student Matters, Contracts, Negotiations and Litigation.

And, be it further,

RESOLVED that the discussion in Executive Session be disclosed when the Board's consideration of the subject matter has been closed, or that such matter does not adversely affect the rights of prospective, current, or past public officers, or personnel of the Board, unless such individuals have in writing requested the disclosures of such discussion at a public meeting and provided such a public disclosure will no longer clearly endanger the public interest.

IV. Pledge of Allegiance

V. Roll Call

VI. Correspondence

- a. Thank you notes from Taylor Hickey and Emma Mistele, scholarship award recipients.

VII. Report of the Superintendent

VIII. Public Questions & Comments for Actionable Agenda Items

We very much welcome input from the public. Public comments are welcome at this time on any agenda item. Towards the end of the meeting there is a second public forum on any topic. Please state your name and address. Comments are limited to three minutes, but an individual may speak a second time after all others who wish to speak on the topic have been heard. Please understand that our public

forums are not structured as question and answer sessions, but are offered as opportunities to share your thoughts with the Board. In instances where the Board feels that there is a misunderstanding or inaccuracy, the Board President or Superintendent may address the comment. In accordance with New Jersey Statute, the Board will not discuss matters regarding specific personnel. Public Questions and Comments will be limited to 30 minutes. Thank you for your input.

IX. Approval of Minutes*

1. Approval of Minutes

Resolved, that the Somerset Hills Board of Education approve the Public Input & Action and Executive meeting minutes for June 12, 2019.

FINANCE, FACILITIES & OPERATIONS

Committee Report & Discussion:

X. FINANCE

Action Items:

1. Board Secretary & Treasurer Reports & Board Certification*

WHEREAS, the Board Secretary has received the Reports of the Secretary and Treasurer for the month of June 2019 showing the following balances:

FUND	Board Secretary Cash Balance (1)	Treasurer Cash Balance (2)
(10) General Fund	\$ 5,536,196.87	\$ 5,536,196.87
(20) Special Revenue Fund	\$ 348,819.89	\$ 348,819.89
(30) Capital Projects Fund	\$ 890,095.43	\$ 890,095.43
(40)Debt Service Fund	\$ 41,934.49	\$ 41,934.49
Total Government Funds	\$ 6,817,046.68	\$ 6,817,046.68

(1) From Secretary's Report

(2) From Treasurer's Report

WHEREAS in compliance with N.J.A.C.6A: 23-2.1(c)3 the secretary has certified that, as of the date of the report(s), no budgetary line item account has encumbrances and expenditures which in total exceed the amount appropriated by the district board of education, now, therefore, be it RESOLVED, the Board of Education accepts the above referenced report and certifications and orders that they be attached to and made part of the record of this meeting, and be it FURTHER RESOLVED, in compliance with N.J.A.C.6A: 23-3.11(c) 4, the Board of Education certifies that, after review of the secretary's monthly financial reports (appropriation section) and upon consultation with the appropriate district officials, to the best of its knowledge, no major account or fund has been overexpended in violation of N.J.A.C.6A: 23-2.11(b), and that sufficient funds are available to meet the district's financial obligations for the remainder of the year.

2. Approve 2018-2019 Budget Transfers*

Resolved that the Somerset Hills Board of Education approves the attached list of budget transfers for June 2019.

3. Payment of Bills*

WHEREAS, the Board Secretary has presented attached **May, 2019** check registers with the recommendation that the checks be paid, and Now, therefore, be it Resolved, that the following bills be paid and an itemized list be filed with the minutes of this meeting:

FUND	
(10) General Fund	\$2504.87
(20) Special Revenue Fund	-
(30) Capital Projects Fund	-
(40) Debt Service Fund	-
(60) Cafeteria Fund	-
(90) Agency Fund	-
TOTAL	\$2504.87

WHEREAS, the Board Secretary has presented attached **June, 2019** check registers with the recommendation that the checks be paid, and Now, therefore, be it Resolved, that the following bills be paid and an itemized list be filed with the minutes of this meeting:

FUND	
(10) General Fund	\$3,565,736.46
(20) Special Revenue Fund	\$55,566.21
(30) Capital Projects Fund	\$49,280.00
(40) Debt Service Fund	-
(60) Cafeteria Fund	\$68,901.20
(90) Agency Fund	\$1,278,770.76
TOTAL	\$5,018,254.63

WHEREAS, the Board Secretary has presented attached **July, 2019** check registers with the recommendation that the checks be paid, and Now, therefore, be it Resolved, that the following bills be paid and an itemized list be filed with the minutes of this meeting:

FUND	
(10) General Fund	\$2,638,613.56
(20) Special Revenue Fund	\$3,250.00
(30) Capital Projects Fund	-
(40) Debt Service Fund	-
(60) Cafeteria Fund	\$3,100
(90) Agency Fund	\$705,952.72
TOTAL	\$3,350,916.28

4. Approve Parent Organization*

Resolved, that the Somerset Hills Board of Education approve the Bernards Arts Foundation as an official 501(c)3 organization for Bernards High School fundraising.

5. Approve Parent Organization Fundraiser*

Resolved, that the Somerset Hills Board of Education approve the following parent organization fundraisers for the 2019-2020 school year:

Organization	School	Event	Date
Bernards Arts Foundation	BHS	Family Fun Day - off property	9/21
Project Graduation	BHS	Community Business Mailing	Aug/Sept

6. Approve Parent Organization Fundraiser

Resolved, that the Somerset Hills Board of Education approve the following parent organization fundraisers for the 2019-2020 school year:

Organization	School	Event	Date
HSA	BES	Celebration Book	All year
HSA	BES	Box Top	All year
HSA	BES	Book Fair	11/1-11/6
HSA	BES	Artist & Legacy Tile	3/6-3/20
HSA	BES	Gertrude Hawk Sale	Early April
HSA	BES	Penny Wars	Feb 3-7
HSA	BES	Read-a-thon	3/2-3/6
HSA	BES	Spirit Wear	All year
HSA	BES	School Supplies sale	May
HSA	BES	Holiday Breakfast & Shop	12/7
HSA	BES	Giving Tree	Back-to-school nights
HSA	BES	Yearbook Sale	Starts 1/6
HSA	BES	Bulb Sale	9/6-9/27
HSA	BES	Membership Drive	Aug-Sept
HSA	BES	Charleston Wrap	Fall

7. Approve Facility for Evaluation and Translation Services*

Resolved, that the Somerset Hills Board of Education approve the following facility to conduct evaluation and translation services for the 2019-2020 school year and ESY program:

Provider	Service	Location
Speech Language Learning Connection, LLC	Speech/Language Evaluations	Tinton Falls, NJ

8. Approve Donation*

Resolved, that the Somerset Hills Board of Education accept a donation of a Drive 20" Black Wheelchair, Silver Sport II model, valued at \$200 from Norman Luik.

9. Approve 2019-20 Non-Public Aid Programs*

Resolved, that the Somerset Hills Board of Education approve the Non-Public Aid Program orders for the following schools:

School	Program	Description	Total
Far Hills Country Day School	Security Aid	2019-20 School guard security services from Global Mark Security, LLC,	\$35,160.00
St. Elizabeth School	Security Aid	Professional installation and engineering services to install and configure Brivo system for 12 doors	\$22,863.94
Far Hills Country Day School	Technology	28 HP Chromebook x360 11 G1- Education Edition 3 Google Chrome Management Console Licenses	\$9,284.02

10. Approve State Aid for Non-Public Schools*

Resolved, that the Somerset Hills Board of Education approve the following state aid for non-public schools:

	Far Hills Country Day	School of St. Elizabeth	The Cottage School
Nursing Service Aid	\$26,384.00	\$14,356.00	\$ 970.00
Security Aid	\$40,800.00	\$22,200.00	\$ 1500.00
Technology Aid	\$9,792.00	\$ 5,328.00	\$ 360.00
Textbook Aid	\$14,337.00	\$ 7,801.00	\$ 527.00

11. Approve Contract with Turn Key Technologies*

Resolved, that the Somerset Hills Board of Education, approve technology upgrades, including wiring and cameras, as named in the 2018-19 budget, through PEPPM 528897-026 for an amount of \$74,583.88 during the 18-19 school year.

12. Approve Contract with Millenium Communications*

Resolved, that the Somerset Hills Board of Education, approve technology upgrades, including server upgrades and wiring, as named in the 2018-19 budget, through HCESC-TEC #06 for an amount of \$144,753.64 during the 18-19 school year.

13. Approve Contract with CDW-G*

Resolved, that the Somerset Hills Board of Education, approve technology upgrades, including laptops, chromebooks, wiring and supplies, as named in the 2018-19 budget, through ESCNJ 18/19-03 for an amount of \$144,753.64 during the 18-19 school year.

14. Approve Contract with Atra Janitorial Supply Co.*

Resolved, that the Somerset Hills Board of Education, approve janitorial supplies, from Atra Janitorial Supply Co. in the 2018-19 budget, through ESCNJ 17/18-47 for an amount of \$64,057.39 during the 18-19 school year.

15. Approve Lease Purchase Agreement*

Resolved, that the Somerset Hills Board of Education authorizes a lease/purchase agreement with US Bancorp in the amount of \$257,989.52 payable in 4 installments of \$64,497.38 per year through August 2022 with an interest rate of 2.3949%. The funds will be used to purchase 1,025 chromebook replacements through ESCNJ 18/19-03 state approved contract with CDW.

16. Professional Services Contract Awards*

Resolved, that the Somerset Hills Board of Education approves the following appointments: WHEREAS, there exists a need for auditing services, architectural services, legal services, occupational services, physical therapy services, and

WHEREAS, the Local Public Contracts Law N.J.S.A. 40A:11-1 et. seq. Requires that the resolution authorizing the award for "Professional Services" without competitive bids must be publicly advertised,

NOW THEREFORE, BE IT RESOLVED by the Somerset Hills Board of Education as follows

Provider	Description of Services	Estimated Amount	Term
Adams, Gutierrez & Lattiboudere	Legal	\$60,000	July 1, 2019-June 30, 2020
Gebhardt & Kiefer	Legal	\$8,000	July 1, 2019-June 30, 2020
Suplee, Clooney & Co.	Auditor	\$20,650	July 1, 2019-June 30, 2020
Parette, Somjen Architects LLC	Architect	\$35,000	July 1, 2019-June 30, 2020
Dr. Alison Agathis	School Physician	\$21,000	July 1, 2019-June 30, 2020
Cynthia Argiro	Physical Therapy	\$90,000	July 1, 2019-June 30, 2020
Cambridge Behavioral Health	ABA Services	\$30,000	July 1, 2019-June 30, 2020

These appointments are made without competitive bidding as “Professional Services” under the provisions of N.J.S.A. 40:11-1 et. seq. because such services are recognized professions licensed and regulated by law not allowing for competitive bids.

BE IT FURTHER RESOLVED, that a brief notice of this action shall be printed once in the Bernardsville News as required by law, within ten (10) days of its passage, stating its nature, duration, service and amount, and that the resolution and contract are on file in the Business Office.

17. Approve Extraordinary Unspecifiable Services (EUS) Professional Services*

Whereas the Somerset Hills Board of Education is in need of Extraordinary Unspecifiable Services exempt from competitive bids and awarded through the RFP process including technical criteria, management criteria, and cost criteria. After determining that the following professionals best meet the needs of the Somerset Hills School District;

NOW THEREFORE BE IT RESOLVED, that the Board Secretary is authorized to execute contracts for the following EUS professional services for the 2019-2020 school year:

Provider	Description of Services	Estimated Amount	Term
Phoenix Financial Advisors, Inc.	Financial Advisory Services	\$1,000	July 1, 2019-June 30, 2020
CBIZ	Broker of Record	\$125,000	July 1, 2019-June 30, 2020

BE IT FURTHER RESOLVED, that a brief notice of this action shall be printed once in the Bernardsville News as required law, within ten (10) days of its passage, stating its nature, duration, service and amount, and that the resolution and contract are on file in the Business Office.

18. Approve Special Law Enforcement Officers Services*

Resolved, that the Somerset Hills Board of Education approve the contract with the Bernardsville Police Department for Special Law Enforcement Officer Services at a cost of \$42,354.33 for the time period of September through December 2019.

19. Approve AFS Student*

Resolved, that the Somerset Hills Board of Education approves the acceptance of an AFS student to Bernards High School for the 2019-2020 school year.

20. Approve Substitute Placement Agreements*

Resolved, that the Somerset Hills Board of Education approves the agreements with Insight Workforce Solutions, LLC and with ESS Northeast, LLC to provide substitute staffing as needed for 2019-2020.

21. Approve Amended IDEA Grant for 2019-2020*

Resolved, that the Somerset Hills Board of Education approves amended funds for the 2019-2020 school year for the IDEA Federal Grant Allocation as follows:

IDEA Basic Public:	\$378,780
IDEA Basic Non Public:	\$ 43,870
IDEA Preschool Public:	<u>\$ 17,149</u>
TOTAL	\$439,799

22. Approve Amended 2019-2020 ESSA Grant*

Resolved, that the Somerset Hills Board of Education approves amended funds for the 2019-2020 school year for the ESSA-ESEA Federal Grant Allocation for as follows:

Title I, Part A-	\$ 64,439 for SHSD
Title II, Part A -	\$ 22,042 for SHSD
Title II, Part A -	\$ 3,640 for Far Hills Country Day School
Title II, Part A -	\$ 1,981 for School of Saint Elizabeth
Title III,	- \$ 14,672 for SHSD
Title IV,	- \$ 7,968 for SHSD
Title IV,	- \$ 1,316 for Far Hills Country Day
Title IV,	- \$ 716 for School of Saint Elizabeth

XI. FACILITIES & OPERATIONS

Action Items:

1. Approve the Extension of Hours*

Resolved, that the Somerset Hills Board of Education grant the ~~request for extended hours~~ temporary change through November 2019 beyond the hours currently permitted for the 2019-2020 school year within Regulation 7511, pending a change:

Organization	School Facility	Date
Mountaineers Football Any organization approved through SchoolDude	BHS Olcott Field	Sundays 12:00 - 6:00 PM until Daylight Savings begins 11:00-5:00 PM after Daylight Savings begins for Fall 2019

XII. CURRICULUM

A. Committee Report & Discussion:

PUBLIC HEARING REGARDING NURSING SERVICES PLAN

WHEREAS pursuant to N.J.S.A. 18A:22-13, the Board is required to conduct a public hearing for the 2019-2020 Nursing Services Plan; and

THEREFORE, be it resolved that the Board hereby opens the public hearing on the 2019-2020 Nursing Services Plan.

- Discussion
- Public Comments
- Motion to close public hearing and adopt the 2019-2020 Nursing Plan.

B. Action Items:**1. Approve The Somerset Hills School District Nursing Services Plan 2019-2020***

Resolved, that the Somerset Hills Board of Education approve the Nursing Services Plan for the 2019-2020 school year.

2. Approve Nonpublic School Nursing Services Agreement 2019-2020*

Resolved, that the Somerset Hills Board of Education, through contract with the Educational Services Commission of New Jersey, authorizes the Commission to conference, discuss and solicit input in the development of the nursing services contract document for the 2019-2020 school year which provides nursing services to the following nonpublic schools located in the Somerset Hills school district: Far Hills Country Day School and School of St. Elizabeth.

3. Approve Field Trips*

Resolved, that the Somerset Hills Board of Education approve the following field trips:

	School	Trip	# of Students	# of Faculty	# of Chaperones
a	BHS	Advanced Art A/H/AP & Photo AP: Princeton Art Museum - Princeton, NJ	27	3	0
b	BHS	STARs: West Morris Regional - Chester, NJ	7	3	0
c	BHS	STARs: PG Bank - Bernardsville, NJ	7	3	0
d	BHS	STARs: ShopRite - Bernardsville, NJ	7	3	0
e	BHS	STARs: 5 Below, Staples, Panera - Raritan, NJ	7	3	0
f	BHS	STARs: Morristown AMC - Morristown, NJ	7	3	0
g	BHS	STARs: Washington Headquarters Museum & Minuteman Diner - Morristown, NJ	7	3	0
h	BHS	Marching Band: Iroquois Spring - Rock Hill, NY	50	3	1

4. Approve Field Trips

Resolved, that the Somerset Hills Board of Education approve the following field trips:

	School	Trip	# of Students	# of Faculty	# of Chaperones
a	BES	Fourth Grade Steam Tank Finalists: Atlantic City Convention Center - Atlantic City, NJ	27	3	0

5. Approve Professional Development*

Resolved, that the Somerset Hills Board of Education approve the following professional development:

	School	Name	Workshop/Conference	Date	Est. Cost
a	District	Catelli, Michael	AP Coordinator workshop - NYC	8/28/19	0
b	District	Catelli, Michael	NJ Social Studies Supervisors Association - Monroe, NJ	8/8, 10/17, 1/17, 5/15	0
c	District	Catelli, Michael	NJ Social Studies Standards Rewrite - Ewing, NJ	8/6/19	0
d	District	Lucas, Doug	Norther Facilities Training - Rockaway, NJ	8/15/19	0
e	District	Dempsey, Gretchen	Unpacking and Taking Action with your Schools Performance Report - Monroe Township, NJ	7/31/19	\$75
f	District	Dempsey, Gretchen	The Conversation about Data - Make it Matter! - Branchburg, NJ	7/30/19	0
g	District	Latzke, Sarah	Administrative Assistants Conference - Princeton, NJ	10/4/19	\$206.19
h	District	Fischer, Susan	Somerset County Supervisors Planning Meeting - Somerville, NJ	8/6/19	0
i	BHS	Ellis, Amanda	HESAA School Counselor Training - Morristown, NJ	Fall 2019 TBD	0
j	BHS	Connor, Anne	NJ American Academy of Pediatrics School Health Conference - Somerset, NJ	10/16/19	\$175
k	BHS	Collins, Kay	Statistics AP summer Institute at MCC - Edison, NJ	8/5-8/8/19	\$1057.53
l	District	Vaught, Teresa	Somerset County Directors of Special Ed Meetings: Somerville, NJ 9/20,10/18,11/15,12/6,1/17,2/21,3/20,4/24/5/15,6/5	Various	0
m	District	Vaught, Teresa	MUJC Special Services Meetings: New Providence, NJ 9/20, 10/31, 11/19, 12/13, 1/10, 2/13, 3/12,5/1, 6/12	Various	0
n	BHS	Sosely, Anna	NJSCA Fall Conference - Edison, NJ	10/4/19	\$107.56
o	BHS	Stolarz, Lizabeth	Baltimore College Town and Gown Tour - Baltimore, MD	11/18-11/21	\$543.55
p	BHS	Monroe, Sky	NCTE Annual Convention - Baltimore, MD	11/21-11/22	\$1519.20
q	District	Hoppe, Mike	VP/AD Meetings / Flemington-Bridgewater, NJ: 8/27, 9/18, 10/23, 11/20, 12/18, 1/15, 2/19, 3/11, 4/15, 4/21, 5/20, 6/3	Various	0
r	District	Dempsey, Gretchen	County Legal Training - Warren, NJ	7/18/19	0
s	District	Dempsey, Gretchen	MUJC Board Meetings: New Providence, NJ 9/12, 10/17, 11/14, 12/12, 1/9, 2/6, 3/5, 4/1, 5/7, 6/4	Various	0
t	District	Dempsey, Gretchen	ESCNJ Board Meetings: 9/20, 10/18, 11/15, 12/3, 1/17, 2/21, 3/20, 4/24, 6/5	Various	0
u	District	Dempsey, Gretchen	Somerset County Association of School Administrators: Morris and Somerset Workshop - Bethlehem, PA	10/3 - 10/4	0

v	District	Dempsey, Gretchen	Somerset County Association of School Administrators: Roundtable - Bridgewater, NJ 9/13, 11/15, 12/13, 1/10, 2/14, 3/13, 4/10, 5/8, 6/12	Various	0
w	District	Goguen, Heather	New Jersey Association of School Business Officials 9/24, 10/8, 11/21, 12/10, 3/19, 4/28	Various	\$600
x	District	Goguen, Heather	Somerset County Association of Business Officials 9/27, 10/18, 11/22, 12/20, 1/17, 2/21, 3/27, 4/24, 5/15, 6/3	Various	0
y	District	Goguen, Heather	ERIC North Insurance Group 10/17, 3/19, 5/8	Various	0

6. Approve Professional Development

Resolved, that the Somerset Hills Board of Education approve the following professional development:

	School	Name	Workshop/Conference	Date	Est. Cost
a	BMS	Clark, Michelle	TC, NYC - Building Toolkits/Notebooks	9/23/19	\$94.70
b	BES	Mariani, Jessica	TC, NYC - Help Kids Make Step from 2nd to 3rd Grade	8/27/19	0
c	BES	O'Day, Lauren	TC, NYC - Help Kids Make Step from 2nd to 3rd Grade	8/27/19	\$25.20
d	BES	Young, Meghan	TC, NYC - Help Kids Make Step from 2nd to 3rd Grade	8/27/19	\$30.50
e	BES	Klebaur, Grace	TC, NYC - Help Kids Make Step from 2nd to 3rd Grade	8/27/19	\$25.20
f	BES	Rokosky, Debbie	TC, NYC - Helping Kids Reading Below Benchmark	1/22/20	\$70
g	BES	Vu, Truc-Lan	TC, NYC - TCRNP's Best Thinking on Reading	10/15/19	\$100
h	BES	Kusnic, Cassandra	Beyond Decoding: Meeting Needs of Learners with Dyslexia - Somerset, NJ	10/4/19	\$235
i	BES	D'Anunciacao, Jessica	Beyond Decoding: Meeting Needs of Learners with Dyslexia - Somerset, NJ	10/4/19	\$235
j	BES	Vu, Truc-Lan	TC, NYC - Crosswalks Btw Math and Literacy	10/28/19	\$100
k	BES	Friedman, April	TC, NYC - Priorities, Structures, and Methods: a day for A.P.'s	9/27/29	\$122.75
l	BES	Falzarano, Sarah	TC, NYC - New Ideas on Teaching Mechanics of Writing	12/6/19	\$127.37
m	BES	Kleinstein, Mary	TC, NYC - Tapping Into the Power of Books	12/13/19	\$70
n	BES	DeRoberts, Theresa	TC, NYC - Learning from ELL's Writing	1/27/19	\$125
o	BES	Carey, Amanda	TC, NYC - Planning for a Year that Accelerates Learning for Kids Reading Below Benchmark	9/23/19	\$117.50
p	BES	DeMarco, Amanda	TC, NYC - Planning for a Year that Accelerates Learning for Kids Reading Below Benchmark	9/23/19	\$145.78
q	BES	Westfall, Sarah	TC, NYC - Chapter Books are Full of New Challenges	3/12/20	\$105.50

r	BMS	Marashlian, Nicole	TC, NYC - Teaching for Transfer	12/11/19	\$70.00
s	BMS	Gutkin, Melissa	TC, NYC - Teaching for Transfer	12/11/19	\$70.00

7. Adopt Curriculum Documents*

Resolved, that the Somerset Hills Board of Education adopt the newly revised and completed curriculum documents for the 2019-2020 school year.

8. Approve Evaluation Instruments*

Resolved, that the Somerset Hills Board of Education approve the instruments for teacher evaluation (Danielson and iObservation) and administrator evaluation (Marshall and T-Evaluation) for the 2019-20 school Year.

9. Approve 2019-2020 Professional Development and Mentoring Plan*

Resolved, that the Somerset Hills Board of Education approve the Professional Development and Mentoring Plan for the 2019-2020 school year, on file in the Curriculum Office.

10. Approve the Comprehensive Equity Plan*

Resolved, that the Somerset Hills Board of Education approve the Comprehensive Equity Plan for 2019-2022, on file in the Curriculum Office.

11. Approve 2019-2020 Data Quality Team*

Resolved, that the Somerset Hills Board of Education approve the Data Quality Team for the 2018-2019.

Coleen Butler
Jason Winch
Olga Edgerton
Gretchen Dempsey
Mark Prunty

12. Approve 2019-2020 Anti-Bullying Specialists*

Resolved, that the Somerset Hills Board of Education approve the following Anti-Bullying Specialists For 2019-20:

Teresa Vaught- District HIB Coordinator
Lisa Drew- High School Anti-Bullying Specialist
Marcy Craver- Middle School Anti-Bullying Specialist
Emily Pike- Elementary School Anti-Bullying Specialist

13. Approve Affirmative Action Officers*

Resolved, that the Somerset Hills Board of Education approve the following Affirmative Action Officers for 2019-2020:

Coleen Butler- District
Jaime Walker- Bernards High School
Lisa Garofalo- Bernardsville Middle School
April Friedman- Bedwell School

14. Approve 504 Coordinators*

Resolved, that the Somerset Hills Board of Education approve the following 504 Coordinators for 2019-2020:

Teresa Vaught- District
Jaime Walker- Bernards High School
Lisa Garofalo- Bernardsville Middle School
Amy Phelan- Bedwell School

15. Approve 2019-2020 School Improvement Panels (ScIPs)*

Resolved, that the Somerset Hills Board of Education approve the following School Improvement Panels (ScIPs) for 2019-2020:

Bedwell Elementary School
Amy Phelan – Principal
April Friedman- Assistant Principal
Dana Fischer- Grade 4 Teacher

Bernardsville Middle School
Lisa Garofalo - Principal
Brian Latzke- Assistant Principal
Anne O'Halloran- Mathematics Teacher

Bernards High School
Scott Neigel- Principal
Mike Corbett- Assistant Principal
Jay Hogge- Social Studies Teacher
Chris Whitlock- Science Teacher

16. Approve 2019-2020 School Safety/School Climate Teams*

Resolved, that the Somerset Hills Board of Education approve the following School Safety Teams for 2019-2020:

Bedwell Elementary School
Amy Phelan – Principal
April Friedman- Assistant Principal
Emily Pike - Schools Counselor
Maureen Ziolkowski- Grade 2 Teacher
Kate Walden- Parent

Bernardsville Middle School
Lisa Garofalo- Principal
Brian Latzke- Assistant Principal
Marcy Craver- Guidance Counselor
Jess Mc Ginn - Teacher
Maxine Vu - Parent

Bernards High School

Scott Neigel- Principal
 Lisa Drew- Student Assistance Counselor
 Anne Connor- School Nurse
 Debbie Infusino- Parent
 Peg Dolson- Special Educator

PERSONNEL AND POLICY

A. Committee Report and Discussion.

XIII. PERSONNEL

B. Action Items:

1. Accept Retirement*

Resolved, that the Somerset Hills Board of Education accept the retirement of the following Employee:

Name	School	Position	Effective
Prunty, Mark	District	Information Technology Manager	10/31/19

2. Accept Resignation*

Resolved, that the Somerset Hills Board of Education accept the resignation of the following Employees:

	Name	School	Position	Effective
a	Russo, Jennifer	BHS	Teacher	8/11/19
b	Morris, Ashley	BHS	Teacher	8/30/19
c	Vail, Peggy	District	Transportation Driver	8/23/19
d	Newton, David	BHS	Basketball Girls: Head	8/14/19

3. Accept Resignation

Resolved, that the Somerset Hills Board of Education accept the resignation of the following Employees:

	Name	School	Position	Effective
a	Rick, De Jaager	BMS	Teacher	8/27/19
b	Horel, Kelly	BES	Speech Therapist PT	8/31/19
c	Sharp, Lynn	BES	Teacher PT	8/31/19

4. Approve Extended School Year Staff*

Resolved, that the Somerset Hills Board of Education approve the following extended school year staff for summer 2019

	Name	Position	Salary
a	Barberra, Jennifer	Teacher	\$42.37 per hour
b	Allegra, Gabriella	Paraprofessional	\$16.06 per hour

5. Approve Appointment Certified Staff*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following

certified BHS/District staff for the 2019-2020 school year, *subject to further investigation pursuant to law:*

	Name	School	Position	Replace	Level	Step	Salary
a	Lavalle, Alexa	BHS	Psychologist	New	MA +30	1	\$65,850
b	O'Brien, Kyle	BHS	Teacher	Miller	MA	1	\$61,580
c	Carreiro, Olivia	BHS	Teacher	Hollis	MA +15	5	\$66,215
d	Walker, Jaime	BHS	Director of Guidance	Butler			\$117,000
e	McCarthy, Quentin	BHS	Teacher	Milde	BA	2-3	\$57,810
f	Venezia, David	BHS	Teacher	Romero	MA	2-3	\$62,080
g	Pasqua, Jaclyn	BHS	Teacher	Russo	MA	11	\$71,635
h	Tripp, Amanda	BHS	Teacher	Morris	MA	15	\$81,272
i	Hayes, Kelly	District	Social Worker	Ayres	MA	1	\$61,580

6. Approve Appointment Certified Staff

Resolved, that the Somerset Hills Board of Education approve the appointment of the following certified BMS/BES staff for the 2019-2020 school year, *subject to further investigation pursuant to law:*

	Name	School	Position	Replace	Level	Step	Salary
a	Nowicki, Matthew	BMS	Teacher	Berger	BA	3	\$57,810
b	Fabregas, Kelly	BMS	Teacher	Jacobs	MA	5	\$64,080
c	Aronow, Maureen	BMS	Teacher	DeJager	BA	6	\$60,825
d	Escobar-Chaffee, Salome	BMS	Teacher	Lacotta	MA	2-3	\$62,080
e	Wild, Deborah	BMS	Teacher PT (37.5%)	Forsythe	MA	2	\$23,280

7. Approve Appointment Staff*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following staff for the 2019-2020 school year, *subject to further investigation pursuant to law:*

	Name	School	Position	Replace	Step	Salary	Effective
a	Gonzalez, Didier	BHS	Custodian	Chwiedosiuk	16	\$45,830	7/15/19
b	Cubicciotti, Julie	District	BCBA	Griffin	1	\$61,580	9/1/19

8. Approve Appointment Paraprofessional*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Paraprofessional for the 2019-2020 school year:

	Name	School	Position	Replace	Salary
a	Pernaselli, Marjorie	BES	Paraprofessional Full Time	Gopinath	\$17.35/ Hr

9. Approve Substitutes*

Resolved, that the Somerset Hills Board of Education approve the following

substitutes for the 2019-2020 school year, *subject to further investigation pursuant to law:*

	Last	First	Substitute Position	Certification
a	Ball	Karen	Teacher / Paraprofessional	Substitute Certificate
b	Griggs	Tarik	Teacher / Paraprofessional	Substitute Certificate
c	Shimko	Maria	Teacher / Paraprofessional	Substitute Certificate
d	Klosk	Gregory	Teacher / Paraprofessional	Substitute Certificate
f	Ober	Douglas	Teacher / Paraprofessional	Substitute Certificate
g	Tosti	Fran	Teacher / Paraprofessional	Standard Certificate
h	Tolley	Elizabeth	Teacher / Paraprofessional	Substitute Certificate

10. Approve Home Instructor*

Resolved, that the Somerset Hills Board of Education approve the following home instructor for the 2019-2020 school year:

Name	Position	Certification
Tosti, Fran	Home Instructor	Speech

11. Approve Leave Replacement Teachers

Resolved, that the Somerset Hills Board of Education approve the following Leave replacement teachers for the 2019-2020 school year: BMS/BES

	Name	School	Position	Replace	Level	Step	Salary	Effective
a	Prinz, Peter	BMS	Teacher / Leave Replacement	Ogden(LR)	MA	9-10	\$69,775	19-20 School year
b	Rizzo, Elissa	BMS	Teacher / Leave Replacement	Calabrese (LR)	MA + 30	4	\$67,340 prorated	9/19/19- 01/03/20

12. Approve Volunteers*

Resolved, that the Somerset Hills Board of Education approve the following volunteer for the 2019-2020 school year:

Name	School	Volunteer
Witty, Dean	BHS	Boys Lacrosse

13. Approve Volunteer

Resolved, that the Somerset Hills Board of Education approve the following volunteer for the 2019-2020 school year: BMS

Name	School	Volunteer
Place, Jeannette	BMS	Tutor / Mentor

14. Approve Stipend Positions*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following stipend positions for the 2019-2020 school year: BHS

	Name	Position	Stipend
a	Gonzalez, Didier	BHS Head Custodian	\$6,000
b	McCarthy, Quentin	Assistant AD: Fall (50%)	\$1,900

15. Approve Stipend Positions

Resolved, that the Somerset Hills Board of Education approve the appointment of the following stipend positions for the 2019-2020 school year: BMS & BES

	Name	Position	Stipend
a	Paterno, Amy	BMS Field Hockey: Head	\$4,205
b	Malwitz, Carrie	BMS Field Hockey: Assistant	\$2,733
c	Griffith, Chris	Soccer Boys' Head & Assistant 50%	\$3,469
d	Boudreau, Derek	Soccer Boys' Head & Assistant 50%	\$3,469

16. Approve Summer Work*

Resolved, that the Somerset Hills Board of Education approve the following summer work at their 2019-2020 per hour rate: BHS & District

	Name	Position	School	Not to Exceed	Hourly Salary
a	Bale-Pena, Matthew	Athletic Trainer	BHS	7 days	\$50.75/Hr
b	Lavalle, Alexa	Psychologist	BHS	3 days / 5 days ESY	\$45.65/Hr
c	Kelly, Hayes	Social Worker	District	5 days	\$42.37/Hr
d	Cubicciotti, Julie	BCBA	District	1 day	\$42.37/Hr
e	LaBruno, Wendi	LDTC	District	5 days	\$68.24/Hr

17. Approve Co-Curricular Positions*

Resolved, that the Somerset Hills Board of Education approve the following BHS co-curricular positions for the 2019-2020 school year:

	Last	First	School	BES - Co Curricular Positions	Stipend
a	Saez	Rickey	BHS	PAC Light and Sound Operator	\$40.60/Hr
b	Winch	Jason	BHS	PAC Light and Sound Operator	\$40.60/Hr

18. Approve Family Medical Leave of Absence*

Resolved, that the Somerset Hills Board of Education approve the following family medical leave of absence dates for the 2019-2020 school year:

Name	School	Position	Start Date	End Date
Dooley, Megan	BHS	Guidance	October 18, 2019	September 1, 2020

19. Amend Co-Curricular Positions

Resolved, that the Somerset Hills Board of Education amend the approval of the following BES co-curricular positions for the 2019-2020 school year:

	Last	First	School	BES - Co Curricular Positions	Stipend
a	Westfall-Grau	Sarah-Jianna	BES	Student Activities Coordinator (50%)	\$1,375 (1/2 of \$2,750)

20. Amend Family Medical Leave of Absence

Resolved, that the Somerset Hills Board of Education amend the following family medical leave of absence dates for the 2019-2020 school year:

Name	School	Position	Start Date	End Date
Calabrese, Eric	BMS	Teacher	September 23, 2019 September 19, 2019	January 6, 2020

21. Amend Part Time Paraprofessional*

Resolved, that the Somerset Hills Board of Education amend the start date of the following Part Time Paraprofessional for the 2019-2020 school year:

Last	First	Position	Step	Hourly Salary	Start Date
Marquez	Leyla	Special Education Paraprofessional - B	1	\$15.70	10/14/19

22. Amend approval Co-Curriculars*

Resolved, that the Somerset Hills Board of Education amend the following BHS co-curricular position for the 2019-2020 school year:

	Last	First	School	Position	Stipend
a	Viola-Poandl	Daniel-Ed	BHS	Musical: Spring Set Construction	\$2,500

23. Amend Paraprofessional*

Resolved, that the Somerset Hills Board of Education amend the following paraprofessional position for the 2019-2020 school year:

	Last	First	School	Position	Rate
a	Gopinath	Geetha	BES	Paraprofessional: Full-Time Part time	\$17.13/Hr

24. Approve Bernards High School Overloads*

Resolved, that the Somerset Hills Board of Education approves the following overloads for the 2019-2020 school year.

	Certification	Teacher	Periods per Week	Term	Sections	Salary	OVERLOAD Salary
a	Math	Boyce	5	FY	1	\$65,505.00	\$10,919.68
b	Math	Camuto	5	FY	1	\$71,635.00	\$11,941.55
c	English	O'Brien, Janice	5	S1	0.5	\$107,392.00	\$8,951.12
d	English	Weltler	5	S1	0.5	\$109,592.00	\$10,959.20
e	Science	Young	3	FY	0.6	\$59,810.00	\$5,982.20
f	World Language	Martin	5	FY	1	\$110,592.00	\$18,435.69 \$22,118.40
g	World Language	DeAngelo	5	FY	1	\$74,470.00	\$12,414.15 \$14,894.00
h	World Language	Vassil	5	FY	1	\$109,592.00	\$18,268.99
i	Financial Literacy	Murphy	2	FY	0.4	\$69,775.00	\$4,652.60
j	Math	Gray	5	S1	0.5	\$109,592.00	\$18,268.99

25. Approve Unpaid Absences

Resolved, that the Somerset Hills Board of Education approve the following unpaid absences for the 2019-2020 school year:

Name	School	Position	# of Requested days	Dates
Walley, Joy	BHS	Paraprofessional (Part-time)	7	9/19/19-9/27/19

26. Reappointment Tenured Teachers*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following tenured teachers for the 2018-2019 school year: Bernards High School

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Albanese-demair	Christine	BHS	Teacher MA	7	\$65,090.00	0	\$65,090.00
b	Babicke	Dennis	BHS	Teacher MA+60/Doc	19	\$102,735.00	0	\$102,735.00
c	Bale-Pena	Matthew	BHS	Teacher MA	11	\$70,694.00	0	\$70,694.00
d	Boyce	Nicole	BHS	Teacher BA	8-9	\$62,690.00	0	\$62,690.00
e	Bracero	Jeannette	BHS	Teacher MA	11	\$70,694.00	0	\$70,694.00
f	Brothers	David	BHS	Teacher MA+30	21	\$103,818.00	0	\$103,818.00
g	Camuto	Lisa	BHS	Teacher MA	10	\$68,640.00	0	\$68,640.00
h	Caswell	Jeffrey	BHS	Teacher BA	21	\$92,260.00	0	\$92,260.00
i	Cherng	Jonathan	BHS	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
j	Clark	Kelly	BHS	Teacher MA +15	19	\$95,940.00	0	\$95,940.00

k	Collins	Kay	BHS	Teacher MA+15	21	\$101,295.00	0	\$101,295.00
l	Connor	Anne	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
m	Costigan	Rita	BHS	Teacher MA+15	8-9	\$68,795.00	0	\$68,795.00
n	Di Marco	Thomas	BHS	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
o	Dolson	Margaret	BHS	Teacher MA+30	8-9	\$70,830.00	0	\$70,830.00
p	Dooley	Megan	BHS	Teacher MA	8-9	\$65,090.00	0	\$65,090.00
q	Drew	Lisa	BHS	Teacher MA+15	21	\$101,295.00	0	\$101,295.00
r	Ellis	Amanda	BHS	Teacher MA+60/Doc	10	\$76,720.00	0	\$76,720.00
s	Falletta	Luann	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
t	Falzarano	Jeffrey	BHS	Teacher MA+15	21	\$101,295.00	0	\$101,295.00
u	Ferrara	James	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
v	Foglia	Joseph	BHS	Teacher BA+15	21	\$94,890.00	1,000.00	\$95,890.00
w	Fresco	Angela	BHS	Teacher MA+60/Doc	19	\$102,735.00	0	\$102,735.00
x	Garay	Janet	BHS	Teacher MA+45	12	\$78,775.00	0	\$78,775.00
y	Gray	Paula	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
z	Hemans	Nicholas	BHS	Teacher MA	12	\$72,983.00	0	\$72,983.00
aa	Hogge	John	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
bb	Hunkele	Heather	BHS	Teacher MA + 30	14	\$81,885.00	0	\$81,885.00
cc	Koch	Kevin	BHS	Teacher MA+30	8-9	\$70,830.00	0	\$70,830.00
dd	La Bruno	Wendi	BHS	Teacher MA+60/Doc	17	\$95,395.00	0	\$95,395.00
ee	La Pine	Matthew	BHS	Teacher MA+30	8-9	\$70,830.00	0	\$70,830.00
ff	Lallis	John	BHS	Teacher MA+30	21	\$103,818.00	750	\$104,568.00
gg	Maestas	Alyssa	BHS	Teacher MA	6	\$63,570.00	0	\$63,570.00
hh	Monroe	Sky	BHS	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
ii	Morris	Ashley	BHS	Teacher MA +15	10	\$70,615.00	0	\$70,615.00
jj	Murphy	Theresa	BHS	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
kk	Noonan	Mark	BHS	Teacher BA	21	\$92,260.00	0	\$92,260.00
ll	O'brien	Janice	BHS	Teacher MA+60/Doc	19	\$102,735.00	0	\$102,735.00
m								
m	O'connor	Leslie	BHS	Teacher MA	12	\$72,983.00	0	\$72,983.00
nn	Pietroluongo	Jade	BHS	Teacher BA	8-9	\$62,690.00	0	\$62,690.00
oo	Reitz	Cameron	BHS	Teacher MA	5	\$62,570.00	0	\$62,570.00
pp	Ryersen	Kathleen	BHS	Teacher MA+45	20	\$105,116.00	0	\$105,116.00
qq	Silva	Karen	BHS	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
rr	Simoneau	Jon	BHS	Teacher MA	15	\$80,797.00	0	\$80,797.00
ss	Snyder	Allison	BHS	Teacher MA+60	8-9	\$74,900.00	0	\$74,900.00
tt	Sosely	Anna	BHS	Teacher MA+60/Doc	17	\$95,395.00	0	\$95,395.00

uu	Swanson	Donald	BHS	Teacher MA+60/Doc	17	\$95,395.00	0	\$95,395.00
vv	Szakiel	Przemyslaw	BHS	Teacher MA	21	\$98,600.00	0	\$98,600.00
w								
w	Szostak	David	BHS	Teacher MA+60/Doc	18	\$98,990.00	750	\$99,740.00
xx	Trumpy	Fred	BHS	Teacher MA+60/Doc	21	\$108,692.00	750	\$109,442.00
yy	Vassil	Cheryl	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
zz	Venezio	Maria	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
aa								
a	Violillo	Maddalena	BHS	Teacher MA+60/Doc	17	\$95,395.00	0	\$95,395.00
bb								
b	Wagner	Alyssa	BHS	Teacher MA+30	5	\$66,640.00	0	\$66,640.00
cc								
c	Weltler	Lynn	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
dd								
d	Whitlock	Christine	BHS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00

27. Reappointment Tenured Teachers*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following tenured teachers for the 2019-2020 school year: Bernards High School

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Albanese-demair	Christine	BHS	TEACHER MA	8	68,065.00	0.00	68,065.00
b	Babicke	Dennis	BHS	TEACHER MA+60/DOC	20	107,392.00	0.00	107,392.00
c	Bale-Pena	Matthew	BHS	TEACHER MA	12	73,758.00	0.00	73,758.00
d	Boyce	Nicole	BHS	TEACHER BA	9-10	65,505.00	0.00	65,505.00
e	Bracero	Jeannette	BHS	TEACHER MA	12	73,758.00	0.00	73,758.00
f	Brothers	David	BHS	TEACHER MA+30	21	104,718.00	0.00	104,718.00
g	Camuto	Lisa	BHS	TEACHER MA	9-10	69,775.00	0.00	69,775.00
h	Caswell	Jeffrey	BHS	TEACHER BA	21	93,160.00	0.00	93,160.00
i	Cherng	Jonathan	BHS	TEACHER MA	9-10	69,775.00	0.00	69,775.00
j	Clark	Kelly	BHS	TEACHER MA+15	20	99,995.00	0.00	99,995.00
k	Collins	Kay	BHS	TEACHER	21	102,195.00	0.00	102,195.00

				MA+15				
l	Connor	Anne	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
m	Costigan	Rita	BHS	TEACHER MA+15	9-10	71,910.00	0.00	71,910.00
p	Di Marco	Thomas	BHS	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
q	Dolson	Margaret	BHS	TEACHER MA+30	9-10	74,045.00	0.00	74,045.00
r	Dooley	Megan	BHS	TEACHER MA	8	68,065.00	0.00	68,065.00
s	Drew	Lisa	BHS	TEACHER MA+15	21	102,195.00	0.00	102,195.00
t	Ellis	Amanda	BHS	TEACHER MA+60/DOC	9-10	78,315.00	0.00	78,315.00
u	Falletta	Luann	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
v	Falzarano	Jeffrey	BHS	TEACHER MA+15	21	102,195.00	0.00	102,195.00
w	Ferrara	James	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
x	Foglia	Joseph	BHS	TEACHER BA+15	21	95,790.00	1,000.00	96,790.00
y	Fresco	Angela	BHS	TEACHER MA+60/DOC	20	107,392.00	0.00	107,392.00
z	Garay	Janet	BHS	TEACHER MA+45	13	82,215.00	0.00	82,215.00
aa	Gray	Paula	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
bb	Hemans	Nicholas	BHS	TEACHER MA	13	76,063.00	0.00	76,063.00
cc	Hogge	John	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
dd	Hunkele	Heather	BHS	TEACHER MA+30	15	85,334.00	0.00	85,334.00
ff	Koch	Kevin	BHS	TEACHER MA+30	9-10	74,045.00	0.00	74,045.00

gg	La Bruno	Wendi	BHS	TEACHER MA+60/DOC	18	99,180.00	0.00	99,180.00
hh	La Pine	Matthew	BHS	TEACHER MA+30	9-10	74,045.00	0.00	74,045.00
ii	Lallis	John	BHS	TEACHER MA+30	21	104,718.00	750.00	105,468.00
jj	Maestas	Alyssa	BHS	TEACHER MA	7	66,505.00	0.00	66,505.00
kk	Monroe	Sky	BHS	TEACHER MA	9-10	69,775.00	0.00	69,775.00
ll	Murphy	Theresa	BHS	TEACHER MA	9-10	69,775.00	0.00	69,775.00
mm	Noonan	Mark	BHS	TEACHER BA	21	93,160.00	0.00	93,160.00
nn	O'brien	Janice	BHS	TEACHER MA+60/DOC	20	107,392.00	0.00	107,392.00
oo	O'connor	Leslie	BHS	TEACHER MA	13	76,063.00	0.00	76,063.00
pp	Pietroluongo	Jade	BHS	TEACHER BA	9-10	65,505.00	0.00	65,505.00
qq	Reitz	Cameron	BHS	TEACHER MA	6	65,095.00	0.00	65,095.00
rr	Ryersen	Kathleen	BHS	TEACHER MA+45	21	107,316.00	0.00	107,316.00
ss	Silva	Karen	BHS	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
tt	Simoneau	Jon	BHS	TEACHER MA	16	84,118.00	0.00	84,118.00
uu	Snyder	Allison	BHS	TEACHER MA+60/DOC	9-10	78,315.00	0.00	78,315.00
vv	Sosely	Anna	BHS	TEACHER MA+60/DOC	18	99,180.00	0.00	99,180.00
ww	Swanson	Donald	BHS	TEACHER MA+60/DOC	18	99,180.00	0.00	99,180.00
xx	Szakiel	Przemyslaw	BHS	TEACHER MA	21	99,500.00	0.00	99,500.00
yy	Szostak	David	BHS	TEACHER MA+60/DOC	19	102,830.00	750.00	103,580.00
zz	Trumpy	Fred	BHS	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
aaa	Vassil	Cheryl	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00

bbb	Venezio	Maria	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
ccc	Violillo	Maddalena	BHS	TEACHER MA+60/DOC	18	99,180.00	750.00	99,930.00
ddd	Wagner	Alyssa	BHS	TEACHER MA+30	5	68,350.00	0.00	68,350.00
eee	Weltler	Lynn	BHS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
fff	Whitlock	Christine	BHS	TEACHER MA+60/DOC	21	109,592.00	750.00	110,342.00

28. Reappointment Tenured Teachers

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following tenured teachers for the 2018-2019 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longe-vi ty	\$ Total Salary
a	Bohr	Jennifer	BES	Teacher MA +15	8-9	\$68,795.00	0	\$68,795.00
b	Brooten	Darcey	BES	Teacher MA+60/Doc	12	\$80,810.00	0	\$80,810.00
c	Collins	Jessica	BES	Teacher MA	10	\$68,640.00	0	\$68,640.00
d	Crowley	Loretta	BES	Teacher MA+60/Doc	20	\$107,392.00	0	\$107,392.00
e	Davis	Emma	BES	Teacher MA+15	10	\$70,615.00	0	\$70,615.00
f	De Roberts	Theresa	BES	Teacher MA+60/Doc	16	\$91,950.00	0	\$91,950.00
g	De Stefano	Phyllis	BES	Teacher BA	21	\$92,260.00	1,000.00	\$93,260.00
h	Demarco	Monica	BES	Teacher MA+15	7	\$67,125.00	0	\$67,125.00
i	Falzarano	Sarah	BES	Teacher BA+15	10	\$66,545.00	0	\$66,545.00
j	Fischer	Dana	BES	Teacher BA+15	17	\$83,682.00	0	\$83,682.00
k	Freda	Michele	BES	Teacher MA	18	\$90,072.00	0	\$90,072.00
l	Grau	Jianna	BES	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
m	Hall	Kristine	BES	Teacher MA+30	20	\$102,518.00	750	\$103,268.00
n	Heppes	Laurie	BES	Teacher BA+15	21	\$94,890.00	1,000.00	\$95,890.00
o	Jablonski	Holly	BES	Teacher MA+15	12	\$74,846.00	0	\$74,846.00
p	Jaeger	Jamie	BES	Teacher MA+30	11	\$74,620.00	0	\$74,620.00
q	Jastrabek	Linda	BES	Teacher BA+15	21	\$94,890.00	1,000.00	\$95,890.00
r	Kleinstein	Mary	BES	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00

s	Koletar	Jenny	BES	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
t	Kostelak	Andrea	BES	Teacher BA+15	21	\$94,890.00	0	\$94,890.00
u	Leavenworth	Patrice	BES	Teacher BA+15	21	\$94,890.00	0	\$94,890.00
v	Leonard	Melissa	BES	Teacher MA+15	13	\$77,316.00	0	\$77,316.00
w	Maddaluna	Patricia	BES	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
x	Mc Carron	James	BES	Teacher MA	21	\$98,600.00	1,000.00	\$99,600.00
y	Mc Closkey	Heather	BES	Teacher MA	6	\$63,570.00	0	\$63,570.00
z	Och	Laurie	BES	Teacher MA+30	21	\$103,818.00	0	\$103,818.00
aa	Panik	Meredith	BES	Teacher MA+60/Doc	13	\$83,080.00	0	\$83,080.00
bb	Paterno	Amy	BES	Teacher MA + 15	16	\$85,931.00	0	\$85,931.00
cc	Pike	Emily	BES	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
dd	Reed	Patrick	BES	Teacher MA+60/Doc	12	\$80,810.00	0	\$80,810.00
ee	Rokosky	Debbie	BES	Teacher MA+45	21	\$106,416.00	0	\$106,416.00
ff	Roll	Jill	BES	Teacher MA	20	\$97,300.00	0	\$97,300.00
gg	Rudin	Elizabeth	BES	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
hh	Ryan	Vanessa	BES	Teacher BA+15	8-9	\$64,725.00	0	\$64,725.00
ii	Seelig	Sophia	BES	Teacher BA	14	\$73,290.00	0	\$73,290.00
jj	Smith	Lauren	BES	Teacher MA+15	12	\$74,846.00	0	\$74,846.00
kk	Thurlow	Allen	BES	Teacher MA+15	11	\$72,585.00	0	\$72,585.00
ll	Weber-hummel	Lisa	BES	Teacher MA	21	\$98,600.00	1,000.00	\$99,600.00
mm	Windisch	Mary Clare	BES	Teacher MA	21	\$98,600.00	0	\$98,600.00
nn	Ziolkowski	Maureen	BES	Teacher BA+15	14	\$75,325.00	0	\$75,325.00

BMS

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Calabrese	Eric	BMS	Teacher MA +15	11	\$72,585.00	0	\$72,585.00
b	Craver	Marcella	BMS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
c	De Angelo	Stephanie	BMS	Teacher MA+45	7	\$71,195.00	0	\$71,195.00
d	Fitzgerald	Marianne	BMS	Teacher BA+15	11	\$68,515.00	0	\$68,515.00
e	Froysland	Megan	BMS	Teacher MA +15	6	\$65,605.00	0	\$65,605.00

f	Furbish	Mary Ellen	BMS	Teacher MA	12	\$72,983.00	0	\$72,983.00
g	Georgiana	Michael	BMS	Teacher MA+60	10	\$76,720.00	0	\$76,720.00
h	Gilly	Zoltan	BMS	Teacher MA+60/Doc	10	\$76,720.00	0	\$76,720.00
i	Habermas	Christopher	BMS	Teacher MA+45	12	\$78,775.00	0	\$78,775.00
j	Heydt	Jaimie	BMS	Teacher MA	8-9	\$66,760.00	0	\$66,760.00
k	Horowitz	Susan	BMS	Teacher MA+60/Doc	21	\$109,442.00	750	\$109,442.00
l	King	Brian	BMS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
m	Lacotta	Katherine	BMS	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
n	Laspada	Joseph	BMS	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
o	Malwitz	Carrie	BMS	Teacher MA+60/Doc	12	\$80,810.00	0	\$80,810.00
p	Marashlian	Nicole	BMS	Teacher MA+60/Doc	14	\$85,509.00	0	\$85,509.00
q	Mariani	Jessica	BMS	Teacher BA	14	\$73,290.00	0	\$73,290.00
r	Martin	Judith	BMS	Teacher MA+60/Doc	21	\$108,692.00	1,000.00	\$109,692.00
s	Mc Ginn	Jessica	BMS	Teacher BA+15	11	\$68,515.00	0	\$68,515.00
t	Mc Millan	Patricia	BMS	Teacher BA	21	\$92,260.00	0	\$92,260.00
u	Mongno	Megan	BMS	Teacher MA+45	13	\$81,045.00	0	\$81,045.00
v	O'halloran	Anne	BMS	Teacher BA	4	\$59,500.00	0	\$59,500.00
w	Obert-thorn	Karrie	BMS	Teacher MA+60 Doc	18	\$98,990.00	0	\$98,990.00
x	Palek	Timothy	BMS	Teacher MA	10	\$68,640.00	0	\$68,640.00
y	Porter	Shane	BMS	Teacher MA	12	\$72,983.00	0	\$72,983.00
z	Rizzuto	Rosemarie	BMS	Teacher MA+60/Doc	21	\$108,692.00	0	\$108,692.00
aa	Russo	Dawn	BMS	Teacher MA	12	\$72,983.00	0	\$72,983.00
bb	Ryan	Suzanne	BMS	Teacher MA+30	21	\$103,818.00	0	\$103,818.00
cc	Sands	Stephen	BMS	Teacher MA+60/Doc	18	\$98,990.00	750	\$99,740.00
dd	Snyder	Jason	BMS	Teacher MA+60/Doc	11	\$78,690.00	0	\$78,690.00
ee	St Ours	Elizabeth	BMS	Teacher MA+15	12	\$74,846.00	0	\$74,846.00
ff	Szesko	Julie-ann	BMS	Teacher BA	7	\$61,020.00	0	\$61,020.00
gg	Tchorz	Valerie	BMS	Teacher MA+45	15	\$86,883.00	0	\$86,883.00
hh	Terraciano	Vincent	BMS	Teacher MA+30	21	\$103,818.00	0	\$103,818.00
ii	Tresslar	Kristene	BMS	Teacher MA+45	10	\$74,685.00	0	\$74,685.00
jj	Tynan	Jessica	BMS	Teacher MA	10	\$68,640.00	0	\$68,640.00
kk	Wells	Carolyn	BMS	Teacher MA+45	15	\$86,883.00	0	\$86,883.00

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following tenured teachers for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Bohr	Jennifer	BES	TEACHER MA+15	9-10	71,910.00	0.00	71,910.00
b	Brooten	Darcey	BES	TEACHER MA+60/DOC	13	84,350.00	0.00	84,350.00
c	Collins	Jessica	BES	TEACHER MA	11	71,635.00	0.00	71,635.00
d	Crowley	Loretta	BES	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
e	Davis	Emma	BES	TEACHER MA+15	11	73,770.00	0.00	73,770.00
f	De Roberts	Theresa	BES	TEACHER MA+60/DOC	17	95,680.00	0.00	95,680.00
g	De Stefano	Phyllis	BES	TEACHER BA	21	93,160.00	1,000.00	94,160.00
h	Demarco	Monica	BES	TEACHER MA+15	8	70,200.00	0.00	70,200.00
i	Falzarano	Sarah	BES	TEACHER BA+15	11	69,500.00	0.00	69,500.00
j	Fischer	Dana	BES	TEACHER BA+15	18	86,984.00	0.00	86,984.00
k	Freda	Michele	BES	TEACHER MA	19	93,559.00	0.00	93,559.00
l	Grau	Jianna	BES	TEACHER MA	9-10	69,775.00	0.00	69,775.00
m	Hall	Kristine	BES	TEACHER MA+30	21	104,718.00	750.00	105,468.00
n	Heppes	Laurie	BES	TEACHER BA+15	21	95,790.00	1,000.00	96,790.00
o	Jablonski	Holly	BES	TEACHER MA+15	13	77,986.00	0.00	77,986.00
p	Jaeger	Jamie	BES	TEACHER MA+30	12	77,915.00	0.00	77,915.00
q	Jastrabek	Linda	BES	TEACHER BA+15	21	95,790.00	1,000.00	96,790.00
r	Kleinstein	Mary	BES	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
s	Koletar	Jenny	BES	TEACHER MA	9-10	69,775.00	0.00	69,775.00
t	Kostelak	Andrea	BES	TEACHER BA+15	21	95,790.00	750.00	96,540.00
u	Leavenworth	Patrice	BES	TEACHER BA+15	21	95,790.00	0.00	95,790.00

v	Leonard	Melissa	BES	TEACHER MA+15	14	80,579.00	0.00	80,579.00
w	Maddaluna	Patricia	BES	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
x	Mc Carron	James	BES	TEACHER MA	21	99,500.00	1,000.00	100,500.00
y	Mc Closkey	Heather	BES	TEACHER MA	7	66,505.00	0.00	66,505.00
z	Och	Laurie	BES	TEACHER MA+30	21	104,718.00	0.00	104,718.00
aa	Panik	Meredith	BES	TEACHER MA+60/DOC	14	86,670.00	0.00	86,670.00
bb	Paterno	Amy	BES	TEACHER MA+15	17	89,402.00	0.00	89,402.00
cc	Pike	Emily	BES	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
dd	Reed	Patrick	BES	TEACHER MA+60/DOC	13	84,350.00	0.00	84,350.00
ee	Rokosky	Debbie	BES	TEACHER MA+45	21	107,316.00	0.00	107,316.00
ff	Roll	Jill	BES	TEACHER MA	21	99,500.00	0.00	99,500.00
gg	Rudin	Elizabeth	BES	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
hh	Ryan	Vanessa	BES	TEACHER BA+15	9-10	67,640.00	0.00	67,640.00
ii	Seelig	Mafalda	BES	TEACHER BA	15	76,335.00	0.00	76,335.00
jj	Smith	Lauren	BES	TEACHER MA+15	13	77,986.00	0.00	77,986.00
kk	Thurlow	Allen	BES	TEACHER MA+15	12	75,780.00	0.00	75,780.00
ll	Weber-hummel	Lisa	BES	TEACHER MA	21	99,500.00	1,000.00	100,500.00
mm	Windisch	Mary Clare	BES	TEACHER MA	21	99,500.00	0.00	99,500.00
nn	Ziolkowski	Maureen	BES	TEACHER BA+15	15	78,470.00	0.00	78,470.00

BMS

	Last Name	First Name	School	Level	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Calabrese	Eric	BMS	TEACHER	12	75,780.00	0.00	75,780.00

				MA+15				
b	Craver	Marcella	BMS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
c	De Angelo	Stephanie	BMS	TEACHER MA+45	8	74,470.00	0.00	74,470.00
d	Fitzgerald	Marianne	BMS	TEACHER BA+15	12	71,510.00	0.00	71,510.00
e	Froysland	Megan	BMS	TEACHER MA+15	7	68,640.00	0.00	68,640.00
f	Furbish	Mary Ellen	BMS	TEACHER MA	13	76,063.00	0.00	76,063.00
g	Georgiana	Michael	BMS	TEACHER MA+60/DOC	11	80,175.00	0.00	80,175.00
h	Gilly	Zoltan	BMS	TEACHER MA+60/DOC	11	80,175.00	0.00	80,175.00
i	Habermas	Christopher	BMS	TEACHER MA+45	13	82,215.00	0.00	82,215.00
j	Heydt	Jaimie	BMS	TEACHER MA	9-10	69,775.00	0.00	69,775.00
k	Horowitz	Susan	BMS	TEACHER MA+60/DOC	21	109,592.00	750.00	110,342.00
l	King	Brian	BMS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
n	Laspada	Joseph	BMS	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
o	Malwitz	Carrie	BMS	TEACHER MA+60/DOC	13	84,350.00	0.00	84,350.00
p	Marashlian	Nicole	BMS	TEACHER MA+60/DOC	15	89,145.00	0.00	89,145.00
q	Mariani	Jessica	BMS	TEACHER BA	15	76,335.00	0.00	76,335.00
r	Martin	Judith	BMS	TEACHER MA+60/DOC	21	109,592.00	1,000.00	110,592.00
s	Mc Ginn	Jessica	BMS	TEACHER BA+15	12	71,510.00	0.00	71,510.00
t	Mc Millan	Patricia	BMS	TEACHER BA	21	93,160.00	0.00	93,160.00
u	Mongno	Megan	BMS	TEACHER MA+45	14	84,535.00	0.00	84,535.00
v	O'halloran	Anne	BMS	TEACHER BA	7	62,235.00	0.00	62,235.00
w	Obert-thorn	Karrie	BMS	TEACHER MA+60/DOC	19	102,830.00	0.00	102,830.00
x	Palek	Timothy	BMS	TEACHER MA	11	71,635.00	0.00	71,635.00
y	Porter	Shane	BMS	TEACHER MA	13	76,063.00	0.00	76,063.00

z	Rizzuto	Rosemarie	BMS	TEACHER MA+60/DOC	21	109,592.00	0.00	109,592.00
aa	Russo	Dawn	BMS	TEACHER MA	13	76,063.00	0.00	76,063.00
bb	Ryan	Suzanne	BMS	TEACHER MA+30	21	104,718.00	0.00	104,718.00
cc	Sands	Stephen	BMS	TEACHER MA+60/DOC	19	102,830.00	750.00	103,580.00
dd	Snyder	Jason	BMS	TEACHER MA+60/DOC	12	82,185.00	0.00	82,185.00
ee	St Ours	Elizabeth	BMS	TEACHER MA+15	13	77,986.00	0.00	77,986.00
ff	Szesko	Julie-ann	BMS	TEACHER BA	8	63,795.00	0.00	63,795.00
gg	Tchorz	Valerie	BMS	TEACHER MA+45	16	90,478.00	0.00	90,478.00
hh	Terraciano	Vincent	BMS	TEACHER MA+30	21	104,718.00	0.00	104,718.00
ii	Tresslar	Kristene	BMS	TEACHER MA+45	11	78,040.00	0.00	78,040.00
jj	Tynan	Jessica	BMS	TEACHER MA	11	71,635.00	0.00	71,635.00
kk	Wells	Carolyn	BMS	TEACHER MA+45	16	90,478.00	0.00	90,478.00

30. Approve Non-Tenure Contracts*

Resolved, that the Somerset Hills Board of Education approve the following non-tenured teachers for the 2018-2019 school year: Bernards High School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Falk	Lisa	BHS	Teacher MA	4	\$61,620.00
b	Kaplan	Daniel	BHS	Teacher BA	4	\$57,550.00
c	Miranda	Jennifer	BHS	Teacher MA+60/Doc	6	\$73,635.00
d	Ollo	Angelina	BHS	Teacher MA	4	\$61,620.00
e	Pair	Randall	BHS	Teacher BA	7	\$61,020.00
f	Poandl	Edward	BHS	Teacher MA	17	\$86,830.00
g	Stolarz	Lizabeth	BHS	Teacher MA+45	7	\$71,195.00
h	Young	Joseph	BHS	Teacher BA	4	\$57,550.00

31. Approve Tenure Contracts*

Resolved, that the Somerset Hills Board of Education approve the following tenured teachers

for the 2019-2020 school year: Bernards High School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Falk	Lisa	BHS	TEACHER MA	5	64,080.00
b	Kaplan	Daniel	BHS	TEACHER BA	5	59,810.00
c	Miranda	Jennifer	BHS	TEACHER MA+60/DOC	6	73,635.00
d	Olo	Angelina	BHS	TEACHER MA	5	64,080.00
e	Pair	Randall	BHS	TEACHER BA	8	63,795.00
f	Poandl	Edward	BHS	TEACHER MA	18	90,262.00
g	Stolarz	Lizabeth	BHS	TEACHER MA+45	8	74,470.00
h	Young	Joseph	BHS	TEACHER BA	5	59,810.00

32. Approve Non-Tenure Contracts

Resolved, that the Somerset Hills Board of Education approve the following non-tenured teachers for the 2018-2019 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Anthony	Lydia	BES	Teacher BA	4	\$57,550.00
b	D'anunciacao	Jessica	BES	Teacher MA+30	4	\$65,690.00
c	Gelsinger	Allison	BES	Teacher MA+15	4	\$63,655.00
d	O'day	Lauren	BES	Teacher MA + 15	6	\$65,605.00
e	Vu	Truc-lan	BES	Teacher MA+45	7	\$71,195.00
f	Zaborowski	Donna	BES	Teacher MA+45	20	\$105,116.00

BMS

	Last Name	First Name	School	Level	Step	\$ Salary
a	Lachac	Luke	BMS	Teacher BA	4	\$57,550.00

33. Approve Tenure Contracts

Resolved, that the Somerset Hills Board of Education approve the following tenured teachers for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Anthony	Lydia	BES	TEACHER BA	5	59,810.00

b	D'anunciacao	Jessica	BES	TEACHER MA+30	5	68,350.00
c	Gelsingier	Allison	BES	TEACHER MA+15	5	66,215.00
d	O'day	Lauren	BES	TEACHER MA+15	7	68,640.00
e	Vu	Truc-lan	BES	TEACHER MA+45	8	74,470.00
f	Zaborowski	Donna	BES	TEACHER MA+45	21	107,316.00

BMS

Last Name	First Name	School	Level	Step	\$ Salary
Lachac	Luke	BMS	TEACHER BA	5	59,810.00

34. Reappointment Non-Tenured Teachers*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following non-tenured teachers for the 2018-2019 school year: Bernards High School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Crisman	Gillian	BHS	Teacher MA+15	5	\$64,605.00
b	Daben	Jose	BHS	Teacher MA+45	17	\$93,464.00
c	Engelmann	Amy	BHS	Teacher MA	1-2	\$59,735.00
d	Fallas	Heiner	BHS	Teacher BA	3	\$56,600.00
e	Kaufman	Justin	BHS (LR)	Teacher BA	1-2	\$55,665.00
f	Nelson	Ryan	BHS	Teacher MA + 15	3	\$62,705.00
g	Russo	Jennifer	BHS	Teacher MA	13	\$72,983.00
h	Stypolkowski	Emily	BHS	Teacher MA	1-2	\$59,735.00
i	Teets	Ashley	BHS	Teacher MA	1-2	\$59,735.00

35. Reappointment Non-Tenured Teachers*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following non-tenured teachers for the 2019-2020 school year: Bernards High School

	Last Name	First Name	School	Year	Level	Step	\$ Salary
a	Crisman	Gillian	BHS	2	TEACHER MA+15	6	67,230.00
b	Daben	Jose	BHS	4+	TEACHER MA+45	18	97,169.00
c	Engelmann	Amy	BHS	2	TEACHER MA	2-3	62,080.00
d	Fallas	Heiner	BHS	3	TEACHER BA	4	58,800.00
e	Nelson	Ryan	BHS	4	TEACHER MA+15	4	65,205.00
f	Stypolkowski	Emily	BHS	3	TEACHER MA	2-3	62,080.00

g	Teets	Ashley	BHS	3	TEACHER MA	2-3	62,080.00
h	Kaufman	Justin	BHS	1	TEACHER BA	2-3	57,810.00

36. Reappointment Non-Tenured Teachers

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following non-tenured teachers for the 2018-2019 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Level	Step	\$ Salary
a	Callahan	Meghan	BES	Teacher MA	1-2	\$59,735.00
b	Carey	Amanda	BES	Teacher BA (50%)	5	\$29,250.00
c	Horel	Kelly	BES	Teacher MA (50%)	3	\$30,335.00
d	Klebaur	Grace	BES	Teacher MA	3	\$60,670.00
e	Kusnic	Cassandra	BES	Teacher BA	3	\$56,600.00
f	Leo	Jenna	BES	Teacher MA	3	\$60,670.00
g	Palmieri	Jeremy	BES	Teacher BA	3	\$56,600.00
h	Pane	Patricia	BES	Teacher BA	13	\$70,870.00
i	Sharp	Lynn	BES	Teacher MA+15 (50%)	21	\$50,648.00
j	Sheehan	Carolyn	BES	Teacher BA	5	\$58,500.00
k	Westfall	Sarah	BES	Teacher BA	4	\$57,550.00

BMS

	Last Name	First Name	School	Level	Step	\$ Salary
a	Boudreau	Derek	BMS	Teacher MA+30	7	\$69,160.00
b	Byers	Mary Frances	BMS	Teacher MA	12	\$72,983.00
c	Clark	Michelle	BMS	Teacher BA	1-2	\$55,665.00
d	Cosimano	Nicholas	BMS	Teacher MA	3	\$60,670.00
e	De Jaager	Frederick	BMS	Teacher MA	14	\$78,005.00
f	Dunay	Diane	BMS	Teacher MA(LR)	6	\$63,570.00
g	Fry	Laurence	BMS	Teacher MA	3	\$60,670.00
h	Gandhi	Latisha	BMS	Teacher MA	3	\$60,670.00
i	Gutkin	Melissa	BMS	Teacher MA +30	4	\$65,690.00
j	McGovern	Courtney	BMS	Teacher BA	4	\$57,550.00
k	McGovern	Danielle	BMS	Teacher BA	5	\$58,500.00

37. Reappointment Non-Tenured Teachers

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following non-tenured teachers for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	School	Year	Level	Step	\$ Salary
a	Callahan	Meghan	BES	2	TEACHER MA	2-3	62,080.00
b	Carey	Amanda	BES	2	TEACHER BA	6	30,413.00
c	Klebour	Grace	BES	3	TEACHER MA	4	63,070.00
d	Kusnic	Cassandra	BES	4	TEACHER BA	4	58,800.00
e	Leo	Jenna	BES	2	TEACHER MA	4	63,070.00
f	Palmieri	Jeremy	BES	4	TEACHER BA	4	58,800.00
g	Pane	Patricia	BES	2	TEACHER BA	14	73,860.00
h	Sheehan	Carolyn	BES	3	TEACHER BA	6	60,825.00
i	Westfall	Sarah	BES	4	TEACHER BA	5	59,810.00
j	Young	Meghan	BES	1	TEACHER MA	2-3	62,080.00
k	Mirando	Stephan	BES	1	TEACHER BA	3	57,810.00

BMS

	Last Name	First Name	School	Year	Level	Step	\$ Salary
a	Boudreau	Derek	BMS	3	TEACHER MA+30	8	72,335.00
b	Byers	Mary Frances	BMS	2	TEACHER MA	13	76,063.00
c	Clark	Michelle	BMS	3	TEACHER BA	2-3	57,810.00
d	Cosimano	Nicholas	BMS	2	TEACHER MA	4	63,070.00
e	Dunay	Diane	BMS	1	TEACHER MA	7	66,505.00
f	Fry	Laurence	BMS	2	TEACHER MA	4	63,070.00
g	Gandhi	Latisha	BMS	3	TEACHER MA	4	63,070.00
h	Gutkin	Melissa	BMS	3	TEACHER MA+30	5	68,350.00
i	Mcgovern	Courtney	BMS	3	TEACHER BA	5	59,810.00
j	Mcgovern	Danielle	BMS	2	TEACHER BA	6	60,825.00

38. Reappointment Secretarial Staff*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following secretarial staff for the 2018-2019 school year: Bernards High School & District

	Last Name	First Name	Location	Step	\$ Salary	\$ Longevity	\$ Total Salary
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a	Acuff	Ann	BHS	18	\$63,881.00	1,790.00	\$65,671.00
b	Gruters	Annika	BHS	5	\$50,556.00	0	\$50,556.00
c	Malzone	Emilia	BHS	16	\$61,556.00	0	\$61,556.00
d	Nickell	Robin	BHS	13	\$58,256.00	1,434.00	\$59,690.00
e	Norton	Lisa	BHS (75%)	13	\$43,692.00	0	\$43,692.00
f	Pedota	Patricia	CENTRAL	18	\$63,881.00	1,434.00	\$65,315.00
g	Pottheiser	Dana	BHS	2	\$48,801.00	0	\$48,801.00
h	Rodenbach	Deborah	CENTRAL	10	\$55,181.00	0	\$55,181.00

39. Reappointment Secretarial Staff*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following secretarial staff for the 2019-2020 school year: Bernards High School & District

	Last Name	First Name	Location	Title	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Acuff	Ann	BHS	SECRETARY	18	64,971.00	1,790.00	66,761.00
b	Gruters	Annika	BHS	SECRETARY	6	52,521.00	0.00	52,521.00
c	Malzone	Emilia	BHS	SECRETARY	17	63,796.00	0.00	63,796.00
d	Nickell	Robin	BHS	SECRETARY	14	60,421.00	1,434.00	61,855.00
e	Norton	Lisa	BHS	SECRETARY	14	45,316.00	0.00	45,316.00
f	Pedota	Patricia	CENTRAL	SECRETARY	18	64,971.00	1,434.00	66,405.00
g	Pottheiser	Dana	BHS	SECRETARY	3	49,971.00	0.00	49,971.00
h	Rodenbach	Deborah	CENTRAL	SECRETARY	11	57,271.00	0.00	57,271.00

40. Reappointment Secretarial Staff

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following secretarial staff for the 2018-2019 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	Location	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Haynes	Rosemary	BMS	1	\$47,306.00	0	\$47,306.00
b	Mc Donnell Roehr	Dolores	BES	8	\$53,256.00	0	\$53,256.00
c	Meyer	Deborah	BMS	18	\$63,881.00	1,434.00	\$65,315.00

d	Russoniello	Lucy	BES	18	\$63,881.00	1,790.00	\$65,671.00
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41. Reappointment Secretarial Staff

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following secretarial staff for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	Location	Title	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Haynes	Rosemary	BMS	SECRETARY	2	49,171.00	0.00	49,171.00
b	Mc Donnell Roehr	Dolores	BES	SECRETARY	9	55,296.00	0.00	55,296.00
c	Meyer	Deborah	BMS	SECRETARY	18	64,971.00	1,434.00	66,405.00
d	Russoniello	Lucy	BES	SECRETARY	18	64,971.00	2,146.00	67,117.00

42. Reappointment Custodial Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following custodial employees for the 2018-2019 school year:

	Last Name	First Name	Job Title	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Barron	Maria	Custodial (B)	2	\$32,139.00	393	\$32,532.00
b	Bell	Jerald	Custodial (B)	2	\$32,139.00	0	\$32,139.00
c	Cardona	Olimpia	Custodial (B)	2	\$32,139.00	393	\$32,532.00
d	Chandara	Soukan	Custodial	20	\$50,880.00	1,049.00	\$51,929.00
e	Guarneros	Susan	Custodial (B)	2	\$32,139.00	0	\$32,139.00
f	Komsiri	Bhanca	Custodial	17	\$45,990.00	787	\$46,777.00
g	Mesa	Luz	Custodial (B)	2	\$32,139.00	0	\$32,139.00
h	Morales	Kyle	Custodial (B)	2	\$32,139.00	0	\$32,139.00
i	Panyanouvong	Hong	Custodial	20	\$50,880.00	787	\$51,667.00
j	Price	Darryl	Custodial	1	\$31,639.00	0	\$31,639.00
k	Salazar	Aida	Custodial (B)	2	\$32,139.00	0	\$32,139.00
l	Singsongkham	Khambone	Custodial	20	\$50,880.00	1,049.00	\$51,929.00
m	Sysongdeth	Manaswee	Custodial	20	\$50,880.00	1,049.00	\$51,929.00
n	Thepnarong	Supanee	Custodial (B)	2	\$32,139.00	0	\$32,139.00
o	Tulapol	Somchai	Custodial (B)	2	\$32,139.00	0	\$32,139.00
p	Vongvilay	Bobknuck	Custodial	20	\$50,880.00	1,049.00	\$51,929.00

q	Vongvilay	Wannapha	Custodial	18	\$47,595.00	787	\$48,382.00
r	Zambrano	Gabriela	Custodial (B)	2	\$32,139.00	0	\$32,139.00

43. Reappointment Custodial Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following custodial employees for the 2019-2020 school year:

	Last Name	First Name	Job Title	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Barron	Maria	CUSTODIAL	3	33,095.00	393.00	33,488.00
b	Bell	Jerald	CUSTODIAL	3	33,095.00	0.00	33,095.00
c	Cardona	Olimpia	CUSTODIAL	3	33,095.00	393.00	33,488.00
d	Chandara	Soukan	CUSTODIAL	20	51,890.00	1,049.00	52,939.00
e	Guarneros	Susan	CUSTODIAL	3	33,095.00	0.00	33,095.00
f	Komsiri	Bhanca	CUSTODIAL	18	48,605.00	787.00	49,392.00
g	Mesa	Luz	CUSTODIAL	3	33,095.00	0.00	33,095.00
h	Morales	Kyle	CUSTODIAL	3	33,095.00	0.00	33,095.00
i	Panyanouvong	Hong	CUSTODIAL	20	51,890.00	787.00	52,677.00
j	Price, Jr.	Darryl	CUSTODIAL	1	32,595.00	0.00	32,595.00
k	Salazar	Aida	CUSTODIAL	3	33,095.00	393.00	33,488.00
l	Singsongkham	Khambone	CUSTODIAL	20	51,890.00	1,049.00	52,939.00
m	Sysongdeth	Manaswee	CUSTODIAL	20	51,890.00	1,049.00	52,939.00
n	Thepnarong	Supanee	CUSTODIAL	3	33,095.00	0.00	33,095.00
o	Tulapol	Somchai	CUSTODIAL	2	32,595.00	0.00	32,595.00
p	Vongvilay	Bobknuck	CUSTODIAL	20	51,890.00	1,311.00	53,201.00
q	Vongvilay	Wannapha	CUSTODIAL	19	50,235.00	787.00	51,022.00
r	Zambrano	Gabriela	CUSTODIAL	3	33,095.00	0.00	33,095.00

44. Reappointment Maintenance Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following maintenance employees for the 2018-2019 school year:

	Last Name	First Name	Job Title	Step	\$ Salary	\$ Total Salary
a	Brenner	Kevin	Maintenance	5	52,925	55,961
			Stipend - Locksmith		1,206	

			Stipend-plaster Mason		1,830	
b	Fulper	James	Maintenance	12	61,325	83,874
			Longevity		2,097	
			Stipend-asst Heating Controls		2,472	
			Stipend-boiler License		1,206	
			Stipend-system Maintenance		16,774	
c	Rodaligo	Thomas	Maintenance	12	61,325	62,899
			Longevity		1574	
d	Rufino	John	Maintenance	8	57,125.00	80,107
			Stipend-asst Heating Controls		5,002.00	
			Stipend-boiler License		1,206	
			Stipend-system Maintenance		16,774	

45. Reappointment Maintenance Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following maintenance employees for the 2019-2020 school year:

	Last Name	First Name	Job Title	Step	\$ Salary	\$ Longevity	\$ Total Salary
a	Brenner	Kevin	Maintenance	4	55,750		58,786
			Stipend - Locksmith		1,206		
			Stipend-plaster Mason		1,830		
b	Fulper	James	Maintenance	12	62,750	2,097	85,299
			Stipend-asst Heating Controls		2,472		
			Stipend-boiler License		1,206		
			Stipend-system		16,774		

			Maintenance				
c	Rodaligo	Thomas	Maintenance	12	62,750	1,574	64,324
d	Rufino	John	Maintenance	8	59,950		82,932
			Stipend-asst Heating Controls		5,002		
			Stipend-boiler License		1,206		
			Stipend-system Maintenance		16,774		

46. Reappointment Technology Employees

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following technology employees for the 2018-2019 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	Location	Title	Step	\$ Salary
a	Derner	Glen	BES	IT Technician	14	62,015
b	Griffith	Christopher	BMS	IT Technician	5	53,215

47. Reappointment Technology Employees

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following technology employees for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	Location	Title	Step	\$ Salary
a	Derner	Glen	BES	TECHNOLOGY	15	63,845.00
b	Griffith	Christopher	BMS	TECHNOLOGY	6	54,845.00

48. Reappointment Employee*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employee for the 2018-2019 school year: District

Last Name	First Name	Location	Job Title	Step	Salary
Worstell	Laura	District	Registered Nurse (Part-time)	3	36,029

49. Reappointment Employee*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employee for the 2019-2020 school year: District

Last Name	First Name	Location	Job Title	Step	Salary
Worstell	Laura	District	Registered Nurse (Part-time)	3	37,111

50. Reappointment Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employees for the 2018-2019 school year:

	Last Name	First Name	Location	Title	\$ Salary	\$ Longevity	\$ Total Salary
a	Brown	Ellen	District	Conf Secretary	83,103.00	2,146.00	85,249.00
b	Clark	David	District	Custodial Foreman	59,500.00		59,500.00
c	Prunty	Mark	District	Technology Mgr	92,200.00		92,200.00
d	Saez	Ricky	District	Technology Asst Mgr	77,909.00		77,909.00
e	Thorp	Deborah	District	Conf Secretary	63,500.00	2,146.00	65,646.00

51. Reappointment Employees*

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employees for the 2019-2020 school year:

	Last Name	First Name	Location	Title	\$ Salary	\$ Longevity	\$ Total Salary
a	Brown	Ellen	CENTRAL	Conf Secretary	84,103.00	2,146.00	86,249.00
b	Clark	David	CENTRAL	Custodial Foreman	62,000.00	0.00	62,000.00
c	Favino	Judith	CENTRAL	Treasurer	7,000.00	0.00	7,000.00
d	Cotreau	Daniel	CENTRAL	Transportation Manager	70,000.00	0.00	70,000.00
e	Latzke	Sarah	CENTRAL	Conf Secretary	70,040.00	0.00	70,040.00
f	Lucas	Douglas	CENTRAL	Dir of Facilities	102,500.00	0.00	102,500.00
g	Porter	Jacqueline	CENTRAL	Conf Secretary	72,100.00	0.00	72,100.00
h	Prunty	Mark	CENTRAL	Technology Mgr	95,000.00	0.00	95,000.00
i	Saez	Ricky	CENTRAL	Technology Asst Mgr	80,246.00	0.00	80,246.00
j	Thorp	Deborah	CENTRAL	Conf Secretary	64,500.00	2,146.00	66,646.00
k	Vought	Rufus	CENTRAL	Maint Foreman	92,500.00	0.00	92,500.00
l	Winch	Jason	CENTRAL	Technology Data Adm.	70,040.00	0.00	70,040.00

52. Reappointment Employees

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employees for the 2018-2019 school year: Bedwell Elementary & Bernardsville

Middle School

	Last Name	First Name	Location	Job Title	Step	Salary
a	Hall	Rachel	BES	Registered Nurse (Part-time)	3	36,029.00
b	Kotz	Lisa	BES	Receptionist/Clerk	3	20,186

53. Reappointment Employees

Resolved, that the Somerset Hills Board of Education approve the reappointment of the following employees for the 2019-2020 school year: Bedwell Elementary & Bernardsville Middle School

	Last Name	First Name	Location	Job Title	Step	Salary
a	Hall	Rachel	BES	REGISTERED NURSE PT HOURLY	3	37,111.00
b	Kotz	Lisa	BES	RECEPTIONIST/CLERK	3	20,792.00

54. Approve Appointment Full Time Paraprofessionals*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Full Time Special Education Paraprofessionals for the 2018-2019 school year: District wide

	Last	First	Position	Step	Hourly Salary	Annual Salary
a	Bhattacharjee	Bratati	Special Education Paraprofessional - B	4	\$16.72	\$21,652.00
b	Blocker	Christine	Special Education Paraprofessional - B	3	\$16.50	\$21,368.00
c	Calderon Garnier	Melisa	Special Education Paraprofessional - B	3	\$16.50	\$21,368.00
d	Canny	Emma	Special Education Paraprofessional - B	3	\$16.50	\$21,368.00
e	Carmon	David	Special Education Paraprofessional - A	7	\$20.54	\$26,599.00
f	Coheleach	Ilona	Special Education Paraprofessional - A	10	\$22.77	\$29,487.00
g	Crerand	Pamela	Special Education Paraprofessional - A	10	\$22.77	\$29,487.00
h	Gebbia	Janine	Special Education Paraprofessional - B	1	\$16.06	\$20,798.00
i	Guedez	Carol	Special Education Paraprofessional - B	2	\$16.27	\$21,070.00
j	Gopinath	Geetha	Special Education Paraprofessional - B	3	\$16.50	21,368.00
k	Helriegel	Athena	Special Education Paraprofessional - B	6	\$17.16	\$22,222.00
l	Hildebrandt	Patricia	Special Education Paraprofessional - A	7	\$20.54	\$26,599.00
m	Jacobs-Deutsch	Jennifer	Special Education Paraprofessional - B	1	\$16.06	\$20,798.00
n	Johnson	Kimberly	Special Education Paraprofessional - B	6	\$17.16	\$22,222.00
o	Jones	April	Special Education Paraprofessional - B	5	\$16.94	\$21,937.00
p	Landers	Kari	Special Education Paraprofessional - A	9	\$17.82	\$28,322.00

q	Maqueda	Clare	Special Education Paraprofessional - B	6	\$17.16	\$22,222.00
r	Mastrobuoni	Teresa	Special Education Paraprofessional - A	10	\$22.77	\$29,487.00
s	Morin	Jackie	Special Education Paraprofessional - B	4	\$16.72	\$21,652.00
t	Parciak	Marianne	Special Education Paraprofessional - A	7	\$20.54	\$26,599.00
u	Riley	Cindy	Special Education Paraprofessional - A	10	\$22.77	\$29,487.00
v	Rivera	Daren	Special Education Paraprofessional - B	3	\$16.50	\$21,368.00
w	Rollins	Ronald	Special Education Paraprofessional - B	3	\$16.50	\$21,368.00
x	Sarullo	Dally	Special Education Paraprofessional - B	2	\$16.27	\$21,070.00
y	Schaefer	Diane	Special Education Paraprofessional - B	6	\$17.16	\$22,222.00
z	Shimko	Maria	Special Education Paraprofessional - B	2	\$16.27	\$20,798.00
aa	Stanek	Cary	Special Education Paraprofessional - B	4	\$16.72	\$21,652.00
bb	Zuppa	Colleen	Special Education Paraprofessional - A	10	\$22.77	\$29,487.00

55. Approve Appointment Full Time Paraprofessionals*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Full Time Special Education Paraprofessionals for the 2019-2020 school year: District wide

	Last	First	Position	Step	Hourly Salary	Annual Salary
a	Bhattacharjee	Bratati	PARA-SPECIAL ED HRLY B GUIDE	5	17.35	22,468.00
b	Blocker	Christine	PARA-SPECIAL ED HRLY B GUIDE	4	17.13	22,183.00
c	Calderon Garnier	Melisa	PARA-SPECIAL ED HRLY B GUIDE	4	17.13	22,183.00
d	Canny	Emma	PARA-SPECIAL ED HRLY B GUIDE	4	17.13	22,183.00
e	Carmon	David	PARA-SPECIAL ED HRLY A GUIDE	8	21.19	27,441.00
f	Coheleach	Ilona	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00
g	Crerand	Pamela	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00
h	Gebbia	Janine	PARA-SPECIAL ED HRLY B GUIDE	2	16.75	21,691.00
i	Guedez	Carol	PARA-SPECIAL ED HRLY B GUIDE	3	16.94	21,937.00
j	Helriegel	Athena	PARA-SPECIAL ED HRLY B GUIDE	7	17.79	23,038.00
k	Hildebrandt	Patricia	PARA-SPECIAL ED HRLY A GUIDE	8	21.19	27,441.00
l	Jacobs Deutsch	Jennifer	PARA-SPECIAL ED HRLY B GUIDE	2	16.75	21,691.00
m	Johnson	Kimberly	PARA-SPECIAL ED HRLY B GUIDE	7	17.79	23,038.00
n	Jones	April	PARA-SPECIAL ED HRLY B GUIDE	6	17.57	22,753.00
o	Landers	Kari	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00
p	Maqueda	Clare	PARA-SPECIAL ED HRLY B GUIDE	7	17.79	23,038.00

q	Mastrobuoni	Teresa	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00
r	Morin	Jackie	PARA-SPECIAL ED HRLY B GUIDE	5	17.35	22,468.00
s	Parciak	Marianne	PARA-SPECIAL ED HRLY A GUIDE	8	21.19	27,441.00
t	Riley	Cindy	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00
u	Rivera	Daren	PARA-SPECIAL ED HRLY B GUIDE	4	17.13	22,183.00
v	Rollins	Ronald	PARA-SPECIAL ED HRLY B GUIDE	4	17.13	22,183.00
w	Sarullo	Dally	PARA-SPECIAL ED HRLY B GUIDE	3	16.94	21,937.00
x	Schaefer	Dianne	PARA-SPECIAL ED HRLY B GUIDE	7	17.79	23,038.00
y	Shimko	Maria	PARA-SPECIAL ED HRLY B GUIDE	2	16.75	21,691.00
z	Stanek	Cary	PARA-SPECIAL ED HRLY B GUIDE	5	17.35	22,468.00
aa	Zuppa	Colleen	PARA-SPECIAL ED HRLY A GUIDE	10	22.95	29,720.00

56. Approve Appointment Part Time Paraprofessionals*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Part Time Paraprofessionals for the 2018-2019 school year - District wide:

	Last	First	Position	Step	Hourly Salary
a	Barbetta	Patricia	Special Education Paraprofessional - B	3	\$16.50
b	Connell	Noelle	Regular Education Paraprofessional - B *1 day per week*	2	\$15.16
c	DeCota	Dorothy	Special Education Paraprofessional - B	3	\$16.50
d	DiSabato	Felicia	Special Education Paraprofessional - B	6	\$17.16
e	Elsaba	Mohamed	Special Education Paraprofessional - B	2	\$16.27
f	Griggs	Tarik	Special Education Paraprofessional - B	1	\$16.06
g	Grimm-Bolle	Ana	Special Education Paraprofessional - B	1	\$16.06
h	Habibi	Sama	Regular Education Paraprofessional - B	4	\$15.82
i	Hennessey	Diana	Special Education Paraprofessional - B	1	\$16.06
j	Hunashimarad	Deepa	Special Education Paraprofessional - B	1	\$16.06
k	Klocinski	Lisa	Regular Education Paraprofessional - A	8	\$19.81
l	Marquez	Leyla	Special Education Paraprofessional - B	1	\$16.06
m	Matero	Cynthia	Regular Education Paraprofessional - A	10	\$19.81
n	Mitchell	Lynn	Regular Education Paraprofessional - B *1 day per week*	2	\$15.16

o	Pagel	Courtney	Regular Education Paraprofessional - B *1 day per week*	2	\$15.16
p	Rivera	Stacey	Special Education Paraprofessional - B	2	\$16.27
q	Smith	Michele	Special Education Paraprofessional - B	4	\$16.72
r	Traynor	Amy	Regular Education Paraprofessional - B	2	\$16.27
s	Walley	Joy	Special Education Paraprofessional - B	6	\$17.16
t	Welsh	Ashley	Special Education Paraprofessional - B	2	\$16.27
u	Zamojtel	Halina	Special Education Paraprofessional - B	5	\$16.94

57. Approve Appointment Part Time Paraprofessionals*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Part Time Paraprofessionals for the 2019-2020 school year - District wide:

	Last	First	Position	Step	Hourly Salary
a	Barbetta	Patricia	PARA-SPECIAL ED HRLY B GUIDE	4	17.13
b	Connell	Noelle	Regular Education Paraprofessional - B *1 day per week*	2	15.80
c	De Cota	Dorothy	PARA-SPECIAL ED HRLY B GUIDE	4	17.13
d	Disabato	Felicia	PARA-SPECIAL ED HRLY B GUIDE	7	17.79
e	Elsaba	Mohamed	PARA-SPECIAL ED HRLY B GUIDE	3	16.94
f	Griggs	Tarik	PARA-SPECIAL ED HRLY B GUIDE	2	16.75
g	Grimm-bolle	Ana	PARA-SPECIAL ED HRLY B GUIDE	1	16.56
h	Habibi	Sama	PARA-REGULAR HRLY B GUIDE	5	16.40
i	Hennessey	Diana	PARA-SPECIAL ED HRLY B GUIDE	1	16.56
j	Hunashimarad	Deepa	PARA-SPECIAL ED HRLY B GUIDE	1	16.56
k	Klocinski	Lisa	PARA-REGULAR HRLY	OG/11	21.71
l	Marquez	Leyla	PARA-SPECIAL ED HRLY B GUIDE	2	16.75
m	Matero	Cynthia	PARA-REGULAR HRLY	OG/11	21.71
n	Mitchell	Lynn	Regular Education Paraprofessional - B *1 day per week*	1	15.61
o	Pagel	Courtney	Regular Education Paraprofessional - B *1 day per week*	2	15.80
p	Rivera	Stacey	PARA-SPECIAL ED HRLY B GUIDE	1	16.56
q	Smith	Michele	PARA-SPECIAL ED HRLY B GUIDE	5	17.35
r	Traynor	Amy	PARA-REGULAR HRLY B GUIDE	3	15.99
s	Walley	Joy	PARA-SPECIAL ED HRLY B GUIDE	7	17.79
t	Welsh	Ashley	PARA-SPECIAL ED HRLY B GUIDE	3	16.94

u	Zamojtel	Halina	PARA-SPECIAL ED HRLY B GUIDE	6	17.57
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58. Approve Job Description*

Resolved, that the Somerset Hills Board of Education approve the following job description:
Regular Paraprofessional

59. Approve Co-Curriculars

Resolved, that the Somerset Hills Board of Education amend the following BHS co-curricular position for the 2019-2020 school year:

	Last	First	School	Position	Stipend
a	Leonard	Melissa	BES	Math Club	\$59.11/Hr (8 hours)
b	O'Day	Lauren	BES	Math Club	\$59.11/Hr (8 hours)
c	Pike	Emily	BES	Word Masters Program	\$59.11/Hr (8 hours)

XIV. POLICY

B. Action Items:

1. First Reading*

Resolved, that the Somerset Hills Board of Education approve the first reading of the following bylaw, policy & regulation:

Policy / Regulation #	Title
P 1642	Earned Sick Leave (M)
R 1642	Earned Sick Leave (M)
R5131	Student Random Drug Testing

2. Second Reading*

Resolved, that the Somerset Hills Board of Education approve the second reading and adoption of the following bylaws, policies & regulations:

Bylaw #	Title
Bylaw 0141.2	Board Member And Term - Receiving District

XV. COMMUNITY RELATIONS**XVI. SUPPLEMENTARY MATTERS**

XVII. PUBLIC QUESTIONS AND COMMENTS**XVIII. ADJOURNMENT**

***Note: The areas of permitted voting for the Bedminster district representative of the Board of Education are: (a) Tuition to be charged the sending district by the receiving district and the bill lists or contracts for the purchase, operation or maintenance of facilities, equipment and instructional materials to be used in the education of the pupils of the sending district; (b) New capital construction to be utilized by sending district pupils; (c) Appointment, transfer or removal of teaching staff members providing services to pupils of the sending district, including any teaching staff member who is a member of the receiving district's central administrative staff; (d) Addition or deletion of curricular and extracurricular programs involving pupils of the sending district; (e) Any matter directly involving the sending district pupils or programs and services utilized by those pupils; (f) Approval of the annual receiving district budget; (g) Any collectively negotiated agreement involving employees who provide services utilized by sending district pupils; (h) Any individual employee contracts not covered by a collectively negotiated agreement, if those employees provide or oversee programs or services utilized by sending district pupils; and (i) Any matter concerning governance of the receiving district board of education including, but not limited to, the selection of the board president or vice-president, approval of board bylaws, and the employment of professionals or consultants such as attorneys, architects, engineers, or others who provide services to the receiving district board of education.
(cf: P.L.1996, c.103, s.1)**

Somerset Hills School District

AUGUST 28, 2019

ADDENDUM

FINANCE, FACILITIES AND OPERATIONS

IX.

Finance Action Items:

23. Approve Settlement Agreement

Resolved, that the Somerset Hills Board of Education approve the 2019/2020 settlement agreements for the following students:

Student ID
2024276
2026009
2020475

Facilities and Operations:

2. HIB Report*

Resolved, that the Somerset Hills Board of Education reviewed the Harassment, Intimidation, and Bullying cases presented on June 12, 2019 and upheld the findings and/or consequences recommended by the Superintendent.

- BHS 2018-2019 #3
- BMS 2018-2019 #7, #13

XI.

Curriculum

5. Approve Additional Professional Development*

Resolved, that the Somerset Hills Board of Education approve the following professional development:

	School	Name	Workshop/Conference	Date	Est. Cost
z	District	Lucas, Doug	NJ Building and Grounds - Newton, NJ 9/25, 10/16, 11/27, 12/18, 1/22, 2/26, 3/18, 4/22, 5/27, 6/12	Various	\$21.08/ meeting
aa	District	Fischer, Susan	Somerset County Curriculum Consortium Meetings - Somerville, NJ 9/26, 10/15, 12/6, 2/21, 4/3	Various	0
bb	District	Edgerton, Olga	The Conversation about Data - Make it Matter! - Branchburg, NJ	7/30/19	0
cc	District	Butler, Coleen	The Conversation about Data - Make it Matter! - Branchburg, NJ	7/30/19	0
dd	District	Butler, Coleen	County Legal Training - Warren, NJ	7/18/19	0
ee	District	Butler, Coleen	Unpacking and Taking Action with your Schools Performance Report - Monroe Township, NJ	7/31/19	0
ff	BHS	Connor, Anne	Mental Health First Aid Training - Somerville, NJ	9/24 & 10/1	\$18.95

Somerset Hills School District

AUGUST 28, 2019

ADDENDUM

6. Approve Additional Professional Development

Resolved, that the Somerset Hills Board of Education approve the following professional development:

	School	Name	Workshop/Conference	Date	Est. Cost
t	BES	Sheehan, Carolyn	TC, NYC - Building Toolkits/Notebooks	9/23/19	\$98.76
u	BES	Grau, Jiann	TC, NYC - Accelerating Emergent Readers	9/26/19	\$98.00

PERSONNEL AND POLICY

XII.

Personnel Action Items:

2. Accept Additional Resignation*

Resolved, that the Somerset Hills Board of Education accept the resignation of the following Employee:

	Name	School	Position	Effective
e	Costigan, Rita	BHS	Teacher	10/25/2019

6. Approve Additional Appointment Certified Staff

Resolved, that the Somerset Hills Board of Education approve the appointment of the following certified BMS/BES staff for the 2019-2020 school year, *subject to further investigation pursuant to law*:

	Name	School	Position	Replace	Level	Step	Salary
f	Apirian, Franca	BES/BMS	Speech Language Specialist (Part - Time)	Horel	MA	5	\$32,040

9. Approve Additional Substitutes*

Resolved, that the Somerset Hills Board of Education approve the following substitutes for the 2019-2020 school year, *subject to further investigation pursuant to law*:

	Last	First	Substitute Position	Certification
g	Alvaro	Allison	Teacher / Paraprofessional	Substitute Certificate

11. Approve Additional Leave Replacement Teachers

Resolved, that the Somerset Hills Board of Education approve the following Leave replacement teachers for the 2019-2020 school year, *subject to further investigation pursuant to law*:BMS/BES

	Name	School	Position	Replace	Level	Step	Salary	Effective
c	Gonella, Christine	BES	Teacher / Leave Replacement	Jaeger (LR)	MA	3	\$62,080	9/1/19 - 01/24/20

Somerset Hills School District

AUGUST 28, 2019

ADDENDUM

17. Approve Additional Co-Curricular Positions*

Resolved, that the Somerset Hills Board of Education approve the following BHS co-curricular positions for the 2019-2020 school year *subject to further investigation pursuant to law*:

	Last	First	School	BES - Co Curricular Positions	Stipend
a	Speidel	Susan	BHS	Drama: Fall Director	\$4,000
b	Speidel	Susan	BHS	Musical: Spring Director	\$4,550

57. Approve Additional Appointment Part Time Paraprofessionals*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following Part Time Paraprofessionals for the 2019-2020 school year - District wide:

	Last	First	Position	Step	Hourly Salary
v	DiSabato	Felicia	PARA-REGULAR HRLY B GUIDE	4	\$16.84
w	Beckerman	Sujin	Regular Education Paraprofessional - B *1day per week*	2	\$15.80

61. Appointment Transportation Employees*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following transportation employees for the 2019-2020 school year:

Last Name	First Name	Job Title	\$ Hourly Rate
Stanek	Cary	Transp Paraprofessional	\$18.00/hr
Maqueda	Clare	Transp Paraprofessional	\$18.00/hr
Johnson	Kimberly	Transp Paraprofessional	\$18.00/hr
Shimko	Maria	Transp Paraprofessional	\$18.00/hr
Guedez	Carol	Transp Paraprofessional	\$18.00/hr
Canny	Emma	Transp Paraprofessional	\$18.00/hr

63. Appointment Employee*

Resolved, that the Somerset Hills Board of Education approve the appointment of the following employee for the 2019-2020 school year *subject to further investigation pursuant to law*:

Name	Position	Rate
Anthony, James	Residency Officer	\$50/Hr

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1642 EARNED SICK LEAVE LAW

All persons holding any office, position, or employment in local school districts, regional school districts, or county vocational schools of the State who are steadily employed by the Board of Education or who are protected by tenure in their office, position, or employment under the provisions of N.J.S.A. 18A:30-2 or any other law, except persons in the classified service of the civil service under Title 11, Civil Service, of the Revised Statutes, shall be allowed sick leave with full pay for a minimum of ten school days in any school year in accordance with the provisions of N.J.S.A. 18A:30-2.

However, a Board of Education may determine some persons holding an office, position, or employment are not eligible for sick leave in accordance with N.J.S.A. 18A:30-2. These persons shall be covered under the provisions of the New Jersey Earned Sick Leave Law (Act), N.J.S.A. 34:11D-1 through 34:11D-11. Policy and Regulation 1642 outline the provisions of the Act for those persons the Board of Education determines are not eligible for sick leave in accordance with the provisions of N.J.S.A. 18A:30-2 or any rule or law of New Jersey other than the Act.

For the purposes of Policy and Regulation 1642, “employer” means a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

For the purposes of Policy and Regulation 1642, “employee” means an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

In accordance with the provisions of N.J.S.A. 34:11D-2, for every thirty hours worked, an employee eligible to accrue earned sick leave under the Act shall accrue one hour of earned sick leave commencing no later than October 29, 2018.

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Earned Sick Leave Law

The employer will not provide an employee with the full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the provisions of N.J.S.A. 34:11D-2.a.

The employer will not permit the employee to accrue or use in any benefit year, or carry forward from one benefit year to the next, more than forty hours of earned sick leave.

Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning February 26, 2019 after the employee commences employment.

If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.

The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.

The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits as the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.

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Earned Sick Leave Law

The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the reasons outlined in N.J.S.A. 34:11D-3.a.

No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in accordance with the Act or the employer's own



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earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

In accordance with N.J.S.A. 34:11D-5, failure of the employer to comply with the provisions of the Act shall be regarded as a failure to meet the wage payment requirements of the “New Jersey State Wage and Hour Law.”

The employer shall retain records documenting hours worked and earned sick leave taken by employees covered under the Act in accordance with the provisions of N.J.S.A. 34:11D-6.

The employer shall provide notification, in a form issued by the Commissioner of Labor and Workforce Development, to employees of their rights under the Act; post the notification; and provide a copy of the notification to employees eligible to accrue earned sick leave under the Act in accordance with the provisions of N.J.S.A. 34:11D-7.

N.J.S.A. 34:11D-1 through 34:11D-11

| Adopted: 28 August 2019



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R 1642 EARNED SICK LEAVE LAW

A. Definitions Relative to Policy and Regulation 1642 and the New Jersey Earned Sick Leave Law (Act)

“Act” means the New Jersey Earned Sick Leave Law – N.J.S.A. 34:11D-1. through 34:11D-11.

“Benefit year” means the period of twelve consecutive months, July 1 through June 30, as established by an employer in which an employee shall accrue and use earned sick leave as provided pursuant to N.J.S.A. 34:11D-2, provided that once the starting date of the benefit year is established by the employer it shall not be changed unless the employer notifies the Commissioner of Labor and Workforce Development of the change in accordance with regulations promulgated pursuant to the Act. The Commissioner shall impose a benefit year on any employer the Commissioner determines is changing the benefit year at times or in ways that prevent the accrual or use of earned sick leave by an employee.

“Certified Domestic Violence Specialist” means a person who has fulfilled the requirements of certification as a Domestic Violence Specialist established by the New Jersey Association of Domestic Violence Professionals.

“Child” means a biological, adopted, or foster child, stepchild or legal ward of an employee, child of a domestic partner or civil union partner of the employee.

“Civil union” means a civil union as defined in N.J.S.A. 37:1-29.

“Commissioner” means the Commissioner of Labor and Workforce Development.

“Department” means the Department of Labor and Workforce Development.



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“Designated domestic violence agency” means a county-wide organization with a primary purpose to provide services to victims of domestic violence, and which provides services that conform to the core domestic violence services profile as defined by the Division of Child Protection and Permanency in the Department of Children and Families and is under contract with the division for the express purpose of providing the services.

“Domestic or sexual violence” means stalking, any sexually violent offense, as defined in N.J.S.A. 30:4-27.26, or domestic violence as defined in N.J.S.A. 2C:25-19, and N.J.S.A. 17:29B-16.

“Domestic partner” means a domestic partner as defined in N.J.S.A. 26:8A-3.

“Employee” means, for the purposes of Policy and Regulation 1642, an individual engaged in service for compensation to a local school district, regional school district, county vocational school, or charter school of the State who is not provided with sick leave with full pay pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is eligible to accrue earned sick leave in accordance with the requirements of the Act.

“Employer” means, for the purposes of Policy and Regulation 1642, a local school district, regional school district, county vocational school, or charter school of the State who does not provide sick leave with full pay to an employee pursuant to N.J.S.A. 18A:30-2 or any other law, rule, or regulation of New Jersey and is required to comply with the requirements of the Act.

“Family member” means a child, grandchild, sibling, spouse, domestic partner, civil union partner, parent, or grandparent of an employee, or a spouse, domestic partner, or civil union partner of a parent or grandparent of an employee, or a sibling of a spouse, domestic partner, or civil union partner of the employee, or any other individual related by blood to the employee or whose close association with the employee is the equivalent of a family relationship.

“Health care professional” means any person licensed under Federal, State, or local law, or the laws of a foreign nation, to provide health care services, or any other person who has been authorized to provide health care by a licensed health care professional, including but not limited to doctors, nurses, and emergency room personnel.

“Parent” means a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or of the employee’s spouse, domestic partner, or civil union partner, or a person who stood in loco parentis of the employee



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or the employee's spouse, domestic partner, or civil union partner when the employee, spouse or partner was a minor child.

"Retaliatory personnel action" means denial of any right guaranteed under the Act and any threat, discharge, including a constructive discharge, suspension, demotion, unfavorable reassignment, refusal to promote, disciplinary action, sanction, reduction of work hours, reporting or threatening to report the actual or suspected immigrant status of an employee or the employee's family, or any other adverse action against an employee.

"Sibling" means a biological, foster, or adopted sibling of an employee.

"Spouse" means a husband or wife.

B. Provision of Earned Sick Leave – N.J.S.A. 34:11D-2

1. The employer shall provide earned sick leave in accordance with the Act for each employee working for the employer.
2. For every thirty hours worked, the employee shall accrue one hour of earned sick leave. The employer will not provide an employee their full complement of earned sick leave for a benefit year as required under N.J.S.A. 34:11D-2 on the first day of each benefit year in accordance with the Act.
3. The employer will not permit the employee to accrue or use in any benefit year, or carry forward from one benefit year to the next, more than forty hours of earned sick leave.
 - a. Unless the employee has accrued earned sick leave prior to October 29, 2018, the earned sick leave shall begin to accrue on October 29, 2018 for any employee who is hired and commences employment before October 29, 2018 and the employee shall be eligible to use the earned sick leave beginning on February 26, 2019 after the employee commences employment.
 - b. If the employee's employment commences after October 29, 2018, the earned sick leave shall begin to accrue upon the date that employment commences. The employee shall be eligible to use the earned sick leave beginning on the 120th calendar day after the employee commences employment.



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4. The employer shall be in compliance with N.J.S.A. 34:11D-2 if the employer offers paid time off to an employee, which is fully paid and shall include, but is not limited to personal days, vacation days, and sick days, and may be used for the purposes of N.J.S.A. 34:11D-3 in the manner provided by the Act, and is accrued at a rate equal to or greater than the rate described in N.J.S.A. 34:11D-2.
5. The employer shall pay the employee for earned sick leave at the same rate of pay with the same benefits as the employee normally earns, except that the pay rate shall not be less than the minimum wage required for the employee pursuant to N.J.S.A. 34:11-56a4.
6. Upon the mutual consent of the employee and employer, an employee may voluntarily choose to work additional hours or shifts during the same or following pay period, in lieu of hours or shifts missed, but shall not be required to work additional hours or shifts or use accrued earned sick leave. The employer may not require, as a condition of an employee using earned sick leave, that the employee search for or find a replacement worker to cover the hours during which the employee is using earned sick leave.
7. If an employee is transferred to a separate division, entity, or location, but remains employed by the same employer, then the employee shall be entitled to all earned sick leave accrued at the prior division, entity, or location, and shall be entitled to use the accrued earned sick leave as provided in the Act.
8. If an employee is terminated, laid off, furloughed, or otherwise separated from employment with the employer, any unused accrued earned sick leave shall be reinstated upon the re-hiring or reinstatement of the employee to that employment, within six months of termination, being laid off or furloughed, or separation, and prior employment with the employer shall be counted towards meeting the eligibility requirements set forth in N.J.S.A. 34:11D-2.
9. The employer may choose the increments in which its employees may use earned sick leave, provided that the largest increment of earned sick leave an employee may be required to use for each shift for which earned sick leave is used shall be the number of hours the employee was scheduled to work during that shift.

C. Permitted Usage of Earned Sick Leave – N.J.S.A. 34:11D-3

1. The employer shall permit an employee to use the earned sick leave accrued pursuant to the Act for any of the following:



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- a. Time needed for diagnosis, care, or treatment of, or recovery from, an employee's mental or physical illness, injury or other adverse health condition, or for preventive medical care for the employee;
 - b. Time needed for the employee to aid or care for a family member of an employee during diagnosis, care, or treatment of, or recovery from, the family member's mental or physical illness, injury or other adverse health condition, or during preventive medical care for the family member;
 - c. Absence necessary due to circumstances resulting from the employee, or a family member of an employee, being a victim of domestic or sexual violence, if the leave is to allow the employee to obtain for the employee or the family member: medical attention needed to recover from physical or psychological injury or disability caused by domestic or sexual violence; services from a designated domestic violence agency or other victim services organization; psychological or other counseling; relocation; or legal services, including obtaining a restraining order or preparing for, or participating in, any civil or criminal legal proceeding related to the domestic or sexual violence;
 - d. Time during which the employee is not able to work because of a closure of the employee's workplace, or the school or place of care of a child of an employee, by order of a public official due to an epidemic or other public health emergency, or because of the issuance by a public health authority of a determination that the presence in the community of the employee, or a member of the employee's family in need of care by the employee, would jeopardize the health of others; or
 - e. Time needed by the employee in connection with a child of the employee to attend a school-related conference, meeting, function or other event requested or required by a school administrator, teacher, or other professional staff member responsible for the child's education, or to attend a meeting regarding care provided to the child in connection with the child's health conditions or disability.
2. If an employee's need to use earned sick leave is foreseeable, the employer will require advance notice, not to exceed seven calendar days prior to the date the leave is to begin, of the intention to use



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the leave and its expected duration, and shall make a reasonable effort to schedule the use of earned sick leave in a manner that does not unduly disrupt the operations of the employer. If the reason for the leave is not foreseeable, the employer will require an employee to give notice of the intention as soon as practicable, if the employer has notified the employee of this requirement.

- a. The employer may prohibit employees from using foreseeable earned sick leave on certain dates provided reasonable notice of these dates is provided to employees and the employer will require reasonable documentation if sick leave that is not foreseeable is used during those dates.
- b. For earned sick leave of three or more consecutive days, the employer will require reasonable documentation that the leave is being taken for the purpose permitted under N.J.S.A. 34:11D-3.a. and C.1. above.
- c. If the leave is permitted under N.J.S.A. 34:11D-3.a.(1) and C.1.a. above or N.J.S.A. 34:11D-3.a.(2) and C.1.b. above, documentation signed by a health care professional who is treating the employee or the family member of the employee indicating the need for the leave and, if possible, number of days of leave, shall be considered reasonable documentation.
- d. If the leave is permitted under N.J.S.A. 34:11D-3.a.(3) and C.1.c. above because of domestic or sexual violence, any of the following shall be considered reasonable documentation of the domestic or sexual violence: medical documentation; a law enforcement agency record or report; a court order; documentation that the perpetrator of the domestic or sexual violence has been convicted of a domestic or sexual violence offense; certification from a certified Domestic Violence Specialist or a representative of a designated domestic violence agency or other victim services organization; or other documentation or certification provided by a social worker, counselor, member of the clergy, shelter worker, health care professional, attorney, or other professional who has assisted the employee or family member in dealing with the domestic or sexual violence.
- e. If the leave is permitted under N.J.S.A. 34:11D-3.a.(4) and C.1.d. above, a copy of the order of the public official or



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the determination by the health authority shall be considered reasonable documentation.

f. If the leave is permitted under N.J.S.A. 34:11D-3.a.(5) and C.1.e. above, tangible proof of the reasons outlined in N.J.S.A. 34:11D-3.a.(5) and C.1.e. above shall be considered reasonable documentation.

3. Nothing in the Act shall be deemed to require the employer to provide earned sick leave for an employee's leave for purposes other than those identified in N.J.S.A. 34:11D-3, or prohibit the employer from taking disciplinary action against an employee who uses earned sick leave for purposes other than those identified in N.J.S.A. 34:11D-3.

4. The employer will not pay an employee for unused earned sick leave at the end of the benefit year pursuant to N.J.S.A. 34:11D-3.c.

5. Unless the employer's policy or a collective bargaining agreement provides for the payment of accrued earned sick leave upon termination, resignation, retirement, or other separation from employment, an employee shall not be entitled under N.J.S.A. 34:11D-3 to payment of unused earned sick leave upon the separation from employment.

6. Any information the employer possesses regarding the health of an employee or any family member of the employee or domestic or sexual violence affecting an employee or employee's family member shall be treated as confidential and not disclosed except to the affected employee or with the written permission of the affected employee.

D. Retaliation, Discrimination Prohibited – N.J.S.A. 34:11D-4

1. No employer shall take retaliatory personnel action or discriminate against an employee who accrues sick leave under the Act because the employee requests or uses earned sick leave either in



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accordance with the Act or the employer's own earned sick leave policy for employees covered under the Act. Any complaints alleging a violation of the Act shall be filed in accordance with the provisions of N.J.S.A. 34:11D-4.

- a. The employer shall not count earned sick leave taken under the Act as an absence that may result in the employee being subject to discipline, discharge, demotion, suspension, a loss or reduction of pay, or any other adverse action.
2. There shall be a rebuttable presumption of an unlawful retaliatory personnel action under N.J.S.A. 34:11D-4 whenever the employer takes adverse action against an employee within ninety days of when that employee:
 - a. Files a complaint with the Department or a court alleging a violation of any provision of N.J.S.A. 34:11D-4;
 - b. Informs any person about the employer's alleged violation of N.J.S.A. 34:11D-4;
 - c. Cooperates with the Department or other persons in the investigation or prosecution of any alleged violation of N.J.S.A. 34:11D-4;
 - d. Opposes any policy, practice, or act that is unlawful under N.J.S.A. 34:11D-4; or
 - e. Informs any person of his or her rights under N.J.S.A. 34:11D-4.
 3. Protections of N.J.S.A. 34:11D-4 shall apply to any person who mistakenly but in good faith alleges violations of the Act.
 4. Any violator of the provisions of N.J.S.A. 34:11D-4 shall be subject to relevant penalties and remedies provided by the "New Jersey State Wage and Hour Law," N.J.S.A. 34:11-56a et seq., including the penalties and remedies provided by N.J.S.A. 34:11-56a24, and relevant penalties and remedies provided by N.J.S.A. 2C:40A-2, for discharge or other discrimination.

E. Violations; Remedies, Penalties, Other Measures – N.J.S.A. 34:11D-5

1. Any failure of the employer to make available or pay earned sick leave as required by the Act, or any other violation of the Act, shall be regarded as a failure to meet the wage payment requirements of the "New Jersey State Wage and Hour Law," N.J.S.A.



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34:11-56a et seq., or other violation of the New Jersey State Wage and Hour Law, as the case may be, and remedies, penalties, and other measures provided by the New Jersey State Wage and Hour Law, N.J.S.A. 34:11-58, and N.J.S.A. 2C:40A-2 for failure to pay wages or other violations of the New Jersey State Wage and Hour Law shall be applicable, including, but not limited to, penalties provided pursuant to N.J.S.A. 34:11-56a22 and 34:11-56a24, and civil actions by employees pursuant to N.J.S.A. 34:11-56a25, except that an award to an employee in a civil act shall include, in addition to the amount provided pursuant to N.J.S.A. 34:11-56a25, any actual damages suffered by the employee as the result of the violation plus an equal amount of liquidated damages.

F. Retention of Records, Access – N.J.S.A. 34:11D-6

1. The employer shall retain records documenting hours worked by employees and earned sick leave accrued/advanced, used, paid, and paid out and carried over by/to employees, for a period of five years, and shall, upon demand, allow the Department access to those records to monitor compliance with the requirements of the Act.
 - a. If an employee makes a claim the employer has failed to provide earned sick leave required by the Act and the employer has not maintained or retained adequate records documenting hours worked by the employee and earned sick leave taken by the employee or does not allow the Department access to the records, it shall be presumed the employer has failed to provide the earned sick leave, absent clear and convincing evidence otherwise.
2. In addition, the penalties provided by the “New Jersey State Wage and Hour Law,” N.J.S.A. 34:11-56a et seq. for violations of the requirements of the New Jersey State Wage and Hour Law regarding the maintaining and disclosure of records shall apply to violations of the requirements of N.J.S.A. 34:11D-6.

G. Notification to Employees – N.J.S.A. 34:11D-7

1. The employer shall provide notification, in a form issued by the Commissioner, to employees of their rights under the Act, including the amount of earned sick leave to which they are entitled and the terms of its use and remedies provided by the Act to employees if the employer fails to provide the required benefits



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or retaliates against employees exercising their rights under the Act.

- a. The employer shall conspicuously post the notification in a place or places accessible to all employees in each of the employer's workplaces.
- b. The employer shall also provide each employee with a written copy of the notification: not later than thirty days after the form of the notification is issued; at the time of the employee's hiring, if the employee is hired after the issuance; and at any time, when first requested by the employee.
- c. The Commissioner shall make the notifications available in English, Spanish, and any other language that the Commissioner determines is the first language of a significant number of workers in the State and the employer shall use the notification in English, Spanish, or any other language for which the Commissioner has provided notifications and which is the first language of a majority of the employer's workforce.

H. Provisions Preemptive; Construction of Act – N.J.S.A. 34:11D-8

1. No provision of the Act, or any regulations promulgated to implement or enforce the Act, shall be construed as:
 - a. Requiring the employer to reduce, or justifying the employer in reducing, rights or benefits provided by the employer pursuant to the employer's policy or a collective bargaining agreement which are more favorable to employees than those required by the Act or which provide rights or benefits to employees not covered by the Act;
 - b. Preventing or prohibiting the employer from agreeing, through a collective bargaining agreement or employer policy, to provide rights or benefits which are more favorable to employees than those required by the Act or to provide rights or benefits to employees not covered by the Act;
 - c. Prohibiting the employer from establishing a policy whereby an employee may donate unused accrued earned sick leave to another employee or other employees; or



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- d. Superseding any law providing collective bargaining rights for employees, or in any way reducing, diminishing, or adversely affecting those collective bargaining rights, or in any way reducing, diminishing, or affecting the obligations of the employer under those laws.
 2. Employees or employee representatives may waive the rights or benefits provided under the Act during the negotiation of a collective bargaining agreement.
 3. With respect to employees covered by a collective bargaining agreement in effect on October 29, 2018, no provision of the Act shall apply until the stated expiration of the collective bargaining agreement.
- I. Severability – N.J.S.A. 34:11D-9
1. The provisions of the Act shall be deemed to be severable and if any section, subsection, paragraph, sentence or other part of the Act is declared to be unconstitutional, or the applicability thereof to any person is held invalid, the remainder of the Act shall not thereby be deemed to be unconstitutional or invalid.

| Adopted: 28 August 2019



R 5131 STUDENT RANDOM DRUG TESTING

Testing Coordinator

The Assistant Principal or administrative designee will coordinate and supervise the testing program at the respective schools.

Eligibility for Testing

Somerset Hills School District students in grades 9-12, participating in athletics, extra-curricular activities not required by the Board of Education for graduation and/or those students possessing an on-campus parking permit will be eligible for random drug testing, as well as those students whose parent has voluntarily consented to random testing for the student (the "Testing Pool").

Students become eligible upon submission of a consent form, signed by both the student and their parent/guardian. Student athletes must submit a consent form on or before on the first day they participate in a practice. Students involved in extracurricular activities must submit a consent form by no later than their attendance at a second meeting and students with parking permits for on-campus parking must submit a consent form before the first day of parking.

Students remain eligible for random drug testing from the date the consent form is turned in throughout the remainder of the school year whether or not they have been previously tested or are currently participating in athletics or extra-curricular activity at the time they might be randomly selected for a drug test. In the event that a student eligible for random alcohol and drug testing ceases to participate or withdraws from an athletic team, extra-curricular activity, and/or student parking, he or she has the opportunity to submit to the Assistant Principal or administrative designee an Activity Drop Form. In order for a student's withdrawal to be effective and thereby remove him or her from the Testing Pool, the student's Activity Drop Form must be signed by both the student and a parent/guardian. The Activity Drop Form shall remain in effect for a minimum of one calendar year, with a built in fifteen (15) day grace period for reconsideration.

The District will test no less than 10% but no more than 35% of the total number of students in the Testing Pool annually.

For what Substances will Students be tested?



In administering the Program, the District will test for the presence of certain substances that may include, but are not limited to, the following substances or their metabolites: alcohol, marijuana (THC), opiates, cocaine, methamphetamines, anabolic steroids and phencyclidine (a/k/a PCP), MDMA (a/k/a Ecstasy), and/or any other substance defined as a "controlled substance" by either New Jersey or Federal law.

Selection of Students for Testing

A confidential testing schedule will be created by the administrations of the school prior to the initiation of the Program to ensure that testing of eligible students is conducted in a manner that is random. Testing will only occur on student contact days during the academic year.

Selection of eligible students for testing will be conducted in a purely and entirely random basis, which will be carried out as follows:

1. The Testing Coordinator or designee will assign a number to each student eligible for testing.
2. The Testing Coordinator or designee will receive a list of numbers to be tested. These numbers will be a set number of students, based on the number of eligible students in the testing pool, who are randomly selected through a computer program designed for this purpose.
3. The Assistant Principal or administrative designee will notify the individual(s) selected for testing (the "Participant") (in person) and escort the Participant to the designated "Testing Site".
4. The Testing Site will be at the Participant's respective school in an area that has a secured bathroom which will maximize privacy of the Participant.
5. Alternate student selections will be made in the event of student absence.
6. The names and/or any other personally identifiable information of the Participants will remain confidential.

Administering the Test

The testing shall be conducted by the school physician, school nurse or a physician, laboratory or health care facility designated by the Board of Education ("approved



outside agency”). All aspects of the Program, including the taking of specimens, will be conducted so as to safeguard any and all the personal and/or privacy rights of the Participant to the maximum extent possible. The Policy treats a Participant's test result as a confidential health record pursuant to both federal and state regulations. 42 C.F.R. 2.1 and 2.2; N.J.A.C. 6A: 16-1.5. As such, any information obtained by the Program which would identify the Participant as a drug or alcohol user may be disclosed only for those purposes and under those conditions permitted by federal regulations in accordance with 42 C.F.R. - Part II. No testing record of any Participant will be used to initiate or substantiate any criminal charges against a Participant or to conduct any investigation of him or her, and the District will not share Participants' individual test results with law enforcement authorities.

Any information transmitted to an approved outside collection agency for testing or processing will not contain any personally identifiable information of the Participant. The approved outside collection agency will oversee the collection of specimens in accordance with federal Substance Abuse and Mental Health Services Administration (SAMHSA) standards.

The approved outside agency will collect specimens from the selected students and forward the specimens to a licensed laboratory for testing. Any information transmitted from an approved outside collection agency to a licensed laboratory for testing or processing will not contain any personally identifiable information of the Participant. The agency may conduct an initial on-site test on the specimen before sending the specimen to the laboratory.

The Participant shall complete a specimen control form that bears an assigned identification number. This identification number shall be the means for identifying the specimens by all laboratory personnel. Only the designated school personnel shall know the assigned number for each Participant.

The Participant shall submit a saliva, urine and/or breath specimen according to the Somerset Hills School District Random Alcohol and Drug Testing Written Consent Form.

Specimens will be kept by the testing facility for at least ninety (90) days pending a request for retesting of a specimen, if any.

Any Participant unable to produce an adequate specimen during the collection period will be recalled for testing.



Any attempt by a Participant to tamper with the specimen collection process will be deemed and constitute the specimen as positive.

All efforts will be made to minimize the instructional impact of testing and to maintain the confidentiality and privacy rights of Participants. All urine testing will be conducted in a closed-door restroom without direct observation by adult monitors.

Notification of Testing & Testing Results

1. Students participating in District athletic programs, extra-curricular activities not required by the Board for graduation, volunteers to the random drug testing program, or students who possess a District parking permit for on-campus parking are required to complete the Somerset Hills School District Random Drug Testing Program Consent Form (the "Consent Form").
2. The parent(s) or guardian(s) of students selected for testing will be notified (via phone call or message) on the day of testing.
3. Where a Participant tests positive, the Participant's parent(s) or guardian(s) will be contacted directly by a Medical Review Officer (MRO) to conduct a consultation. The consultation will address the reasons for the positive test and a decision will be made by the MRO regarding the legitimacy, validity, or accuracy of a positive test. The MRO will determine if that substance has been taken pursuant to a legal prescription.
4. Results of student tests confirmed by the MRO will be provided to the Superintendent or designee within twenty-four (24) hours of the MRO's consultation with the Participant and his or her parent(s) or guardian(s).
5. Participant test results will be kept in confidential files separate and apart from his or her other educational records and shall be disclosed only to those personnel who have a need to be informed regarding the result of the test in order to implement or to oversee implementation of the Program or the consequences for violating the Policy. Student drug testing information resulting from the Program will not be turned over to any law enforcement authorities except under circumstances in which the District is legally compelled to surrender or disclose such test results. N.J.A.C. 6A:16-3.2
6. The District respects the privacy of its students and shall maintain confidentiality regarding any alcohol and drug testing for this Program. The results will only be released to designated district personnel. All records and subsequent actions shall be kept in a file



separate from the student's regular file. The district Personnel will not release records of drug and alcohol tests or any resulting action to anyone other than the student and/or his/her parent/guardian, except under circumstances in which the District is legally compelled to surrender or disclose this information, without written authorization from the student and/or his/her parent/guardian. In accordance with 42 C.F.R. - Part II.

Consequences

Consequences will result from the following:

1. A confirmed positive alcohol or drug test;
2. Refusal to participate in testing when selected; and/or
3. Tampering with the specimen collection process.
4. Students will be ineligible for participation in a district athletics program, District extra-curricular activity or parking on-campus unless they complete the Somerset Hills School District Random Alcohol and Drug Testing Program Consent Form.

When a Random Alcohol or Drug Test is Positive:

1. FIRST INFRACTION

The assistant principal will contact the parents to remove the student from school and make arrangements for the mandatory medical examination pursuant to the statute, N.J.S.A. 18A:40A-12.

Student will be removed from participation on the team/activity for a minimum of 30 calendar days and parking for 30 calendar days. Prior to their return of privileges, students will:

- Complete a drug/alcohol evaluation by appropriately certified or licensed professionals to make a positive determination of a student's need for programs and services that extend beyond the general school program, as necessary.
- Submit a drug and alcohol test free of alcohol and/or any controlled dangerous substance.



- Meet with the Student Assistance Counselor once a week for 30 calendar days.

A signed information release form must be available to the student assistance counselor.

Students must complete the evaluation and recommended program as required or will be considered to be non-compliant with this policy and ineligible to continue participation in athletics, extracurricular activities, and/or parking. Students who are in violation of this policy, while out of season, or not currently participating in an extracurricular activity, will be required to submit a drug and alcohol test free of alcohol and/or any controlled dangerous substance prior to beginning the next activity or sport season.

2. SECOND INFRACTION

The assistant principal will contact the parents to remove the student from school and make arrangements for the mandatory medical examination pursuant to the statute, N.J.S.A. 18A:40A-12. Student will be removed from participation on the team/activity for a minimum of 60 calendar days and parking for the remainder of the school year. Prior to their return to activities or athletics, students will:

- Complete a drug/alcohol evaluation by appropriately certified or licensed professionals to make a positive determination of a student's need for programs and services that extend beyond the general school program, as necessary.
- Submit a drug and alcohol test free of alcohol and/or any controlled dangerous substance.
- Meet with the Student Assistance Counselor once a week for 60 calendar days.

A signed information release form must be available to the student assistance counselor. The parent(s) is/are responsible for the cost of the evaluation, any recommended program, or any further required drug tests. Students with documented financial hardship will be provided assistance through the Student Assistance Counselor.

Students must complete the evaluation and recommended program as required or will be considered to be non-compliant with this policy and ineligible to continue participation in athletics and/or extracurricular activities. Students who are in violation of this policy, while out of season, or not currently participating in an extracurricular activity, will be required to submit a drug and alcohol test free of alcohol and/or any controlled dangerous substance prior to beginning the next activity or sport season.



3. THIRD AND SUBSEQUENT INFRACTIONS

At the discretion of the principal, permanent removal from all athletic and extra-curricular activities may be imposed.

Complete a drug/alcohol evaluation by appropriately certified or licensed professionals to make a positive determination of a student's need for programs and services that extend beyond the general school program, as necessary.

The student will be subjected to required periodic drug testing.

Meet with the Student Assistance Counselor weekly for a period of three months.

Appeal Procedure

~~A Participant or his or her parent(s) or guardian(s) may request a confirming test be conducted at a laboratory approved by the District. Request must be made within 4 hours of receiving the results of their drug test, and confirming test must be conducted within 24 hours of receiving the results of their drug test.~~

In the case of a positive result, a second sample will be collected during the testing period before the student leaves the testing area. If a Participant (or his/her parent(s) or guardian(s)) requests an appeal, this sample will be sent to a laboratory selected by the District to serve as a confirming test. The request must be made within 4 hours of receiving the results of the drug test. The testing lab will be responsible for maintaining the chain of custody of the second sample.

Any participant unable to produce an adequate second specimen during the collection period will be provided with fluids. In the event a second sample cannot be produced within three hours, the participant recognizes that their appeal cannot be processed and that results from the first specimen will be considered conclusive.

Adopted: March 26, 2018

Revised: February 27, 2019

Revised: September 25, 2019



