

"CAUCUS & REGULAR MEETING" - BOARD OF EDUCATIONTHURSDAY, JULY 26, 2011 - 7:00 O'CLOCK P.M.GLOUCESTER CITY JR. SR. HIGH SCHOOL MEDIA CENTER

Ms. Louisa W. Llewellyn, President, read the following statement:

**“This meeting is being held in accordance with the Open Public Meetings Act. Notice of this meeting has been posted on the district website and published through written notice on the official school bulletin board at the Gloucester City Jr. Sr. High School Media Center and at Mary Ethel Costello School, and through written notice to the Gloucester City News, the Courier Post, and the Gloucester City Clerk”.**

Salute to the Flag.

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PRESIDING                      Ms. Llewellyn, President

ROLL CALL

Mr.	Baker	Absent
Mrs.	Bittmann	Present
Mrs.	Borger	Present
Mr.	Darrow	Absent
Mr.	Hagan	Absent
Mr.	Hubbs	Present
Mrs.	Levins	Present
Mr.	Marks	Present
Mrs.	McHugh	Present
Ms.	Llewellyn	Present

Administration in Attendance

Mr. Spaventa, Superintendent; Ms. McDonnell, Business Administrator; Board Solicitor; Administrators: Mrs. Curry, Mr. Kenney, Ms. Longer, and Mrs. Kauffmann; Principals: Dr. Don, Mrs. Ernst, and Mr. Wagstaff.

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Committee Reports:

Personnel – Mr. Hubbs reported.

Policy- Mrs. Bittmann reported.

Facilities – Mr. Marks reported.

Curriculum – Mrs. McHugh reported.

Finance – Mrs. Borger reported.

Sick Bank - Mr. Hubbs reported.

Negotiations- Mr. Hubbs reported.

### APPROVAL OF MINUTES FROM PREVIOUS MEETING

On the Motion of Mr. Hubbs, seconded by Mrs. McHugh to approve and accept the following Board Minutes. Motion was passed unanimously by members present.

Move that the Board approve and accept the board minutes for 06/09/2011 Caucus, 06/09/2011 Executive, 06/14/2011 Regular, 06/14/11 Executive, 06/22/2011 Special Meeting, and 6/22/11 Executive Meetings.

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Upon the Superintendent's recommendation, Motion by Mr. Hubbs, seconded by Mrs. McHugh, to approve the Administrative Reports for JULY 2011 Board of Education. Motion was passed unanimously by members present.

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### **SUPERINTENDENT'S REPORT**

#### **Mission Statement:**

"The educational process of the Gloucester City Public School district is the embodiment of visionary leadership, involved community, and individual needs. It is characterized by a holistic approach, by technological innovation, and by the development of socially responsible citizens. All students in the Gloucester City School District will be able to demonstrate the skills as outlined in the New Jersey Core Curriculum Content Standards. The students of the Gloucester City Schools will become contributing members of a changing economy and be prepared and committed to life long learning."

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Upon the Superintendent's recommendation, Motion by Mrs. McHugh, seconded by Mrs. Borger to approve of the following Student Action Items.

**RCV # 1** - 7 votes yes, 3 members absent. Motion approved.

<b>BOE Date</b>	<b>Student #</b>	<b>Action</b>	<b>Effective Date</b>
7/26/2011	113	Begin Homebound Instruction	6/6/2011
7/26/2011	113	End Homebound Instruction	6/10/2011
7/26/2011	113	Begin Fairmount Behavioral Health	6/11/2011
7/26/2011	113	End Fairmount Behavioral Health	6/16/2011
7/26/2011	1	Begin Homebound Instruction	6/7/2011
7/26/2011	2	End Homebound Instruction	5/28/2011
7/26/2011	3	End Homebound Instruction	6/3/2011
7/26/2011	4	Begin Homebound Instruction	6/6/2011
7/26/2011	4	Terminate Homebound Instruction	6/7/2011
7/26/2011	4	Begin Homebound Instruction Fairmount Behavioral Health	6/7/2011
7/26/2011	5	Gloucester Co Spec Svs School Terminate Contract	6/30/2011
7/26/2011	6	BCSSSD Terminate Contract	6/30/2011
7/26/2011	6	BCSSSD Begin Contract	9/1/2011
7/26/2011	7	Brookfield Academy Terminate Contract	6/30/2011
7/26/2011	7	Brookfield Academy Begin Contract	9/1/2011
7/26/2011	8	Brookfield Academy Terminate Contract	6/30/2011
7/26/2011	8	Brookfield Academy Begin Contract	9/1/2011
7/26/2011	9	Brookfield Academy Terminate Contract	6/30/2011
7/26/2011	9	Brookfield Academy Begin Contract	9/1/2011
7/26/2011	10	BCSSSD Terminate Contract	6/30/2011
7/26/2011	10	BCSSSD Begin Contract	9/1/2011
7/26/2011	11	Gloucester Co Spec Svs School Begin Contract	9/1/2011
7/26/2011	12	Gloucester Co Spec Svs School Terminate Contract	6/30/2011
7/26/2011	12	Gloucester Co Spec Svs School Begin Contract	9/1/2011
7/26/2011	13	Katzenbach School for the Deaf Terminate Contract	6/30/2011
<b>BOE Date</b>	<b>Student #</b>	<b>Action</b>	<b>Effective Date</b>
7/26/2011	13	Katzenbach School for the Deaf Begin Contract	9/1/2011
7/26/2011	14	End Homebound Instruction Terminate East Mountain Day School	6/1/2011
7/26/2011	15	School	6/23/2011
7/26/2011	15	Begin Drenk Nottingham Program	6/24/2011

7/26/2011	16	Terminate Crescent Hill Academy Contract	7/6/2011
7/26/2011	16	Begin Contract Crescent Hill Academy	9/1/2011
7/26/2011	17	Terminate Archway Contract	8/22/2011
7/26/2011	18	End Homebound Instruction	6/2/2011
7/26/2011	68	Pinelands Terminate Contract	6/30/2011
7/26/2011	68	Pinelands Begin Contract	9/1/2011

Upon the Superintendent's recommendation, Motion by Mr. Hubbs, seconded by Mrs. McHugh to approve the following Personnel Action

**RCV# 2** – 7 votes yes (with exceptions), 3 members absent. Motion approved.

New Hire

**BOE**

<b>Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Salary</b>	<b>Step</b>	<b>Effective</b>
7/26/2011	Murray	Christie	Teacher	Curric Comm	29.35 hour	NA	Summer 2011
7/26/2011	Schmitt	Lisa	Teacher	Curric Comm	29.35 hour	NA	Summer 2011
7/26/2011	Groff	Guy	Teacher	Curric Comm	29.35 hour	NA	Summer 2011
7/26/2011	MacDonald	Allison	Teacher	Curric Comm	29.35 hour	NA	Summer 2011
7/26/2011	Rossiter	Neil	Teacher	Curric Comm	29.35 hour	NA	Summer 2011
7/26/2011	Trongone	Tara	Teacher	Comm	29.35 hour	NA	2011
7/26/2011	Conner	Chelsea	Speech	CSS	\$50,710 plus \$675	1 MA	9/1/2011
7/26/2011	Sauer	Lauren	Teacher	CSS	\$48,020	1 BA 14	9/1/2011
7/26/2011	Lowery	Karen	Teacher	CSS	\$73,816 plus \$675	MA+30	9/1/2011

\* Will be paid at the daily Sub Rate pending proper completion of paperwork until NJ Cert is produced

7/26/2011	Widen	Shelby	Teacher	CSS	\$48,020	1 BA 60	9/1/2011
7/26/2011	Colvin	Samantha	Para	CSS	\$23,900 plus \$750	Credits	9/1/2011
7/26/2011	Lester	Michelle	Teacher	GHS	\$48,220	2 BS 1	9/1/2011
7/26/2011	Amato	Renee	Teacher	GHS	\$52,055	MA+15	9/1/2011
* Will be paid at the daily Sub Rate pending proper completion of paperwork until NJ Cert is produced							
7/26/2011	Maunz	Richard	Teacher	GHS	\$50,710*	1 MA	9/1/2011
* Will be paid at the daily Sub Rate pending proper completion of paperwork until Masters transcript and NJ Cert are produced							
7/26/2011	Labbree	Lisa	LDTc	MEC	\$82,919 Plus \$675 CST and One Month	MA+30	9/1/2011
7/26/2011	Holland	Josh	Percussion	GHS	\$11.88 per hour Pending clearance and certification		9/1/2011
7/26/2011	Kopras	Samantha	Band Volunteer	GHS	\$0 Pending clearance		9/1/2011
7/26/2011	Spagnolia	Gabrielle	Band Volunteer	GHS	\$0 Pending clearance		9/1/2011

Revised Salaries for Fiscal Year 2012 due to negotiated contract settlements.

Revised  
2011-2012  
Total Salary

**Administration GCAA**

DON	JACK	Principal	\$134,357.00
WAGSTAFF	KENNETH	Principal	\$141,146.00
O' KANE	WILLIAM	Principal	\$109,189.00
MACCAUSLAND	ROBERT	Vice Principal	\$101,515.00
TRAMPE	CHRISTINE	Vice Principal	\$94,278.00
ERNST	VICTORIA	Principal	\$102,753.00
GISMONDE, JR.	PASQUALE	Vice Principal	\$98,757.00

CURRY	ELIZABETH	Director C&I	\$123,179.00
HARRIS	LEON	Director Athletics	\$100,708.00
KAUFFMANN	JANET	Director Technology	\$94,278.00
KESSLER	KAREN	Director Preschool	\$98,757.00

### Administration Non Affiliated

LONGER	NINA	Director Special Programs	\$142,768.00
KENNEY	JOHN	Director Facilities	Base Pay \$109,725.00
KENNEY	JOHN	Director Facilities	Pension \$7,132.13
KENNEY	JOHN	Director Facilities	Total Pay \$116,857.13

Revised Salaries and retro payment for Fiscal Years 2011 and 2012 due to negotiated contract settlements.

### GCEA Teachers Salary

Last Name	First Name	Dept	Step	Stipend	Revised 2010-2011 Salary	Revised 2011-2012 Salary
ADAIR	JOYE	GUIDANCE	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
ADAIR	JOYE	GUIDANCE	STIPEND	Guidance	\$450.00	\$450.00
ADAIR	JOYE	GUIDANCE	Total Base & Stipends		\$79,723.00	\$80,343.00
ALLOWAY	FRANCIS	TEACHER	Teacher BA+30-a 9/95		\$59,445.00	\$62,445.00
ANDERSON	LISA	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
ANGELUCCI	CYNTHIA	TEACHER	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
ARCHUT (Muendel)	LAUREN	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
ATHEY	LORI	Phys Ed	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
BAKER	JENNIFER	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
BARBARA	CATHERINE	TEACHER	Teacher BA+15-a 9/95		\$77,255.00	\$77,875.00
BARIKIAN	JACLYN	TEACHER	Teacher MA-a 9/95		\$57,290.00	\$60,790.00

BARTLEY	WENDY	TEACHER	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
BELLWOAR	MELISSA	Teacher	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
BENIGNO	CYNTHIA	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
BENNETT	DENISE	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
BENNETT	DENISE	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
BENNETT	DENISE	TEACHER	Total Base & Stipends		\$56,354.00	\$59,854.00
BENNETT	FLETCHER	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
BENNETT	RHONDA	TEACHER	Teacher BA-a 9/95		\$48,820.00	\$49,370.00
BERG	JACQUELINE	HOMELESS	Teacher MA+15-a 9/95		\$62,135.00	\$65,135.00
BETZ	LORA	TEACHER	Teacher MA-a 9/95		\$60,790.00	\$63,790.00
BIGHAM	DENISE	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
BLESSINGER	ANN	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
BLESSINGER	WALBURGA	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
BLUM	CYNTHIA	PreK	Teacher BA-a 9/95		\$50,370.00	\$51,200.00
BONNER	DEBORAH	TEACHER	Teacher BA-a 9/95		\$68,100.00	\$77,203.00
BOULDEN	ELLEN	TEACHER	Teacher MA-a 9/95		\$57,290.00	\$60,790.00
BOYKIN	JANICE	TEACHER	Teacher MA-a 9/95		\$52,060.00	\$52,560.00
BRACH	THERESA	TEACHER	Teacher BA-a 9/95		\$49,370.00	\$49,870.00
BRADY	JACQUELINE	TEACHER	Teacher MA+60-a 9/95		\$85,549.00	\$86,169.00
BRANDT	VIRGINIA	TEACHER	Teacher MA+15-b 9/95		\$80,618.00	\$81,238.00
BROOKS	SHELBY	LTSUB	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
BROWN	GLENN	CST	Teacher MA+30-b 9/95		\$82,299.00	\$82,919.00
BROWN	GLENN	CST	STIPEND	11 month	\$8,230.00	\$8,292.00
BROWN	GLENN	CST	STIPEND	CST	\$675.00	\$675.00
BROWN	GLENN	CST	Total Base & Stipends		\$91,112.00	\$91,732.00
BRYSON	TRISHA	teacher	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
BURCH	ELLA	Teacher	Teacher MA+30-a 9/95		\$60,316.00	\$63,816.00

Last Name	First Name	Dept	Step	Stipend	Revised	
					2010-2011 Salary	2011-2012 Salary
BURNETT	JOANNE	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
CAPINHA	SOFIA	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
CARCHIDI	LAUREN	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
CARLINO	DANA		Teacher BA+15-a 9/95		\$49,492.00	\$50,042.00
CARLINO	ELIZABETH	TEACHER	Teacher MA+30-b 9/95		\$82,299.00	\$82,919.00
CHANDO	CHRISTA	TEACHER	Teacher BA-a 9/95		\$48,820.00	\$49,370.00
CHANDO	DEENA	TEACHER	Teacher BA-a 9/95		\$61,100.00	\$64,100.00
CHRISTISON	NICOLE	TEACHER	Teacher BA+15-a 9/95		\$48,792.00	\$49,092.00
CIPRIANI	SUSAN	TEACHER	Teacher MA+15-a 9/95		\$62,135.00	\$65,135.00
CITRONE	JOANN	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
CLANCY	RACHAEL	TEACHER	Teacher BA-a 9/95		\$52,250.00	\$54,600.00
CLANCY	SHANNON	TEACHER	Teacher BA-a 9/95		\$49,370.00	\$49,870.00
CLARK	KATHLEEN	GUIDANCE	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
CLARK	KATHLEEN	GUIDANCE COUNSELOR	STIPEND	Guidance	\$450.00	\$450.00
CLARK	KATHLEEN	GUIDANCE	Total Base & Stipends		\$79,723.00	\$80,343.00
COHN	NANCY	TEACHER	Teacher MA-a 9/95		\$57,290.00	\$60,790.00
CRANMER (West)	CRYSTAL	PreSchoo	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
CROCETTI	CRISTINA	TEACHER	Teacher MA-a 9/95		\$54,940.00	\$57,290.00
DAILEY	CARL	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
DAILEY	PATRICIA	TEACHER	Teacher BA-b 9/95		\$68,100.00	\$77,203.00
DAVI	KATHLEEN	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
DETOFSKY	RICHARD	TEACHER	Teacher MA-a 9/95		\$60,790.00	\$63,790.00
DEVEREAUX	LEA ANNE	TEACHER	Teacher MA+15-b 9/95		\$58,635.00	\$62,135.00
DIAMORE	JULIA	TEACHER	Teacher BA-a 9/95		\$76,583.00	\$77,203.00
DIANTONIO	STEPHANIE	CST	Teacher MA-a 9/95		\$60,790.00	\$63,790.00
DIAZ	BONNIE	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00

DIPATRI	JOSEPH	GUIDANCE	Teacher MA+30-a 9/95		\$82,299.00	\$82,919.00
DIPATRI	JOSEPH	GUIDANCE	STIPEND	Guidance	\$450.00	\$450.00
DIPATRI	JOSEPH	GUIDANCE	Total Base & Stipends		\$82,749.00	\$83,369.00
DONOHUE	KAREN	OCTherap	Teacher BA-a 9/95 Teacher MA+60-b 9/95		\$68,100.00	\$77,203.00
DRISCOLL	DEIRDRE	TEACHER	Teacher MA-a 9/95		\$85,549.00	\$86,169.00
DYBUS	SUSANN	TEACHER	Teacher MA-a 9/95		\$53,060.00	\$53,890.00
EDWARDS	TRACEY	TEACHER	Teacher BA-a 9/95 Teacher BA+15-a 9/95		\$49,370.00	\$49,870.00
EGERTON	PATRICIA	TEACHER	Teacher BA-a 9/95		\$49,092.00	\$49,492.00
EKIMOGLOU	SUSAN	TEACHER	Teacher MA-b 9/95 Teacher BA+15-a 9/95		\$49,870.00	\$50,370.00
ELWELL	IRMA	TEACHER	Teacher MA-a 9/95 Teacher MA+15-a 9/95		\$79,273.00	\$79,893.00
EMERLE	RAYMOND	TEACHER	Teacher MA-a 9/95 Teacher MA+15-a 9/95		\$58,772.00	\$61,772.00
ENGLERT	JESSICA	Teacher	Teacher MA-a 9/95 Teacher MA+15-a 9/95		\$54,940.00	\$57,290.00
ENRIGHT	CHRISTY	TEACHER	Teacher MA Teacher BA+15-a 9/95		\$68,135.00	\$72,135.00
FAHY	JAMIE	TEACHER	Teacher MA Teacher BA+15-a 9/95		\$53,890.00	\$54,940.00
FAHY	KEVIN	TEACHER	Teacher BA-a 9/95 Teacher MA+30-a 9/95		\$52,922.00	\$55,272.00
FARRENY	LORAIN	TEACHER	Teacher BA-a 9/95 Teacher MA+30-a 9/95		\$51,200.00	\$52,250.00
FIELD	KATHRYN	CST	STIPEND	11 month	\$73,816.00	\$82,919.00
FIELD	KATHRYN	CST	STIPEND	CST	\$7,382.00	\$8,292.00
FIELD	KATHRYN	CST	Total Base & Stipends		\$675.00	\$675.00
FIELD	KATHRYN	CST	Teacher BA-b 9/95		\$82,872.60	\$91,885.90
FINE	BARBARA	TEACHER	Teacher MA-a 9/95		\$76,583.00	\$77,203.00
FINLEY	SARAH	TEACHER	STIPEND	Dept Head	\$60,790.00	\$63,790.00
FINLEY	SARAH	TEACHER	Total Base & Stipends		\$1,754.00	\$1,754.00
FINLEY	SARAH	TEACHER	Teacher MA-b 9/95		\$62,544.00	\$65,544.00
FIORINI	NANCY	FACILITA	STIPEND	11 month	\$79,273.00	\$79,893.00
FIORINI	NANCY	FACILITA	Total Base & Stipends		\$7,927.00	\$7,989.00
FIORINI	NANCY	FACILITA	Teacher MA-b 9/95		\$87,200.00	\$87,882.00
FITCHETT	JILDA	GUIDANCE	STIPEND	Guidance	\$79,273.00	\$79,893.00
FITCHETT	JILDA	GUIDANCE	STIPEND	Guidance	\$450.00	\$450.00

FITCHETT	JILDA	GUIDANCE	Total Base & Stipends		\$79,723.00	\$80,343.00
FITZPATRICK	JAMES	TEACHER	Teacher BA+15-b 9/95		\$77,255.00	\$77,875.00
FLUCK	PAULINE	TEACHER	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
FOX-FUCHS	DARCY LYNN	TEACHER	Teacher MA-a 9/95 Teacher BA+15-a 9/95		\$70,790.00	\$79,893.00
FREEDMAN	MELISSA	TEACHER	Teacher BA-a 9/95		\$77,255.00	\$77,875.00
GALBRAITH	GREGORY	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
GALLAGHER	MAREAD	TEACHER	Teacher MA-a 9/95 Teacher BA+15-a 9/95		\$60,790.00	\$63,790.00
GALLO	DANIELA	SpecEd	Teacher BA-a 9/95		\$51,872.00	\$52,922.00
GANDY	CARYN	TEACHER	Teacher BA-a 9/95		\$52,250.00	\$54,600.00
GANSERT	LAILA	SpecEd	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
GENTILE	CHRISTINE	TEACHER	Teacher MA-b 9/95 Teacher MA+60-b 9/95		\$79,273.00	\$79,893.00
GLINOS	DONNA	TEACHER	Teacher BA-a 9/95		\$85,549.00	\$86,169.00
GOBLE	MARY	CST	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
GORMAN	BARBARA	TEACHER	Teacher BA-a 9/95 Teacher MA+30-b 9/95		\$54,600.00	\$58,100.00
GORMAN	JOSEPH	TEACHER	Teacher BA-a 9/95		\$82,299.00	\$82,919.00
GORMAN	KEITH	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
GORMAN	KEITH	TEACHER	Total Base & Stipends		\$54,004.00	\$56,354.00
GORMAN	SEAN	GUIDANCE	Teacher MA-a 9/95		\$54,940.00	\$57,290.00
GORMAN	SEAN	GUIDANCE COUNSELOR	STIPEND	Guidance	\$450.00	\$450.00
GORMAN	SEAN	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
GORMAN	SEAN	GUIDANCE	Total Base & Stipends		\$57,144.00	\$59,494.00
GRELLE	JENNIFER	TEACHER	Teacher MA-a 9/95		\$60,790.00	\$63,790.00
GROFF	BRIANA	TEACHER	Teacher BA-a 9/95 Teacher MA+60-b 9/95		\$58,100.00	\$61,100.00
GROFF	GUY NORMA	TEACHER	Teacher MA-a 9/95		\$85,549.00	\$86,169.00
GURCSIK	ELIZABETH	TEACHER	Teacher MA-a 9/95		\$54,940.00	\$57,290.00
HADLEY	CAILIN	Spec Ed	Teacher MA-a 9/95		\$50,810.00	\$51,110.00
HAGAN	KELLY	PreK	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
HAGAN	PATRICK	TEACHER	Teacher BA+15-a		\$55,272.00	\$58,772.00

			9/95			
HARRIS	DEBORAH	TEACHER	Teacher BA+30-b 9/95			\$77,928.00 \$78,548.00
HERMAN	GWEN	TEACHER	Teacher BA+30-a 9/95			\$51,215.00 \$51,715.00
HOBBS	TAMIE	CST	Teacher MA-a 9/95			\$70,790.00 \$79,893.00
HOBBS	TAMIE	CST	STIPEND	11 month		\$7,079.00 \$7,989.00
HOBBS	TAMIE	CST	STIPEND	CST		\$675.00 \$675.00
HOBBS	TAMIE	CST	Total Base & Stipends			\$78,544.00 \$88,557.00
HOLSCHER	LYNNE	TEACHER	Teacher BA-a 9/95 Teacher BA+15-a 9/95			\$54,600.00 \$58,100.00
HOOVER	KAREN	TEACHER	Teacher MA-a 9/95			\$52,922.00 \$55,272.00
HUBLER	SANDRA	TEACHER	Teacher MA-a 9/95			\$79,273.00 \$79,893.00
HUGHES	SANDRA	TEACHER	Teacher BA-a 9/95			\$76,583.00 \$77,203.00
HUGHES	SANDRA	TEACHER	STIPEND	11 month		\$7,658.00 \$7,720.00
HUGHES	SANDRA	TEACHER	Total Base & Stipends			\$84,241.00 \$84,923.00
IANNETTI	PETER	TEACHER	Teacher BA-b 9/95			\$76,583.00 \$77,203.00
JACKSON	JENNIFER	TEACHER	Teacher BA-a 9/95			\$52,250.00 \$54,600.00
JAMES	IAN	Teacher	Teacher BA-a 9/95			\$48,120.00 \$48,420.00
JAMES	THERESA	TEACHER	Teacher BA-b 9/95			\$76,583.00 \$77,203.00
JOHNSON	EILEEN	TEACHER	Teacher BA-b 9/95 Teacher MA+60-b 9/95			\$76,583.00 \$77,203.00
KEARNEY	MARY	TEACHER	Teacher MA+30-a 9/95			\$85,549.00 \$86,169.00
KELLY	GISELLE	TEACHER	Teacher MA-a 9/95			\$56,916.00 \$57,966.00
KERNS	MARIELLEN	TEACHER	Teacher MA-a 9/95			\$79,273.00 \$79,893.00
KING	ELIZABETH	TEACHER	Teacher BA-a 9/95 Teacher MA+15-a 9/95			\$50,370.00 \$51,200.00
KITCHENMAN	KRISTIN	GUIDANCE	Teacher MA-a 9/95			\$80,618.00 \$81,238.00
KLEIN (Bodner)	REBECCA	TEACHER	Teacher MA-a 9/95			\$57,290.00 \$60,790.00
KLEIN (Bodner)	REBECCA	TEACHER	STIPEND	CST		\$675.00 \$675.00
KLEIN (Bodner)	REBECCA	TEACHER	Total Base & Stipends			\$57,965.00 \$61,465.00
KOENIG	LEANN	TEACHER	Teacher BA-a 9/95			\$49,870.00 \$50,370.00
KUMPEL	CYNTHIA	TEACHER	Teacher MA-a 9/95			\$60,790.00 \$63,790.00
KUZYK-SMITH	AMYLYN	TEACHER	Teacher BA-a 9/95			\$52,250.00 \$54,600.00

LABBREE	LISA	TEACHER	Teacher MA+30-a 9/95		\$82,299.00	\$82,919.00
LABBREE	LISA	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
LABBREE	LISA	TEACHER	Total Base & Stipends		\$84,053.00	\$84,673.00
LAFONTAINE	NANCY	TEACHER	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
LAFONTAINE	WALTER	TEACHER	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
LAMPI	JENNIFER	TEACHER	Teacher BA+15-a 9/95		\$55,272.00	\$58,772.00
LATTANZIO	MARK	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
LAWSON	AMY	TEACHER	Teacher MA-b 9/95		\$79,273.00	\$79,893.00
LAZOS	KRISTEN	counsel	Teacher MA-a 9/95		\$51,110.00	\$51,510.00
LAZOS	KRISTEN	GUIDANCE COUNSELOR	STIPEND	Guidance	\$450.00	\$450.00
LAZOS	KRISTEN	counsel	Total Base & Stipends		\$51,560.00	\$51,960.00
LEHR	SARAH	TEACHER	Teacher BA+15-a 9/95		\$49,492.00	\$50,042.00
LESSE	STEPHEN	TEACHER	Teacher MA+60-a 9/95		\$63,566.00	\$67,066.00
LEWIS	TARA	Teacher	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
LIFSTED	MICHAEL	TEACHER	Teacher BA-a 9/95		\$52,250.00	\$54,600.00
LIGHT	ELIZABETH	TEACHER	Teacher MA-a 9/95		\$53,890.00	\$54,940.00
LITTLE	KRISTIN	TEACHER	Teacher MA-a 9/95		\$57,290.00	\$60,790.00
LORENZ	LINDA	TEACHER	Teacher BA+30-b 9/95		\$77,928.00	\$78,548.00
LOVINSKY	JESSICA	CST	Teacher MA+60-a 9/95		\$57,386.00	\$57,786.00
LOVINSKY	JESSICA	CST	STIPEND	CST	\$675.00	\$675.00
LOVINSKY	JESSICA	CST	Total Base & Stipends		\$58,061.00	\$58,461.00
LUCIA	MONICA	TEACHER	Teacher BA+30-a 9/95		\$51,215.00	\$51,715.00
LYONS	MARTHA	TEACHER	Teacher BA+15-b 9/95		\$77,255.00	\$77,875.00
MACADAMS	COLIN	Eng teac	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
MACDONALD	ALLISON	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
MACDONALD	SUSAN	TEACHER	Teacher BA+30-a 9/95		\$59,445.00	\$62,445.00
MAGNER	DENNIS	TEACHER	Teacher BA+15-a 9/95		\$51,872.00	\$52,922.00

MAHONEY	SANDRA	TEACHER	Teacher BA-a 9/95		\$48,820.00	\$49,370.00
MAIORANO	MARIA	TEACHER	Teacher BA-a 9/95		\$52,250.00	\$54,600.00
MALONE	EDWARD	TEACHER	Teacher BA-a 9/95		\$49,870.00	\$50,370.00
MANN	ANN MARIE	TEACHER	Teacher BA+15-a 9/95		\$58,772.00	\$61,772.00
MARROLETTI	COLLEEN	TEACHER	Teacher BA+15-a 9/95		\$51,042.00	\$51,872.00
MCCOMB	SUSAN	TEACHER	Teacher MA-a 9/95		\$79,273.00	\$79,893.00
MCCONNELL	THOMAS	SpecEd	Teacher BA+15-a 9/95		\$55,272.00	\$58,772.00
MCDONNELL	KATHLEEN	GUIDANCE	Teacher MA+60-b 9/95		\$85,549.00	\$86,169.00
MCDONNELL	KATHLEEN	GUIDANCE GUIDANCE COUNSELOR	STIPEND	Guidance	\$450.00	\$450.00
MCDONNELL	KATHLEEN	GUIDANCE	Total Base & Stipends		\$85,999.00	\$86,619.00
MCKIBBAN	JOSEPH	TEACHER	Teacher BA+15-b 9/95		\$77,255.00	\$77,875.00
MCKIBBAN	JOSEPH	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
MCKIBBAN	JOSEPH	TEACHER	Total Base & Stipends		\$79,009.00	\$79,629.00
MCLAUGHLIN	WILLIAM	TEACHER	Teacher MA-a 9/95		\$79,273.00	\$79,893.00
MCNEELY	LAURA	TEACHER	Teacher BA+15-a 9/95		\$55,272.00	\$58,772.00
MCWILLIAMS	ROBERT	TEACHER	Teacher BA-a 9/95		\$50,370.00	\$51,200.00
MCWILLIAMS	ROBERT	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
MCWILLIAMS	ROBERT	TEACHER	Total Base & Stipends		\$52,124.00	\$52,954.00
MCWILLIAMS	JAIMI	TEACHER	Teacher BA+15-a 9/95		\$50,042.00	\$50,542.00
MIKLE	KAREN	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
MILITTI	DOLORES	TEACHER	Teacher MA+15-b 9/95		\$80,618.00	\$81,238.00
MILLER	GEORGEANN	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
MOODY	DECHLIN	TEACHER	Teacher MA+15-a 9/95		\$56,285.00	\$58,635.00
MORRIS	RITA	TEACHER	Teacher BA-a 9/95		\$76,583.00	\$77,203.00
MOTOLESE	MARY	TEACHER	Teacher BA+15-b 9/95		\$77,255.00	\$77,875.00
MOTSON	GLENN	TEACHER	Teacher BA+30-b 9/95		\$77,928.00	\$78,548.00
MUHA	KRISTINE	TEACHER	Teacher MA-a 9/95		\$66,790.00	\$70,790.00

MURRAY	CHRISTIE	TEACHER	Teacher MA-a 9/95		\$57,290.00	\$60,790.00
MUSSELMAN	DANA	TEACHER	Teacher BA-b 9/95 Teacher BA+30-a 9/95		\$68,100.00	\$77,203.00
NAGAS	AGATHA	CST			\$55,945.00	\$59,445.00
NAPOLI	GERALD	TEACHER	Teacher BA-a 9/95 Teacher BA+15-a 9/95		\$58,100.00	\$61,100.00
NARDUCCI	CATHERINE	TEACHER			\$68,772.00	\$77,875.00
O'CONNOR	JOANNE	TEACHER	Teacher BA-b 9/95 Teacher BA+30-b 9/95		\$76,583.00	\$77,203.00
OTT	COLLEEN	CST			\$77,928.00	\$78,548.00
OTT	COLLEEN	CST	STIPEND	CST	\$675.00	\$675.00
OTT	COLLEEN	CST	Total Base & Stipends		\$78,603.00	\$79,223.00
PALAI	BEVERLY	TEACHER	Teacher BA-b 9/95 Teacher BA+15-a 9/95		\$76,583.00	\$77,203.00
PASTORE	JACQUELINE	TEACHER			\$55,272.00	\$58,772.00
PECK	KELLY	TEACHER	Teacher MA-a 9/95 Teacher BA+30-b 9/95		\$54,940.00	\$57,290.00
PEEKE	ANNA	TEACHER			\$69,445.00	\$78,548.00
PINO	JENNIFER	TEACHER	Teacher BA-a 9/95 Teacher BA+30-b 9/95		\$48,420.00	\$48,820.00
PLEWS	MARYELLEN	TEACHER			\$77,928.00	\$78,548.00
POPPA	CARI	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
PREPSEL	SARA	TEACHER	Teacher BA-a 9/95 Teacher BA+30-a 9/95		\$48,820.00	\$49,370.00
QUIGLEY	KENNETH MARY	TEACHER			\$77,928.00	\$78,548.00
REINERS	ELIZABETH	TEACHER	Teacher BA-a 9/95 Teacher MA+30-a 9/95		\$76,583.00	\$77,203.00
RODDEN	JOHN	TEACHER			\$73,816.00	\$82,919.00
ROMM	LOIS	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
RONEY	PAMELA	TEACHER	Teacher BA-a 9/95 Teacher BA+15-a 9/95		\$58,100.00	\$61,100.00
ROSSITER	NEIL				\$68,772.00	\$77,875.00
RUPP- TVARYANAS	HELEN	CST	Teacher MA+60-a 9/95		\$73,066.00	\$77,066.00
RUPP- TVARYANAS	HELEN	CST	STIPEND	11 month	\$7,307.00	\$7,707.00
RUPP- TVARYANAS	HELEN	CST	STIPEND	CST	\$675.00	\$675.00
RUPP- TVARYANAS	HELEN	CST	Total Base & Stipends		\$81,048.00	\$85,448.00

Last Name	First Name	Dept	Step	Stipend	Revised	Revised
					2010-2011	2011-2012
					Salary	Salary
RUSKOSKI	JESSICA	TEACHER	Teacher MA-a 9/95		\$53,060.00	\$53,890.00
SACCHETTI	JILLIAN	spec ed	Teacher MA-a 9/95		\$50,810.00	\$51,110.00
SAXENMEYER	DEBORAH	TEACHER	Teacher MA-b 9/95		\$60,790.00	\$63,790.00
SCHADT	MARGOT	TEACHER	Teacher BA-a 9/95		\$76,583.00	\$77,203.00
SCHETTER	NANCY	CST	Teacher MA-a 9/95		\$79,273.00	\$79,893.00
SCHETTER	NANCY	CST	STIPEND	11 month	\$7,927.00	\$7,989.00
SCHETTER	NANCY	CST	STIPEND	CST	\$675.00	\$675.00
SCHETTER	NANCY	CST	Total Base & Stipends		\$87,875.00	\$88,557.00
SCHMITT	LISA	TEACHER	Teacher MA-a 9/95		\$51,510.00	\$52,060.00
SCHOENER	KATHLEEN	TEACHER	Teacher MA-a 9/95		\$79,273.00	\$79,893.00
SCHULTES	GEMMA	TEACHER	Teacher BA+15-a 9/95		\$52,922.00	\$55,272.00
SHANK	GINA	TEACHER	Teacher MA+15-a 9/95		\$65,135.00	\$68,135.00
SHERRY	RAYMOND	TEACHER	Teacher BA-b 9/95		\$76,583.00	\$77,203.00
SLOAN	STEVEN	TEACHER	Teacher MA-a 9/95		\$79,273.00	\$79,893.00
SMALL	ERIN	TEACHER	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
SMALL	ERIN	TEACHER	STIPEND	Dept Head	\$1,754.00	\$1,754.00
SMALL	ERIN	TEACHER	Total Base & Stipends		\$59,854.00	\$62,854.00
SOUZA	TAMI	TEACHER	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
STAFFORD	KELLY	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
STAMM	KIM	TEACHER	Teacher BA-a 9/95		\$61,100.00	\$64,100.00
STASIUM	LORRI	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
STEVENSON	MELORRA	CST	Teacher MA-a 9/95		\$53,890.00	\$54,940.00
STEVENSON	MELORRA	CST	STIPEND	11 month	\$5,389.00	\$5,494.00
STEVENSON	MELORRA	CST	STIPEND	CST	\$675.00	\$675.00
STEVENSON	MELORRA	CST	Total Base & Stipends		\$59,954.00	\$61,109.00
SULPIZIO	MICHELLE	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
SUTCLIFFE	RENEE	TEACHER	Teacher BA-a 9/95		\$48,820.00	\$49,370.00
THORNDIKE	RILEY	TEACHER	Teacher BA-a 9/95		\$50,370.00	\$51,200.00

TODD	SUSAN	TEACHER	Teacher BA-a 9/95		\$48,820.00	\$49,370.00
TRANTAFILLOU	LISA	TEACHER	Teacher BA-a 9/95		\$52,250.00	\$54,600.00
TRONGONE	TARA	TEACHER	Teacher BA-a 9/95		\$48,120.00	\$48,420.00
TUCKER	LAURA	TEACHER	Teacher BA-a 9/95		\$54,600.00	\$58,100.00
UNDERWOOD	REGINA	TEACHER	Teacher BA+15-a 9/95		\$77,255.00	\$77,875.00
URBANSKI	DONALD	TEACHER	Teacher MA-a 9/95		\$66,790.00	\$70,790.00
VASQUEZ	KRISTINA	TEACHER	Teacher MA-a 9/95		\$53,060.00	\$53,890.00
VELEZ	NATALIE	TEACHER	Teacher MA+30-a 9/95		\$66,816.00	\$69,816.00
WALKER	TIMOTHY	TEACHER	Teacher BA-b 9/95		\$61,100.00	\$64,100.00
WALL	JILL	TEACHER	Teacher BA-b 9/95		\$61,100.00	\$64,100.00
WALSH	JOHN	TEACHER	Teacher BA+15-a 9/95		\$50,042.00	\$50,542.00
WARD	ELIZABETH	GUIDANCE	Teacher MA+30-a 9/95		\$82,299.00	\$82,919.00
WARD	ELIZABETH	GUIDANCE COUNSELOR	STIPEND	Guidance	\$450.00	\$450.00
WARD	ELIZABETH	GUIDANCE	Total Base & Stipends		\$82,749.00	\$83,369.00
WELLS	JOANNE	TEACHER	Teacher MA+30-a 9/95		\$82,299.00	\$82,919.00
WHIPPLE	MELISSA	TEACHER	Teacher BA-a 9/95		\$51,200.00	\$52,250.00
WHITECAR	MATTHEW	TEACHER	Teacher BA-a 9/95		\$51,200.00	\$52,250.00
WOLK	MINDY	TEACHER	Teacher MA-a 9/95		\$66,790.00	\$70,790.00
WOLVIN	ERIN	Teacher	Teacher BA-a 9/95		\$48,420.00	\$48,820.00
WOODRUFF	GARY	TEACHER	Teacher BA-a 9/95		\$58,100.00	\$61,100.00
WOODRUFF	MARYANN	TEACHER	Teacher MA-a 9/95		\$54,940.00	\$57,290.00
WRIGHT	DUNCAN	TEACHER	Teacher MA-a 9/95	(10 month)	\$52,560.00	\$53,060.00
ZIMECKI	ALLISON	TEACHER	Teacher BA-a 9/95		\$50,370.00	\$51,200.00

**GCEA Nurses**

				Revised	Revised
				2010-2011	2011-2012
				<b>Salary</b>	<b>Salary</b>
DEPRINCE	LISA	Nurse	Teacher BA-a 9/95	\$48,120.00	\$48,420.00
MCGLINN	KAREN	NURSE	Teacher MA+15-a 9/95	\$54,405.00	\$55,235.00

RUCCI	CAROL	NURSE	Teacher MA-a 9/95	\$53,890.00	\$54,940.00
SILVERMAN	PATRICIA	NURSE	Teacher BA+15-a 9/95	\$77,255.00	\$77,875.00
STEWART	LINDA	NURSE	Teacher BA+15-a 9/95	\$58,772.00	\$61,772.00

Teachers Hourly					
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				Revised	Revised
				2010-2011	2011-2012
				Salary	Salary
DEAN	JANEY	TEACHER	Per Hour	\$38.71	\$39.83
RACHFALSKI	CAROL	TEACHER	Per Hour	\$50.29	\$51.75

GCEA Support - Paraprofessionals						
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Last Name	First Name	Job Title	Stipend Reason	Stipend All Years	2010-2011 Base Salary	2011-2012 Base Salary
BANGLE	CAROL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
BAZIS	PAULA	Paraprofessional	STIPEND-BA	\$1,000.00	\$27,482.00	\$28,482.00
BEEBE	KELLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
BLAYLOCK	PATRICIA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
BOEHNER	CHRISTINE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
BOWE	TEDDIE-JO	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
BROOKS	SHELBY	Paraprofessional		\$750.00	\$25,657.00	\$26,657.00
CLEMENTS	LARAINÉ	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
COFFEY	JACQUELYN	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
COLVIN	VIRGINIA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
CONVERY- WITCRAFT	HELEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
DAGNEY	SHARON	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
DALTON- HAGGERTY	ANITA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
DARROW	JILL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
DEVEREAUX	KELLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
DILKS	KIMBERLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
ELDER	LINDA	Paraprofessional	STIPEND-48 CR	\$500.00	\$26,982.00	\$27,982.00
FEDORE	JAYNE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00

FLOOD	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
FRANCHI	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
FRANK	CAROL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
FRESOLONE	DANA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
GREVERA	TERESA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
GRIFFITH	SUSAN	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
GUNTHER	DEBORAH	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
HAGAN	KEVIN	Paraprofessional	STIPEND-BA	\$1,000.00	\$25,907.00	\$26,907.00
KAMINSKI	JUDITH	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
KECK	JOANNE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
KOWALSKI	LYNN	Paraprofessional	STIPEND-BA	\$1,000.00	\$25,907.00	\$26,907.00
KRAFT	ELIZABETH	Paraprofessional	STIPEND-BA	\$1,000.00	\$27,482.00	\$28,482.00
LIGHT	KRISTINE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
LIZZIO	CYNTHIA	Paraprofessional	STIPEND-BA	\$1,000.00	\$27,482.00	\$28,482.00
LONDINO	JOANNE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
MARKS	ROBIN	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
MAYER	JENNIFER	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
MC CABE	ERICA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
MC CORMICK	CHERYL	Paraprofessional	STIPEND-BA	\$1,000.00	\$25,907.00	\$26,907.00
MCKIERNAN	DOLORES	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
MEEHAN	DAWN	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00

**GCEA Support - Paraprofessionals**

Last Name	First Name	Job Title	Stipend Reason	Stipend All Years	2010-2011 Base Salary	2011-2012 Base Salary
MESSERSCHMITT	THERESA LYN	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
MONK	DENISE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
MONROE	THERESA	Paraprofessional	STIPEND-48 CR	\$500.00	\$26,982.00	\$27,982.00
MURPHY	MARY	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
O' BRIEN	CYNTHIA	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
O' DONNELL	DENISE	Paraprofessional	STIPEND-BA	\$1,000.00	\$27,482.00	\$28,482.00
PAGAN	JANET	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
PENNOCK	KERINA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
PIERCE	CHRISTINE	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00

PREGARTNER	JANICE	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
RAFFERTY	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
RETTIG	HELENE	Paraprofessional		\$0.00	\$26,482.00	\$27,482.00
RUSSO	COLLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
SACCHETTI	BARBARA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
SAVAGE	ROBERT	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
SPINGLER	LYNDA	Paraprofessional	STIPEND-48 CR	\$500.00	\$26,982.00	\$27,982.00
STONE	NICHOLAS	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
THOMSON	DOLORES	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
VAN FOSSEN	DEBORAH	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$25,657.00	\$26,657.00
WEST	JOANNE	Paraprofessional	STIPEND-BA	\$1,000.00	\$27,482.00	\$28,482.00
YOUNG	KEVIN	Paraprofessional	STIPEND-BA	\$1,000.00	\$25,907.00	\$26,907.00
YOUNG	THOMAS	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$27,232.00	\$28,232.00
SAVOLA	ERIC	Paraprofessional			\$15.69 hr	\$16.12 hr

**GCEA Support - Paraprofessional Stipends**

				2010-2011	2011-2012
				Stipend	Stipend
ELDER	LINDA	Paraprofessional	STIPEND 48 CR	\$500.00	\$500.00
MONROE	THERESA	Paraprofessional	STIPEND 48 CR	\$500.00	\$500.00
SPINGLER	LYNDA	Paraprofessional	STIPEND 48 CR	\$500.00	\$500.00
BANGLE	CAROL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
BEEBE	KELLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
BLAYLOCK	PATRICIA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
BROOKS	SHELBY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
CLEMENTS	LARAINÉ	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
COLVIN	VIRGINIA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
CONVERY- WITCRAFT	HELEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
DAGNEY	SHARON	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
DALTON- HAGGERTY	ANITA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
DARROW	JILL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
DEVEREAUX	KELLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00

DILKS	KIMBERLY	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
FLOOD	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
FRANCHI	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
FRANK	CAROL	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
FRESOLONE	DANA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
GREVERA	TERESA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
GUNTHER	DEBORAH	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
MAYER	JENNIFER	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
MC CABE	ERICA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
MCKIERNAN	DOLORES	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
PENNOCK	KERINA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
PIERCE	CHRISTINE	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
PREGARTNER	JANICE	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
RAFFERTY	KATHLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
RUSSO	COLLEEN	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
SACCHETTI	BARBARA	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
SAVAGE	ROBERT	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
STONE	NICHOLAS	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
THOMSON	DOLORES	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
VAN FOSSEN	DEBORAH	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00

**GCEA Support - Paraprofessional Stipends**

				2010-2011	2011-2012
				Stipend	Stipend
YOUNG	THOMAS	Paraprofessional	STIPEND 60 CREDITS	\$750.00	\$750.00
BAZIS	PAULA	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
HAGAN	KEVIN	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
KOWALSKI	LYNN	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
KRAFT	ELIZABETH	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
LIZZIO	CYNTHIA	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
MC CORMICK	CHERYL	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
O' DONNELL	DENISE	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
WEST	JOANNE	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00
YOUNG	KEVIN	Paraprofessional	STIPEND-BA	\$1,000.00	\$1,000.00

GCEA Support - Security & Attendance					
				2010-2011	2011-2012
				Base Salary	Base Salary
BENNETT	ROBERT	Security Officer		\$28,110.00	\$28,925.00
HARRIS	ELAINE	Security Officer		\$35,630.00	\$36,663.00
KAMINSKI	KERRI	Security Officer		\$28,110.00	\$28,925.00
MCDONALD	DALE	Security Officer		\$28,110.00	-
STONE	LAWRENCE	Security Officer		\$28,110.00	\$28,925.00
CLEARY	SHIRLEY	Attendance Officer		\$50,364.00	\$51,825.00

NON-AFFILIATED STAFF					
				Revised	Revised
				2010-2011	2011-2012
				Base Salary	Base Salary

Secretaries					
Last Name	First Name	Job Title	Stipend	Base Salary	Base Salary
BANGLE	DONNA	SECRETARY		\$32,218.00	\$33,152.00
BOYLE	TAMRA ANN	SECRETARY		\$50,302.00	\$51,761.00
BRANDT	KATHLEEN	SECRETARY		\$47,002.00	\$48,365.00
BRAUNWARTH	JOAN	SECRETARY		\$50,847.00	\$52,322.00
BURKE	COLLEEN	SECRETARY		\$30,975.00	\$31,873.00
DOLSON	CINDY	SECRETARY		\$30,975.00	\$31,873.00
DUFFY	HELEN	SECRETARY		\$38,821.00	\$39,947.00
DUFFY	HELEN	STIPEND	IDEA GRANT	\$5,000.00	\$5,000.00
EVANS	DOROTHY	SECRETARY		\$47,002.00	\$48,365.00
JACKSON	ALICE	SECRETARY		\$57,471.00	\$59,138.00
KENNEY	JANICE	SECRETARY		\$35,945.00	\$36,987.00

Secretaries					
				Revised	Revised
				2010-2011	2011-2012
				Base Salary	Base Salary

LEVINS	DEBRA	SECRETARY		\$53,398.00	\$54,947.00
LUDWICK	KIMBERLY	ADMIN ASST		\$53,936.00	\$55,500.00
MCGLINCHEY	LINDA	SECRETARY		\$50,847.00	\$52,322.00
MCQUAID	JODY	SECRETARY		\$34,472.00	\$35,472.00
MORRELL	JOANNE	SECRETARY		\$57,774.00	\$59,449.00

MYERS	CHRISTINA	SECRETARY		\$30,975.00	\$31,873.00
PICCONE	ROSA	SECRETARY		\$34,472.00	\$35,472.00
REBSTOCK	DAWN	SECRETARY		\$62,330.00	\$64,138.00
REINHART	ROXANNE	SECRETARY		\$32,218.00	\$33,152.00
SACCHETTI	GAIL	ADMIN ASST		\$54,362.00	\$55,938.00
SACCHETTI	GAIL	STIPEND	SUBCALLER	\$3,947.00	\$4,061.00

**Other Support Staff Salary**

Last Name	First Name	Job Title		Revised 2010-2011 Base Salary	Revised 2011-2012 Base Salary
MARCHESE	JANICE	Accounts Payable Clerk		\$41,883.00	\$43,098.00
BROOKS	MARLENE	Budget Coordinator		\$59,714.00	\$61,446.00
MCKINNEY	KAREN	Payroll Clerk		\$49,840.00	\$51,285.00
COLLINS	BERNARD	Technology Staff		\$69,680.00	\$71,701.00
CUNNINGHAM	THOMAS	Technology Staff		\$55,378.00	\$56,984.00
VITOLA	CARL	Physician		\$12,329.00	\$12,687.00
ROBERTSON	FRANK	Treasurer		\$6,165.00	\$6,344.00

**Other Support Staff Hourly**

Last Name	First Name	Job Title		Revised 2010-2011 Base Salary	Revised 2011-2012 Base Salary
GROATMAN	JENNIFER	Aide		\$15.67	\$16.12
GORMAN	DANA	Bus Aide		\$15.67	\$16.12
RITCHIE	NANCY	Bus Aide		\$15.67	\$16.12
WILLIAMS	JOAN	Bus Aide		\$15.67	\$16.12
BENHAM	JANICE	Cafeteria Aide		\$15.67	\$16.12
FRANCESCHINI	HELEN	Cafeteria Aide		\$15.67	\$16.12
GRUFF	LINDA JO	Cafeteria Aide		\$15.67	\$16.12
HILLMAN	KELLY	Cafeteria Aide		\$15.67	\$16.12
LEHMAN	MAUREEN	Cafeteria Aide		\$15.67	\$16.12
MCNAMEE	PAMELA	Cafeteria Aide		\$15.67	\$16.12

STAFFORD	BARBARA	Cafeteria Aide	\$15.67	\$16.12
SAVOLA	ERIC	Security Officer	\$11.32	\$11.65

Salary Increase

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>From Step</b>	<b>To Step</b>	<b>Effective Date(s)</b>	<b>2010-2011</b>	<b>2011-2012</b>
7/26/2011	Avila	Juliet	9	10	9/01/2010-10/12/2010	\$54,600	NA
7/26/2011	Mann	AnnMarie	BA+15	BA+30	9/1/2010	\$59,445	\$62,445
7/26/2011	Velez	Natalie	MA+30	MA+60	9/1/2010	\$70,066	\$73,066
7/26/2011	Rossiter	Neil	BA+15	BA+30	9/1/2010	\$69,445	NA
7/26/2011	Rossiter	Neil	BA+30	MA	9/1/2011	NA	\$79,893
7/26/2011	Goble	Mary	BA	BA+15	9/1/2010	\$58,772	\$61,772
7/26/2011	Peck	Kelly	MA	MA+15	9/1/2010	\$56,285	\$58,635
7/26/2011	McWilliams	Jaimi	BA+15	BA+30	9/1/2010	\$50,715	\$51,215
7/26/2011	Gorman	Barb	BA	BA+15	9/1/2011	NA	\$58,772
7/26/2011	Egerton	Patricia	BA+15	BA+30	9/1/2011	NA	\$50,165
7/26/2011	Pierce	Christine	BA	\$1000 Stipend	9/1/2011	NA	NA
7/26/2011	Bryson	Trisha		BA+15	9/1/2011	NA	\$49,092
7/26/2011	Reiners	Mary Beth	BA	BA+15	5/1/2011	\$77,255	\$77,875
7/26/2011	Ruskoski	Jessica	MA+15	MA+30	6/1/2011	\$56,086	\$56,916
7/26/2011	Englert	Jessica	MA	MA+15	5/1/2011	\$56,285	\$58,635
7/26/2011	Boykin	Janice	MA	MA+30	5/1/2011	\$55,086	\$55,586
7/26/2011	Dzedzy	Katherine	BA+15	MA	2/2/2011-6/30/2011	\$51,110	NA
7/26/2011	Cipriani	Susan	MA+15	MA+30	12/1/2010	\$63,816	\$66,816
7/26/2011	Shank	Gina	MA+15	MA+30	10/1/2010	\$66,816	\$69,816
7/26/2011	Gorman	Sean	MA	MA+15	9/1/2010	\$56,285	\$58,635
7/26/2011	Stasium	Lori	BA	BA+15	9/1/2010	\$55,272	\$58,772

Staff Payment

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Amount</b>	<b>Reason</b>
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7/26/2011	Cipriani	Susan	Teacher	GHS	\$1,488.00	Balance Owed for Honor Society Club
7/26/2011	Gorman	Barb	Teacher	GHS	\$3,125.00	Balance Owed for Honor Society Club
7/26/2011	Reiners	Mary Beth	Coach	MEC	\$48.83	6th grade dance chaperone
7/26/2011	Stafford	Kelly	Teacher	MEC	\$48.83	6th grade dance chaperone
7/26/2011	Goble	Mary	Teacher	MEC	\$48.83	6th grade dance chaperone
7/26/2011	Triantafillou	Lisa	Teacher	MEC	\$48.83	6th grade dance chaperone
7/26/2011	Crocetti	Cristina	Teacher	MEC	\$48.83	6th grade dance chaperone
7/26/2011	Narducci	Kate	Teacher	MEC	\$48.83	Lip Sync chaperone
7/26/2011	Ott	Colleen	Teacher	MEC	\$48.83	Lip Sync chaperone
7/26/2011	Capinha	Sofia	Teacher	GHS	\$325.00	Spanish Club/Level II
7/26/2011	Miller	Georgeann	Teacher	GHS	\$325.00	Spanish Club/Level II Green Paws Club/Level II
7/26/2011	Rossiter	Neil	Teacher	GHS	\$650.00	Sr. Class Fundraiser Club
7/26/2011	Cleary	Shirley	Attendance	GHS	\$175.00	Sr. Class Fundraiser Club
7/26/2011	Darrow	Jill	Para	GHS	\$175.00	
7/26/2011	Brandt	Virginia	Teacher	GHS	\$4,604.00	Cheerleading School Year 2010-11
7/26/2011	Capinha	Sofia	Teacher	GHS	\$48.83	Chaperone-Junior High Dance 6/3/11
7/26/2011	Carchidi	Lauren	Teacher	GHS	\$48.83	Chaperone-Junior High Dance 6/3/11
7/26/2011	Dolson	Cindy	Secretary	GHS	\$48.83	Chaperone-Junior High Dance 6/3/11
7/26/2011	Gallo	Daniela	Teacher	GHS	\$48.83	Chaperone-Junior High Dance 6/3/11
7/26/2011	Herman	Gwen	Teacher	GHS	\$48.83	Chaperone-Junior High Dance 6/3/11
7/26/2011	Brown	Glenn	School Psychologist	GHS	30.13	Mileage Reimbursement for IEP Meetings

Appointments

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Reason</b>	
7/26/2011	Bennett	Denise	Teacher	GHS	School year 2011-12	Cultural Arts Department Chair
7/26/2011	Gorman	Keith	Teacher	GHS	School year 2011-12	Social Studies Department Chair
7/26/2011	Gorman	Sean	Guidance	GHS	School year 2011-12	Guidance Department Chair
7/26/2011	Small	Erin	Teacher	GHS	School year 2011-12	Physical Education Department Chair
7/26/2011	Labbree	Lisa	Teacher	GHS	School year 2011-12	Special Education Department Chair
7/26/2011	McKibban	Joseph	Teacher	GHS	School year 2011-12	English Department Chair
7/26/2011	Finley	Sarah	Teacher	GHS	School year 2011-12	Science Department Chair

7/26/2011	McWilliams	Robert	Teacher	GHS	School year 2011-12	Mathematics Department Chair
7/26/2011	Brandt	Virginia	Teacher	GHS	School year 2011-12	Sophomore Class Advisor
7/26/2011	Pierce	Chris	Paraprofessional	GHS	School year 2011-12	Junior Class Advisor
7/26/2011	Kitchenman	Kris	Counselor	GHS	School year 2011-12	Senior Class Advisor
7/26/2011	Herman	Gwen	Teacher	GHS	School year 2011-12	Freshman Class Advisor
7/26/2011	Gorman	Sean	Guidance	GHS	Summer School Hours (200 hours) \$30.00 an hour	
7/26/2011	Iannetti	Pete	Teacher	GHS	Yearbook Advisor	
7/26/2011	Darrow	Jill	Paraprofessional	GHS	Yearbook Business Manager	
7/26/2011	Motson	Glenn	Teacher	GHS	Band	
7/26/2011	Motson	Glenn	Teacher	GHS	Marching Band	
7/26/2011	Brandt	Virginia	Teacher	GHS	Cheerleading Advisor	
7/26/2011	Pierce	Christine	Paraprofessional	GHS	Newspaper	
7/26/2011	Pierce	Christine	Paraprofessional	GHS	PR	
7/26/2011	Cipriani	Susan	Teacher	GHS	National Junior Honor Society	
7/26/2011	Gorman	Barbara	Teacher	GHS	National Honor Society	
7/26/2011	Bennett	Fletcher	Teacher	GHS	Musical	
7/26/2011	Palaia	Beverly	Teacher	GHS	Director	
7/26/2011	Palaia	Beverly	Teacher	GHS	School year 2011-12 Art Club	
7/26/2011	Bennett	Denise	Teacher	GHS	School year 2011-12 Art Club	
7/26/2011	Light	Elizabeth	Teacher	GHS	School year 2011-12 Art Club/Junior High	
7/26/2011	Sulpizio	Michelle	Teacher	GHS	School year 2011-12 Dance	
7/26/2011	Walker	Timothy	Teacher	GHS	School year 2011-12 - Fellowship of Christian Athletes (Not a paid club)	
7/26/2011	Labbree	Lisa	Teacher	GHS	School year 2011-12 Gay/Straight Alliance	

Appointments

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Reason</b>
7/26/2011	Palaia	Beverly	Teacher	GHS	School year 2011-12 GHS Horticultural Society (Garden Club)
7/26/2011	Brandt	Virginia	Teacher	GHS	School year 2011-12 Homecoming Club/Sr. Spirit King Lion
7/26/2011	Capinha	Sofia	Teacher	GHS	School year 2011-12 Junior High Activities
7/26/2011	Herman	Gwen	Teacher	GHS	School year 2011-12 Junior High Activities
7/26/2011	Clancy	Rachael	Teacher	GHS	School year 2011-12 Leo Club
7/26/2011	Young	Thomas	Teacher	GHS	School year 2011-12 Leo Club
7/26/2011	Gorman	Keith	Teacher	GHS	School year 2011-12 Lions For Wellness
7/26/2011	Brandt	Virginia	Teacher	GHS	School year 2011-12 Pep Club
7/26/2011	Emerle	Raymond	Teacher	GHS	School year 2011-12 Photography

7/26/2011	Palaia	Beverly	Teacher	GHS	School year 2011-12 Promenade
7/26/2011	Pierce	Christine	Paraprofessiona	GHS	School year 2011-12 Promenade
7/26/2011	Herman	Gwen	Teacher	GHS	School year 2011-12 Robotics
7/26/2011	McWilliams	Robert	Teacher	GHS	School year 2011-12 Robotics
7/26/2011	Cleary	Shirley	Attendance	GHS	School year 2011-12 Senior Class Fundraising
7/26/2011	Darrow	Jill	Paraprofessiona	GHS	School year 2011-12 Senior Class Fundraising
7/26/2011	Brandt	Virginia	Teacher	GHS	School year 2011-12 Senior Parent Appreciation
7/26/2011	Capinha	Sofia	Teacher	GHS	School year 2011-12 Spanish
7/26/2011	Miller	Georgeann	Teacher	GHS	School year 2011-12 Spanish
7/26/2011	McWilliams	Robert	Teacher	GHS	School year 2011-12 Sports Statistics
7/26/2011	Palaia	Beverly	Teacher	GHS	School year 2011-12 Stagecraft
7/26/2011	Sulpizio	Michelle	Teacher	GHS	School year 2011-12 Stagecraft
7/26/2011	Light	Elizabeth	Teacher	GHS	School year 2011-12 Yoga
7/26/2011	Cipriani	Susan	Teacher	GHS	School year 2011-12 National Junior Honor Society - stipend
7/26/2011	Egerton	Patricia	Teacher	GHS	School year 2011-12 National Honor Society - stipend
7/26/2011	Gorman	Barbara	Teacher	GHS	School year 2011-12 National Honor Society - stipend
7/26/2011	Small	Erin	Teacher	GHS	School year 2011-2012 Head Hockey Coach
7/26/2011	Peeke	Ann	Teacher	GHS	School year 2011-2012 Asst. Hockey Coach

Appointments

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Reason</b>
7/26/2011	Grelle	Jennifer	Teacher	GHS	School year 2011-2012 Asst. Hockey Coach
7/26/2011	TBA				School year 2011-2012 Freshman Hockey Coach
7/26/2011	Burnett	Joanne	Teacher	GHS	School year 2011-2012 Junior High Hockey Coach
7/26/2011	DiAmore	Julia	Teacher	GHS	School year 2011-2012 Junior High Asst. Hockey Coach
7/26/2011	Harris	Leon	Teacher	GHS	School year 2011-2012 Head Football Coach
7/26/2011	Digantino	Daniel			School year 2011-2012 Asst. Football Coach
7/26/2011	Reca	Raymond			School year 2011-2012 Asst. Football Coach
7/26/2011	Malone	Edward	Teacher	GHS	School year 2011-2012 Asst. Football Coach
7/26/2011	Galbraith	Gregory	Teacher	GHS	School year 2011-2012 Asst. Football Coach
7/26/2011	Hagan	Kevin	Paraprofessional	GHS	School year 2011-2012 Freshman Football Coach
7/26/2011	James	Ian	Teacher	GHS	School year 2011-2012 Freshman Football Coach
7/26/2011	Meehan	Joseph			School year 2011-2012 Head Boys Soccer Coach
7/26/2011	Sarracino	Patrick			School year 2011-2012 Asst. Boys Soccer Coach

7/26/2011	Conte	Augustine			School year 2011-2012 Head Girls Soccer Coach
7/26/2011	Emerle	Raymond	Teacher	GHS	School year 2011-2012 Asst. Girls Soccer Coach
7/26/2011	Gorman	Sean	Guidance	GHS	School year 2011-2012 Junior High Soccer Coach
7/26/2011	Velez	Natalie	Teacher	GHS	School year 2011-2012 Junior High Soccer Coach
7/26/2011	DiPatri	Joseph	Guidance	GHS	School year 2011-2012 Head Boys Cross Country Coach
7/26/2011	Light	Dave, Jr			School year 2011-2012 Head Girls Cross Country Coach
7/26/2011	Gorman	Keith	Teacher	GHS	School year 2011-2012 Junior High Cross Country Coach

Leave of  
Absence

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>Position</b>	<b>School</b>	<b>Effective</b>
7/26/2011	Stone	Nick	Para	HPS	09/01/2011-01/01/2012

Clinical Student:

<b>BOE Date</b>	<b>Last</b>	<b>First</b>	<b>School</b>	<b>College/University</b>	<b>Cooperating Staff</b>	<b>Effective</b>
7/26/2011	Cotter	Corinne	CSS	Rutgers	Melorra Stevenson	9/1/2011
7/26/2011	Crowell	Ann	CSS	LaSalle	Rebecca Bodner Klein	9/1/2011

**FACILITIES - AFSCME**

Last Name	First Name	Job Title	All Yrs Boiler Stipend	Revised	
				2010-2011 Base Salary	2011-2012 Base Salary
AGAR	ALBERT	Custodian	\$1,000.00	\$36,150.00	\$37,075.00
BEESE	MICHAEL	Custodian	\$1,000.00	\$43,215.00	\$43,940.00
BERRY	JOSEPH	Custodian	\$1,000.00	\$35,350.00	\$36,275.00
BIEHL	KEVIN	Custodian	\$1,000.00	\$28,250.00	\$29,175.00
FORD	JUDITH	Custodian		\$32,645.00	\$33,570.00
GALLAGHER	GERARD	Custodian		\$22,225.00	\$23,150.00
GRUFF	LINDA JO	Custodian	\$1,000.00	\$22,225.00	\$23,150.00
GUNDLE	ROBERT	Custodian	\$1,000.00	\$31,150.00	\$32,075.00
HAAS	JOHN	Custodian	\$1,000.00	\$35,350.00	\$36,275.00
KAIN	JAMES	Custodian	\$1,000.00	\$33,450.00	\$34,375.00

KEENAN	ROBERT	Custodian	\$1,000.00	\$28,650.00	\$29,575.00
KRAMER	KEITH	Custodian	\$1,000.00	\$32,250.00	\$33,175.00
LEVINS	STACEY	Custodian	\$1,000.00	\$32,450.00	\$33,375.00
LOCKER, JR.	KEITH	Custodian	\$1,000.00	\$29,250.00	\$30,175.00
PANTALONE	MICHAEL	Custodian	\$1,000.00	\$23,750.00	\$24,675.00
PANTALONE					
JR.	MICHAEL	Custodian		\$22,225.00	\$23,150.00
PETERS	JAMES	Custodian	\$1,000.00	\$38,450.00	\$39,375.00
PETERS	JESSE	Custodian		\$22,225.00	\$23,150.00
PIERMAN	THOMAS	Custodian		\$30,250.00	\$31,175.00
PLUMLEY	KAREN	Custodian		\$19,600.00	\$20,525.00
RUSK	DAVID	Custodian		\$45,060.00	\$45,785.00
SARLO	CHARLES	Custodian		\$32,450.00	\$33,375.00
SAUTER	JAMES	Custodian	\$1,000.00	\$42,310.00	\$43,035.00
STANLEY	GLENN	Custodian	\$1,000.00	\$42,425.00	\$43,150.00
SUCCIO	SHARON	Custodian	\$1,000.00	\$28,250.00	\$29,175.00
THOMAS	JAMES	Custodian		\$23,450.00	\$24,375.00
TRICOCCI	ROBERT	Custodian		\$35,450.00	\$36,375.00
VIVEIROS	DAWN	Custodian		\$19,600.00	\$20,525.00
MCDONALD	DALE	Custodian		-	\$28,925.00

#### FACILITIES - NON AFFILIATED

Last Name	First Name	Job Title	2010-2011 Total Salary	2011-2012 Total Salary
GARRISON	RONALD	Custodial Supervisor	\$62,374.00	\$64,432.00
KUSMANICK	CHRIS	Custodial Supervisor	\$58,861.00	\$60,568.00
SETTAR	KENNETH	Custodial Supervisor	\$64,095.00	\$65,697.00

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Upon the Superintendent's recommendation, Motion by Mr. Hubbs seconded by Mrs. Borger to approve of the following Workshops. Motion was passed unanimously by members present.

Last Name	First Name	Event	Location	Date(s)	Cost	Mileage
Curry	Elizabeth	NJ DOE Assistance for Evaluation System Pilot	Trenton	6/20/2011	\$0.00	\$42.65
Kitchenman	Kris	Anti-Bullying Workshop	Blackwood	6/24/2011	\$125.00	\$4.89
Trampe	Chris	Anti-Bullying Workshop	Blackwood	6/24/2011	\$125.00	\$7.89
Curry	Elizabeth	Excellent Educators for NJ Pilot Program Teacher Effectiveness Evaluation System	EIRC, Mullica Hill	7/8/2011	\$0.00	\$15.97
Curry	Elizabeth	Grant Writing USA Workshop	Sewell, NJ	7/25,7/26/2011	\$425.00	\$8.70
Fiorini	Nancy	Grant Writing USA Workshop	Sewell, NJ	7/25,7/26/2011	\$425.00	\$5.39
Beirne	Kelly	2011 21st CCLC Summer Institute (3 days)	Gaylord National Hotel & Convention Center	7/25-27/2011	\$0.00	\$88.38
Narducci	Kate	Math Institute for Educators Grades 6-8	EIRC, Mullica Hill	7/25, 7/26/2011	\$30.00	\$0.00
Peeke	Ann	Math Institute for Educators Grades 6-8	EIRC, Mullica Hill	7/25, 7/26/2011	\$30.00	\$0.00
Carchidi	Lauren	Math Institute for Educators Grades 6-8	EIRC, Mullica Hill	7/25, 7/26/2011	\$30.00	\$0.00
Ludwick	Kimberly	Grant Writing USA	Sewell, NJ	07/25,26/2011	\$425.00	\$5.00
O'Donnell	Denise	Complying with the New Harassment, Intimidation and Bullying Law	Galloway Twp. NJ	6/30/2011	\$65.00	\$28.00
Schadt	Margot	Autism NJ Conference 2011	Atlantic City, NJ	10/13/2011	\$250.00	
Lasky (Hagan)	Kelly	Autism NJ Conference 2011	Atlantic City, NJ	10/13/2011	\$250.00	
Maiorano	Maria	Autism NJ Conference 2011	Atlantic City, NJ	10/14/2011	\$250.00	

Upon the Superintendent's recommendation, Motion by Mr. Hubbs seconded by Mrs. McHugh to approve of the following Field Trips and Fundraisers. Motion was passed unanimously by members present.

Field Trips

**BOE Date Summer Program Trips**

- 7/26/2011 MEC Summer Program Field Trip - Westbrook Lanes, Brooklawn (7/8/11)
- 7/26/2011 Camden County College Summer Academy Field Trip - Wheaton Village, Millville (7/8/11)
- 7/26/2011 MEC Summer Program Field Trip - Gloucester City Schooner, Gloucester City (7/15/11)
- 7/26/2011 Camden County College Summer Academy Field Trip - Cape May Zoo, Cape May Courthouse (7/15/11)
- 7/26/2011 MEC Summer Program Field Trip - Westbrook Lanes, Brooklawn (7/22/11)

7/26/2011 Camden County College Summer Academy Field Trip - New Jersey State Museum, Trenton (7/22/11)

<b>BOE Date</b>	<b>Teacher</b>	<b>Location</b>	<b>Date(s)</b>	<b>Participants</b>	<b>Cost</b>
7/26/2011	Don, Jack	Walt Disney World, Florida	March 10 - 13, 2012	Sr. Class Trip	959.00 per student  <b>Bus</b> 3 buses at \$250.00 each

Upon the Superintendent's recommendation, Motion by Mrs. McHugh seconded by Mr. Hubbs to approve of the following Curriculum Actions. Motion was passed unanimously by members present.

<b>BOE Date</b>	<b>Action</b>
7/26/2011	2011-2012 District Textbooks
7/26/2011	2011-2012 District Novels
7/26/2011	2011-2012 District Curriculum
7/26/2011	Science Grade 1 Curriculum
7/26/2011	Science Grade 2 Curriculum
7/26/2011	Science Grade 3 Curriculum
7/26/2011	Science Grade 4 Curriculum
7/26/2011	Science Grade 5 Curriculum
7/26/2011	Science Grade 6 Curriculum
7/26/2011	Science Grade 7 Curriculum
7/26/2011	Science Grade 8 Curriculum
7/26/2011	Integrated Natural Science Curriculum
7/26/2011	Honors Integrated Natural Science Curriculum
7/26/2011	College Biology Curriculum
7/26/2011	Honors Biology Curriculum
7/26/2011	AP Biology Curriculum
7/26/2011	Chemistry Curriculum
7/26/2011	Honors Chemistry Curriculum

7/26/2011 Environmental Science Curriculum  
7/26/2011 Honors Physics Curriculum  
7/26/2011 Anatomy & Physiology Curriculum  
7/26/2011 Health Science Curriculum  
7/26/2011 Mathematics PreK 3/4 Curriculum  
7/26/2011 Mathematics Grade 1 Curriculum  
7/26/2011 Mathematics Grade 2 Curriculum  
7/26/2011 Mathematics Grade 3 Curriculum  
7/26/2011 Mathematics Grade 4 Curriculum  
7/26/2011 Mathematics Grade 5 Curriculum  
7/26/2011 Mathematics Grade 6 Curriculum  
7/26/2011 Mathematics Grade 7 Curriculum  
7/26/2011 Mathematics Grade 8 Curriculum  
7/26/2011 Power Algebra I Curriculum  
7/26/2011 Algebra I Curriculum  
7/26/2011 Honors Algebra I Curriculum  
7/26/2011 Geometry Curriculum  
7/26/2011 Honors Geometry Curriculum  
7/26/2011 Algebra II Curriculum  
7/26/2011 Honors Algebra II Curriculum  
7/26/2011 Pre-Calculus / Trigonometry Curriculum  
7/26/2011 Honors Pre-Calculus / Trigonometry  
7/26/2011 Curriculum  
7/26/2011 English Language Arts Grade 1 Curriculum  
7/26/2011 English Language Arts Grade 2 Curriculum  
7/26/2011 English Language Arts Grade 3 Curriculum  
7/26/2011 English Language Arts Grade 4 Curriculum  
7/26/2011 English Language Arts Grade 5 Curriculum  
7/26/2011 Physical Education Grade 1 Curriculum  
7/26/2011 Physical Education Grade 2 Curriculum

7/26/2011 Physical Education Grade 3 Curriculum  
7/26/2011 Physical Education Grade 4 Curriculum  
7/26/2011 Physical Education Grade 5 Curriculum  
7/26/2011 Physical Education Grade 6 Curriculum  
7/26/2011 Physical Education Grade 7 Curriculum  
7/26/2011 Physical Education Grade 8 Curriculum  
7/26/2011 Physical Education Grade 9 Curriculum  
7/26/2011 Physical Education Grade 10 Curriculum  
7/26/2011 Physical Education Grade 11 Curriculum  
7/26/2011 Physical Education Grade 12 Curriculum  
7/26/2011 Spanish Grade 1 Curriculum  
7/26/2011 Spanish Grade 2 Curriculum  
7/26/2011 Spanish Grade 3 Curriculum  
7/26/2011 Spanish Grade 4 Curriculum  
7/26/2011 Spanish Grade 5 Curriculum  
7/26/2011 Spanish Grade 6 Curriculum  
7/26/2011 Pre-Vocational Life Skills III Curriculum  
7/26/2011 Social Studies Grade 1 Curriculum  
7/26/2011 Social Studies Grade 2 Curriculum  
7/26/2011 Social Studies Grade 3 Curriculum  
7/26/2011 Social Studies Grade 4 Curriculum  
7/26/2011 Social Studies Grade 5 Curriculum  
7/26/2011 Social Studies Grade 6 Curriculum  
7/26/2011 Social Studies Grade 7 Curriculum  
7/26/2011 Social Studies Grade 8 Curriculum  
7/26/2011 World History Cultures Curriculum  
7/26/2011 Honors World History Cultures Curriculum  
7/26/2011 U.S. History I Curriculum  
7/26/2011 Honors U.S. History I Curriculum  
7/26/2011 U.S. History II Curriculum

7/26/2011 Honors U.S. History II Curriculum  
7/26/2011 Art Kindergarten Curriculum  
7/26/2011 Art Grade 1 Curriculum  
7/26/2011 Art Grade 2 Curriculum  
7/26/2011 Art Grade 3 Curriculum  
7/26/2011 Art Grade 4 Curriculum  
7/26/2011 Art Grade 5 Curriculum  
7/26/2011 Art Grade 6 Curriculum  
7/26/2011 Art Grade 7 Curriculum  
7/26/2011 Art Grade 8 Curriculum  
7/26/2011 Ceramics I Curriculum  
7/26/2011 Ceramics II Curriculum  
7/26/2011 Ceramics III Curriculum  
7/26/2011 Multi-Cultural Art Curriculum  
7/26/2011 Music Kindergarten Curriculum  
7/26/2011 Music Grade 1 Curriculum  
7/26/2011 Music Grade 2 Curriculum  
7/26/2011 Music Grade 3 Curriculum  
7/26/2011 Music Grade 4 Curriculum  
7/26/2011 Music Grade 5 Curriculum  
7/26/2011 Music Grade 6 Curriculum

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Upon the Superintendent’s recommendation, Motion by Mrs. Bittmann seconded by Mrs. Borger to approve of the following Mandated policy Motion was passed unanimously by members present.

Second Reading - 5141.8 Sports Related Concussion and Head Injury

**GLOUCESTER CITY BOARD OF EDUCATION**  
**Gloucester City, New Jersey**

**FILE CODE: 5141.8**

  X   **Monitored**  
  X   **Mandated**  
  X   **Other Reasons**

**Policy**

SPORTS RELATED CONCUSSION AND HEAD INJURY

A concussion is a traumatic brain injury (TBI) caused by a direct or indirect blow to the head or body.

Requirements

- A. A student who participates in interscholastic athletics and who sustains or is suspected of sustaining a concussion or other head injury shall be immediately removed from the completion or practice. Student athlete may not return to play until they obtain medical clearance in compliance with the district return-to-play policy;
- B. All coaches, school nurses, school/team physicians and certified athletic trainers must complete an interscholastic head injury training program;
- C. The athletic head injury training program must include:
  - 1. The recognition of the symptoms of head and neck injuries, concussions, and injuries related to second impact syndrome; and
  - 2. Describe the appropriate time to delay the return to sports competition or practice of a student –athlete who has sustained a head injury or other head injury, but if no additional time is specified for a particular age-group or sport, the student-athlete may return when written medical clearance is given the student-athlete stating that he/she is asymptomatic, and the student-athlete has completed an appropriate graduated individualized return-to-play protocol.
- D. An athletic head injury training program such as the National Federation of State High Schools Association online “Concussion in Sports” training program or a comparable program that meets mandated criteria shall be completed by all staff or others required by the district policy;

- E. Distribution of New Jersey Department of Education, *Concussion and Head Injury Fact Sheet* to every student-athlete who participates in interscholastic sports. The chief school shall ensure that a signed acknowledgement of the receipt of the fact sheet is completed by the student-athlete's parent/guardian and is kept on file for future reference.

#### Prevention and Treatment of Sports Related Concussions and Head Injuries

A student-athlete who is suspected of sustaining a sports related concussion or other head injury during competition or practice shall be immediately removed from play and may not return to play that day.

- A. Possible signs (could be observed by coaches, athletic trainer, school/team physician, school nurse):
1. Appears dazed, stunned, or disoriented;
  2. Forgets plays, or demonstrates short term memory difficulty;
  3. Exhibits difficulties with balance or coordination;
  4. Answers questions slowly or inaccurately;
  5. Loses consciousness;
- B. Possible symptoms (reported by the student athlete to coaches, athletic trainer, school/team physician, school nurse, parent/guardian):
1. Headache;
  2. Nausea/vomiting;
  3. Balance problems or dizziness;
  4. Double vision or changes in vision;
  5. Sensitivity to light or sound/noise;
  6. Feeling sluggish or foggy;
  7. Difficulty with concentration and short term memory;
  8. Sleep disturbance.
- C. To return to competition and practice the student-athlete must follow the protocol:
1. Immediate removal from competition or practice;
  2. School personnel (athletic trainer, school nurse, coach, etc.) should make contact with the student-athletes parent/guardian and inform them of the suspected sports related concussion or head injury;
  3. School personnel (athletic trainer, school nurse, coach, etc.) shall provide student-athlete with the approved information/medical checklist to provide their parent/guardian and physician or other licensed healthcare professional.
  4. Student-athlete must receive written clearance from their physician that student is asymptomatic and may begin the graduated return-to-play protocol. School personnel (athletic trainer, school nurse, coach, etc. may consult with school/team physician after medical clearance is given from student-athletes physician).

#### Graduated Return to Competition and Practice Protocol

- A. After written medical clearance is given stating that the student athlete is asymptomatic, the student-athlete may begin a graduated individualized return-to-play protocol:
- Step 1:** No activity, complete physical and cognitive rest. The objective of this step is recovery;
  - Step 2:** Light aerobic exercise, which includes walking, swimming, or stationary cycling, keeping the intensity less than 70% maximum percentage heart rate; no resistance training. The objective of this step is increased heart rate;
  - Step 3:** Sport-specific exercise including skating, and/or running; no head impact activities. The objective of this step is to add movement;
  - Step 4:** Non-contact training drills (e.g. passing drills). The student-athlete may initiate progressive resistance training;
  - Step 5:** Following medical clearance (consultation between school personnel and students athletes physician), participation in normal training activities. The objective of this step is to restore confidence and assess functional skills by the coaching staff;
  - Step 6:** Return to play involving normal exertion or game activity.
- B. Symptom checklists, baseline testing and balance testing may be utilized;
- C. If the student athlete exhibits a re-emergence of any post concussion signs or symptoms once he or she returns-to-play, they will be removed from exertional activities and returned to their school/team physician or primary care physician;
- D. If concussion symptoms reoccur during the graduated return-to-play protocol, the student-athlete will return to the previous level of activity that caused no symptoms.

#### Temporary Accommodations for Student-Athletes with Sports Related Head Injuries

Consideration of the cognitive effects in returning to the classroom is also an important part of the treatment of sports related concussions and head injuries. Mental exertion increases the symptoms from concussions and affects recovery. To recover, cognitive rest is just as important as physical rest. Reading, studying, testing, texting – even watching movies if a student is sensitive to light – can slow down a student's recovery.

In accordance with the Centers for Disease Control (CDC) toolkit on managing concussions, the board may look to address the cognitive needs of students who return to school after a concussion in the following ways:

- A. Take rest breaks as needed;
- B. Spend fewer hours at school;
- C. Be given more time to take tests or complete assignments;
- D. Receive help with schoolwork;
- E. Reduce time spent on the computer, reading, and writing;
- F. Be granted early dismissal from classes to avoid crowded hallways.

### Implementation

- A. A training program and policy for the prevention and treatment of sports related concussions and head injuries shall be completed by the school/team physician, coaches, athletic trainer, school nurse, and any other school employee the chief school administrator deems necessary;
- B. The chief school administrator or his or her designee shall monitor that all assigned staff and/or others complete the interscholastic head injury training program such as the National Federation of State High Schools Association's online, "Concussion in Sports" program, which includes:
  - 1. The recognition of the symptoms of head and neck injuries, concussions, and injuries related to second-impact syndrome;
  - 2. The protocol for a return to competition or practice, which may specify an appropriate amount of time to delay the return to sports competition or practice of a student-athlete who has sustained a concussion or other head injury.
- C. The educational fact sheet shall be distributed annually to the parents or guardians of student-athletes. A signed acknowledgement of the receipt of the fact sheet shall be obtained from the student-athlete and his parent or guardian and retained by the school;
- D. Any student who participates in an interscholastic sports program and is suspected of sustaining a concussion or other head injury in competition or practice shall be immediately removed from the sports competition or practice. A student-athlete who is removed from competition or practice shall not participate in further sports activity until he/she is evaluated by a physician or other licensed healthcare provider trained in the evaluation and management of concussions, and receives written clearance from a physician trained in the evaluation and management of concussions to return to completion or practice.

Adopted:

#### Key Words

Concussion, Head Injury, Sports, Athletics,

**Legal References:** N.J.S.A. 18A:16-6, -6.1 Indemnity of officers and employees against civil actions  
N.J.S.A. 18A:35-4.6 et seq. Parents Right to Conscience Act of 1979  
N.J.S.A. 18A:40 Employment of medical inspectors, optometrists and nurses; salaries; terms; rules  
N.J.S.A. 18A:40-3 Lectures to teachers  
N.J.S.A. 18A:40-5 Method of examination; notice to parent or guardian  
N.J.S.A. 18A:40-6 In general  
N.J.S.A. 18A:40-7, -8, -10, -11 Exclusion of students who are ill  
N.J.S.A. 18A:40-23 et seq. Nursing Services for Nonpublic School Students

Development

N.J.S.A. 18A:40-41.4 Removal of student athlete from competition, practice; return

N.J.A.C. 6A:16-1.1 et seq. Programs to Support Student

See particularly:  
N.J.A.C. 6A:16-1.1, -1.3, -1.4, -2.1, -2.3, -2.4  
N.J.A.C. 6A:26-12.1 et seq. Operation and Maintenance of School  
 See particularly: Facilities  
N.J.A.C. 6A:26-12.3

Plainfield Board of Education v. Cooperman, 105 NJ 587 (1987)

**Possible**

**Cross References:**

*1410	Local units
1420	County and intermediate units
*3510	Operation and maintenance of plant
*3516	Safety
*4131/4131.1	Staff development; inservice education/visitations/conferences
4151.2/4251.2	Family illness/quarantine
*5125	Student records
*5141	Health
*5141.1	Accidents
*5141.2	Illness
*5141.3	Health examinations and immunizations
*5141.21	Administering medication
*5142	Student safety
*5200	Nonpublic school students
*6142.4	Physical education and health

\*Indicates policy is included in the Critical Policy Reference Manual.

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## SECRETARY'S REPORT

Upon the Superintendent's recommendation, Motion by Mrs. Borger, seconded by Mr. Marks to approve the following Financial Actions:

**RCV # 3-** 7 votes yes, 3 members absent. Motion approved.

### Financial Actions:

1. Approval of Transfers

Approve appropriation transfers for FY 2011.

2. Certification of Sufficient Availability of Funds and No Over-Expenditures

A. Board Secretary Certification of No Over-Expenditures

Pursuant to N.J.A.C. 6A:23-16.10 ( c ) 3, Margaret M. McDonnell, Board Secretary, certifies that as of MAY 2011, no budgetary line item account has obligations and payments (contractual orders) which in total exceed the amount appropriated by the Gloucester City Board of Education pursuant to N.J.S.A. 18A:22-8.1 and N.J.S.A. 18A:22-8.2 and no budgetary line item account has been over-expended in violation of N.J.A.C. 6:23-2.12 (a) 1.

B. Board's Certification of No Over-Expenditures

Pursuant to N.J.A.C. 6A:23-2.12 ( c ) 4, the Gloucester City Board of Education certifies that as of MAY 2011 and after review of the Secretary's Monthly Financial Report appropriations section as presented and upon consultation with the appropriate district officials, to the best of the Boards' knowledge, no major account or fund has been over-expended in violation of N.J.A.C. 6A:23-2.12-( a) 1 and that sufficient funds are available to meet the district's financial obligations for the remainder of the school year.

In accordance with N.J.A.C. 6A:23AS-16.10 ( c ) 2, it is certified that anticipated revenue has changed for the fiscal year ending JUNE 30, 2011 as follows:

Increased - \$251,558.00 Extraordinary Aid

Decreased-

3. Approval of Secretary and Treasurer Reports

The MAY 2011 A148 Board Secretary's Report as submitted and the MAY 2011 A149 Treasurer's Report on file in the Board Office.

4. Bill Payment Approval

Approve payment of bills that have been audited in the following amounts:

Payroll	JUNE 2011	2,276,451.07
FICA Board Share	JUNE 2011	53,835.68
FICA State Share	JUNE 2011	117,554.83
Health Benefits	JUNE 2011	448,327.33
Health Benefits	JULY 2011	435,728.38
Payroll	JULY 14, 2011	246,891.44
FICA Board Share	JULY 14, 2011	11,984.47
FICA State Share	JULY 14, 2011	6,779.49
Current Expenditures 1	JUNE 2011	1,017,515.72
<b>Governmental &amp; Payroll Funds (10-40)</b>		<b>\$ 4,615,068.41</b>
Cafeteria Fund (60)	JUNE 2011	141,982.39
Cafeteria Fund (60)	JULY 2011	11,505.52
Unemployment Fund (81)	JULY 2011	5,696.65
Scholarship Fund (83)	JUNE 2011	8,000.00
HS Student Activity (95)	JUNE 2011	15,500.00
MEC Student Activity (96)	JUNE 2011	1,658.86
<b>GRAND TOTAL:</b>		<b><u><u>\$ 4,799,411.83</u></u></b>

5. Approve Transportation contract for NJA3

Recommend the Board award the Transportation contract for the NJA3 program between the Gloucester City Board of Education and HA DeHart Transportation Company in the amount of \$20,858.40 annually.

HA DeHart & Sons	20,858.40
First Student	23,760.00

6. Approve Athletic Supplies and Equipment Bid for 2011-2012 school year

Recommend the Board award the 2011-2012 Athletic Supplies and Equipment Bid to the following vendors.

Ampro Sports	\$ 29,121.15
School Health	4,733.60
Sneakin' In	30,264.90
Triple Crown	6,056.40

Sport Supply Passon's	3,296.48
Cannon Sports	698.40
Riddell	4,336.74
Bill Pearson	2,115.85
Metuchen	3,436.75

7. Approve Janitorial Supplies and Equipment Bid for 2011-2012 school year

Recommend the Board award the 2011-2012 Janitorial Supplies and Equipment Bid to the following vendors.

INDCO, Inc.	\$19,163.06
Brookaire	18,531.76
Philip Rosenau	23,111.98
AmSan	19,740.45
Central Poly Corp	7,887.40
Main Pool Chemical Inc	4,675.00
General Chemical	13,406.04

8. Approve the Program for Success Transportation Bid

Recommend the Board award the Transportation contract for the 2011-2012 Program for Success Program to First Student, Inc. in the amount of 14,455.00 annually, \$1.50 increase/decrease adjustment.

Other Bidders	Annually	Inc/Dec
HA DeHart Transportation	\$26,460.00	\$1.00

9. Approve the surplus sale for technology

Recommend the Board approve surplus Gloucester City School District computer technology equipment sale and removal of equipment.

10. Approve the surplus sale for Gloucester Catholic Non Public Technology

Recommend the Board approve surplus Gloucester Catholic Non Public Technology computer equipment sale and removal of equipment.

11. Approve the following Contracts for the 2010-2011 & 2011-2012 school year

- Standards Solution Contract 2010-2011 (\$6,000.00)
- Standards Solution Contract 2010-2011 (\$18,000.00)

3. Moodle Renewal 2011-2012 (\$3,000.00)
4. PLN Contract Additional Professional Services (\$5,700.00)

12. Approve Business Administrator to award bids

Recommend the Board authorize the Business Administrator to award bids for the following and to be ratified at the next Board Meeting.

Athletic Fall Transportation Services  
Printing supplies & Services

13. Approve contract with Kennedy Health Systems

Recommend the Board approve the contract with Kennedy Health Systems for the school year 2011-2012 for drug testing.

Service fee	\$50.00
Medical Examination	\$87.00
Alcohol/Drug Assessment	\$50.00
Urine Alcohol/drug screen	\$90.00

Additional Urine Tests	
LSD Urine	180.00
Ecstasy	271.00
Mescaline	200.00
Methadone Screen	20.00
Anabolic Steroid Qual	175.00

14. Accept the Non-Public Nursing and Non-Public Textbook Entitlement

Recommend that the Board accept the 2012 Non-Public Nursing and Non-Public Textbook Entitlements from New Jersey Department of Education.

**Non Public Textbook**

Gloucester Catholic School	\$32,261.00
St. Mary's School	\$ 9,141.00

**Non Public Nursing**

Gloucester Catholic School	\$46,081.00
St. Mary's School	\$13,056.00

15. Approve Vantage Lite Equipment Purchase

Recommend that the Board approve purchase of equipment in the amount of \$9,228.00 from Vantage Lite for a special education student needs. Equipment includes an extended two year maintenance agreement and other supplies that are needed for the equipment.

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Upon the Superintendent's recommendation, Motion by Mrs. Borger, seconded by Mr. Marks to approve the following Grant Actions:

**RCV # 4– 7** votes yes, 3 members absent. Motion approved.

**Grants Actions:**1. Permission to Apply for the FY 2012 Perkins Secondary Grant

Recommend that the Board grant permission to apply for the FY 2012 Perkins FY 2012 Secondary Grant

Name: FY 2012 Perkins Secondary Grant

Amount: \$26,133

Period: 7/1/11-6/30/12

Purpose: Funding for Career Explorations and Materials

**(Exhibit JUNE –6a)**

2. Accept FY 2011 21<sup>st</sup> Century Grant Modification

Recommend that the Board accept 2010-2011 21<sup>st</sup> Century Community Learning Centers Grant modifications per DOE letter dated June 27, 2011.

Name: 2010-2011 21<sup>st</sup> Century Community Learning Centers Grant Modification

Amount:

<u>Item</u>	<u>Original Amount</u>	<u>Revised Amount</u>	<u>Change</u>
200-300	\$99,920	\$ 81,920	-\$18,000
100-100	\$91,448	\$102,140	+\$10,692
100-600	\$ 8,700	\$ 12,026	+\$ 3,326
100-800	\$ 3,000	\$ 6,326	+\$ 3,326
200-200	\$ 20,191	\$ 20,847	+\$ 656

Period: 2010-2011

Purpose: Grant Agreement Modification Acceptance

**(Exhibit JUNE –6b)**

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Upon the Superintendent's recommendation, Motion by Mr. Marks, seconded by Mrs. McHugh to approve of the following Facility Actions. Motion was passed unanimously by members present.

**Facilities:**

1. Facilities Usage

Approve the following requests for use of facilities for the 2011-2012 school year.

Highland Park Church of God	9/14/11 6:30pm-9:30pm	CS/Gym
Gloucester City Midget Football Teams	9/24-9/25/11 11am-7pm 10/15-10/16/11 11am-7pm 11/5-11/6 11am-7pm	HS/Football stadium snack stand
Gloucester Catholic HS	9/10, 9/17, 10/8, 10/15 10/29 9am-1pm	HS/Football stadium press box/snack stand

2. Long Range Facilities Plan Revisions

Any revision for the current Long Range Facilities Plan.

**OLD BUSINESS**

Grant Management Contract EIRC  
5<sup>th</sup> and 6<sup>th</sup> Grade Basketball Program

Motion by Mrs. Borger seconded by Mr. Hubbs not to approve 2011-2012 Grant Management contract with EIRC.

**RCV# 5** – 6 votes yes, 1 vote no, 3 members absent. Motion approved.

Motion by Mr. Hubbs, seconded by Mrs. McHugh to approve 5<sup>th</sup> & 6<sup>th</sup> grade Basketball program and coaches. Motion was passed unanimously by members present.

**NEW BUSINESS**

Resolutions Discussed

School Board Members Code of Ethics Acknowledgement Receipt  
Transportation for School Choice Students to Brooklawn-State Guidelines/ courtesy.  
Gloucester City will follow state guidelines.

Motions to Pass Resolutions

1. On the Motion of Mrs. McHugh, seconded by Mr. Marks to appose moving annual Election to November. Motion was passed unanimously by members present.

**Resolution  
in Opposition to Moving the Annual School Election to November**

Whereas, School boards in New Jersey serve as non-partisan bodies that provide communities with oversight of the schools and accountabilities for school district operations; and

Whereas, Elections of school officials and school budgets have intentionally been kept separate and apart from partisan elections; and

Whereas, Local school district governance involves responsibilities that should not be subject to partisan influence, including the establishment of curriculum, the evaluation of the superintendent, and representation of the public in contact negotiations; and

Whereas, Several proposals before the state Legislature would move the election of local school board members, who serve on a non-partisan basis, to the partisan November General Election; and

Whereas, Entangling school elections with the partisan municipal, county, and state elections would intensify partisan influence over local school board elections and could encourage partisan involvement in school district policies; and

Whereas, Municipalities with non-partisan governments continue to have the option of conducting elections in the spring, distancing the selection of their officials from the partisan November General Election; and

Whereas, Moving School elections to November would require non-partisan school board candidates to campaign at the same time as partisan backed candidates for state and federal office, thereby requiring them to spend additional money on their campaigns in order to gain voter attention; and

Whereas, School elections must always be based on educational issues, not political party concerns. Now therefore be it

Resolved, that the Gloucester City Board of Education supports many efforts to increase voter participation in the school election, but opposes legislation that would move the lection of non-partisan board of education efforts to the November General Election; and be it further

Resolved, that the Gloucester City Board of Education supports the establishment of a single statewide non-partisan election in the spring to encompass boards of education, non-partisan municipal governments and fire districts; and be it further

Resolved, that a copy of this resolution be sent to Acting Commissioner of Education Christopher D. Cerf, the New Jersey School Boards Association and the Camden County School Boards Association.

2. On the Motion of Mr. Hubbs, seconded by Mrs. McHugh to support Eliminating Annual Vote to School Budgets within CAP. Motion was passed unanimously by members present.

### **Resolution**

#### **In Support of Eliminating the Annual Vote on School budgets within Cap**

Whereas, Under state law, over 90 percent of New Jersey local boards of education must submit their proposed base budgets to voters each year; and

Whereas, Effective with the 2011-2012 school year, proposed school budgets are controlled by a strict 2 percent tax-levy cap, and

Whereas, the state's Executive County Superintendents must thoroughly review and must approve proposed school district base budgets, and

Whereas, State Department of Education officials have the authority to make line item cuts to local school budgets, and

Whereas, The tax levy cap and advance state approval of base budgets ensures the efficient and responsible use of taxpayer funds; and

Whereas, Forty one states do not require that school districts place proposed operating budgets on the ballot; and

Whereas, Neither municipalities, nor counties nor the state government are required to submit their annual operating budgets for voter approval; and

Whereas, In New Jersey, the school budget is the only government spending plan requiring voter referendum and, as a result, is often subject to citizen dissatisfaction with non-education government spending. Now therefore be it

Resolved, That the Gloucester City Board of Education petitions the New Jersey State Senate and General Assembly to advance legislation eliminating the annual referendum on proposed school budgets that are within the tax levy cap; and be it further

Resolved, That this resolution be delivery to Governor Chris Christie, Senate President Stephen M. Sweeney, Assembly Speaker Sheila Y. Oliver, the New Jersey Legislative District's representatives in the State Senate and General Assembly, and the members of the Senate and Assembly Education Committees; and be it further

Resolved, That copies of this Resolution be sent to Acting Commission of Education Christopher D. Cerf, the New Jersey School Boards Association and the Camden County School Boards Association.

3. On the Motion by Mr. Hubbs, seconded by Mr. Marks to approve the following resolution.  
**RCV# 6** – 3 votes yes, 1 vote no, 3 members absent.

### **Resolution**

#### **In support of Senate Bill 2043 and Assembly Bill 2960 Restoration of “Last Best Offer” in Public School District Collective Bargaining**

Whereas, “Last, best offer,” a concept prevalent in public sector labor law throughout the nation, enables a public employer to implement fair and adequate conditions of employment when contract negotiations have been fully exhausted, and

Whereas, The concept of the “last, best offer” existed in New Jersey public school district collective bargaining from 1968 through 2003, and

Whereas, During that period, the existence of “last, best offer” gave unions an incentive to bargain in earnest, while providing local boards of education with an effective counterbalance to threats of job actions, and

Whereas, In 2003, new statute (N.J.S.A. 34:13a-33) eliminated “last best offer” in New Jersey public school district collective bargaining, and

Whereas, The absence of “last best offer” has been a factor in increasing number of school district negotiations that have come to impasse, requiring mediation and fact-finding, and

Whereas, New Jersey public school districts must work within a 2 percent tax levy growth cap in developing their budgets for 2011-2012, and

Whereas, Seventy-five percent of the Gloucester City School District's budgeted expenditures is comprised of employee salary and benefits, and

Whereas, The Governor has identified restoration of “last, best offer” as a strategy to help local school districts control costs. Now therefore be it

Resolved, That the Gloucester City Board of Education petitions the New Jersey State Senate and General Assembly to approve legislation (S-2403 and A-2960) repealing the 2003 elimination of “last best offer” in public school labor negotiations; and be it further

Resolved, That this resolution be delivery to Governor Chris Christie, Senate President Stephen M. Sweeney, Assembly Speaker Sheila Y. Oliver, the New Jersey Legislative District’s representatives in the State Senate and General Assembly, and the members of the Senate and Assembly Education Committees; and be it further

Resolved, That copies of this Resolution be sent to Acting Commission of Education Christopher D. Cerf, the New Jersey School Boards Association and the Camden County School Boards Association.

4. On the Motion of Mr. Hubbs, seconded by Mr. Marks to approve the following resolution.

**RCV #7** – 5 votes yes, 3 members absent. Motion approved

### **Resolution In Support of Tenure Reform**

Whereas, Tenure in elementary and secondary public education was established by law in 1909 to protect teachers from arbitrary dismissal and discrimination, and under the tenure statute, teaches and other certified school employees receive lifetime tenure automatically upon three years and one day in a position; and

Whereas, Public school teacher work in a dramatically different environment today than they did in 1909, resulting in tenure now serving only as a system of lifetime job protection that impedes school quality; and

Whereas, over the past century, Congress, the state Legislature and the courts have built an extensive body of statutes, regulations and decisions to ensure due process to protect employees from discrimination, and to prevent arbitrary and capricious employment decisions; and

Whereas, Collective bargaining, established in public education in 1968, also provides extensive protection to employees in the areas of working conditions, disciplinary procedures and grievance arbitration; and

Whereas, The New Jersey School Ethics Act and the School District Accountability Act and related regulations add to existing safeguards against patronage hiring and nepotism; and

Whereas, The current system of lifetime tenure involves the filling of formal changes and a hearing process that, on average, takes more than a year to reach a conclusion; and

Whereas, During that period, a board must provide substitute staffing, must return the tenured employee to full salary 120 days after charges are filed even though he or she is not working, and incurs legal expenses; and

Whereas, The existing system of lifetime tenure is costly, disruptive and a major obstacle to maintaining school quality; and

Whereas, The New Jersey School Boards Association advocates a system of contractual tenure under which a school board could initially grant tenure to a teacher after a minimum of five years and one day of effective service in a position, with continuation of tenure determined by the school board every three to five years thereafter and based upon indicators of effective teacher performance, including student achievement; and

Whereas, Such a system would enable school districts to hold staff members accountable for ongoing effective performance and would contribute toward the advancement of student achievement; and

Whereas, As part of his education reform agenda, Governor Christie has proposed the elimination of lifetime tenure and its replacement with a renewable tenure system, and state lawmakers from both political parties have cited the need for tenure reform. Now therefore be it

Resolved, That the Gloucester City Board of Education urges the state Legislature and the Governor to amend New Jersey's current tenure statute (a) to require five years of satisfactory performance in a position before the initial granting of tenure and (b) to establish a system of renewable contract tenure under which a local school board would make a decision on renewing an employee's tenure every three to five years, based on indicators of effective performance, including student achievement; and be it further

Resolved, That the Gloucester City Board of Education urges the New Jersey Legislature to make the enactment of such tenure reform a primary goal during its current session; and be it further

Resolved, That this resolution be delivery to Governor Chris Christie, Senate President Stephen M. Sweeney, Assembly Speaker Sheila Y. Oliver, the New Jersey Legislative District's representatives in the State Senate and General Assembly, and the members of the Senate and Assembly Education Committees; and be it further

Resolved, That copies of this Resolution be sent to Acting Commission of Education Christopher D. Cerf, the New Jersey School Boards Association and the Camden County School Boards Association.

5. On the Motion of Mr. Hubbs, seconded by Mrs. McHugh to approve the following resolution. Motion was passed unanimously by members present.

**Resolution**  
**In Opposition to Senate Bill 1872 and Assembly Bill 2810**  
**“Opportunity Scholarship Act”**

Whereas, The Opportunity Scholarship Act would grant corporations tax credits for contributing to a program that issues education vouchers to certain students for use at any public or non-public school of their choice; and

Whereas, During a five year pilot program, any child residing in one of 13 targeted districts, which operate one or more persistently underperforming schools, may apply for the vouchers, even if the student currently attends a school that is performing satisfactorily; and

Whereas, One-quarter of the funds would be reserved for students who already attend private schools; and

Whereas, Public School districts have experienced reduced state funding and are operating under state imposed restrictions on local tax levy growth; and

Whereas, The five year pilot program would divert from \$360 million to \$1 billion in public funds to private schools; and

Whereas, The State of New Jersey is currently experiencing a fiscal emergency during which its revenues are insufficient to provide adequate funding for public education through the School Funding Reform Act, and

Whereas, The Gloucester City Board of Education opposes any government policy that would divert funds from the state’s revenue stream to private schools when sufficient revenue is not available for New Jersey’s public school finance law; and

Whereas, The Gloucester City Board of Education believes in school choice within the public education sector upon the mutual agreement of the school boards involved; and

Whereas, The Gloucester City Board of Education believes that public funds should not be used to support private schools; and

Whereas, The Opportunity Scholarship Act would fail to address the needs of those students in targeted districts who do not participate in the program; and

Whereas, the Gloucester City Board of Education believes that the State should target improvement efforts within the public school system, ensuring that they reach all students. Now therefore be it

Resolved, That the Gloucester City Board of Education petitions the New Jersey State Senate and General Assembly to reject the Opportunity Scholarship Act (S-1872 and A-2810); and be it further

Resolved, That this resolution be delivery to Governor Chris Christie, Senate President Stephen M. Sweeney, Assembly Speaker Sheila Y. Oliver, the New Jersey Legislative District's representatives in the State Senate and General Assembly, and the members of the Senate and Assembly Education Committees; and be it further

Resolved, That copies of this Resolution be sent to Acting Commission of Education Christopher D. Cerf, the New Jersey School Boards Association and the Camden County School Boards Association.

### **PUBLIC SECTOR**

On the Motion of Mrs. McHugh, seconded by Mr. Hubbs to open the meeting for public Participation.

Ann Ferline of the Gloucester city news requested information on Teachers contract, Mr. Hubbs said it was settled at 2.9% for years 2011, 2012, & 2013.

### **EXECUTIVE SESSION**

**AT 8:50 PM** On the Motion of Mr. Hubbs seconded by Mrs. Borger, to enter into Executive Session to discuss legal issues, current litigations, and negotiations for sale of school property for approximately one hour. Action may or may not be taken as a result of Executive Session. Motion was passed unanimously by members present.

**AT 8:55 PM** On the Motion of Mrs. McHugh, seconded by Mr. Hubbs to enter into Regular Session. Motion was passed unanimously by members present.

<u>ROLL CALL</u>		
Mr.	Baker	Absent
Mr.	Bennett	Present
Mrs.	Bittmann	Present
Mrs.	Borger	Present
Mr.	Darrow	Absent
Mr.	Hagan	Absent
Mr.	Hubbs	Present
Mr.	Marks	Present
Mrs.	McHugh	Present

Ms. Llewellyn Present

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<i>Board Members</i>	<i>RCV # 1</i>	<i>RCV#2 With exceptions</i>	<i>RCV # 3</i>	<i>RCV # 4</i>	<i>RCV #5</i>	<i>RCV #6</i>	<i>RCV #7</i>	<i>RCV #8</i>
Mr. Baker	-	-	-	-	-	-	-	-
Mr. Bennett	Y	Y	Y	Y	Y	Y	Y	Y
Mrs. Bittmann	Y	Y	Y	Y	Y	Y	Y	Y
Mrs. Borger	Y	Y	Y	Y	Y	Y	Y	Y
Mr. Darrow	-	-	-	-	-	-	-	-
Mr. Hagan	-	-	-	-	-	-	-	-
Mr. Hubbs	Y	Y	Y	Y	Y	N	Y	Y
Mrs. McHugh	Y	Y	Y	Y	Y	Y	Y	Y
Mr. Marks	Y	Y	Y	Y	Y	Y	Y	Y
Ms. Llewellyn	Y	Y	Y	Y	Y	Y	Y	Y

TIME: 9:00 PM

This meeting was adjourned on the Motion of

Mr. Hubbs, seconded by Mrs. McHugh.

Motion was passed unanimously by members present.

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Margaret M. McDonnell, SECRETARY