

Oradell Board of Education
 Personnel Committee Report Addendum
 May 1, 2024

The Superintendent, in consultation with the Personnel Committee, recommends the following:

I. RETIREMENTS/RESIGNATIONS/TERMINATIONS:

A. That the Board of Education accepts the resignation of the following personnel on the date indicated:

	Name	Position/Position Code #	Effective Date
1	Lopez, Victoria	Accounts Payable/Receivable Clerk/#9300	6/28/2024
2	Sinclair, Kaitlin	First Grade Teacher/#1001	6/30/2024

II. NEW HIRES/APPOINTMENTS:

A. That the Board reappoints the following nontenured certified staff members for SY 2024-2025:

	Name	FTE	Degree	Step	Salary	Tenure
1	Coccia, Jamie	1.0	MA	17	\$93,130	9/1/2026
2	Collins, Kristin	1.0	MA	10	\$70,150	9/1/2025
3	Constandinou, Maria	1.0	MA	4	\$62,467	9/1/2025
4	Deziel, Kalene	1.0	MA	3	\$62,300	9/1/2026
5	Giacobbe, Julia	1.0	MA	4	\$62,467	9/1/2025
6	Gleason, Meredith	1.0	BA	5	\$58,592	9/1/2027
7	Haas, Michele	1.0	MA	8-9	\$68,125	9/1/2025
8	Karathomas, Ailza	1.0	MA	4	\$62,467	9/1/2025
9	Malady, Carrie	1.0	MA	10	\$70,150	9/1/2025
10	Menhinick, Kaitlin	1.0	MA	5	\$63,592	1/2/2025
11	Oxnard, Danielle	1.0	BA	3	\$57,300	9/1/2026
12	Pallotta, Alexandria	1.0	MA	4	\$62,467	9/1/2025
13	Riesebieter, Erin	1.0	MA	13	\$77,930	9/1/2025
14	Schlessinger, Tara	1.0	MA	6	\$65,025	9/1/2025
15	Talarico, Amelia	1.0	MA	2	\$62,150	9/1/2027
16	Vougiatzis, Jacqueline	1.0	MA+30	14	\$87,730	9/1/2027
17	Windram, Kathleen	1.0	BA	6	\$60,025	9/1/2025

B. That the Board reappoints the following tenured certified staff members for SY 2024-2025:

	Name	FTE	Degree	Step	Longevity	Salary	Total Salary
1	Bendett, Debra	1.0	BA	15		\$79,630	\$79,630
2	Black, Jeanne	1.0	BA+15	18	\$1,000	\$94,600	\$95,600
3	Butcher, James	1.0	MA+30	16		\$94,630	\$94,630
4	Caruana, Jamie	1.0	MA	18	\$1,000	\$99,030	\$100,030
5	Cataldo, Rosemarie	1.0	MA+30	14		\$87,730	\$87,730
6	Cleary, Jean	1.0	MA+30	8-9		\$74,625	\$74,625
7	Cuddy, Patricia	1.0	MA+30	18		\$105,530	\$105,530
8	Daley, Sheila	1.0	MA+30	13		\$84,430	\$84,430
9	Domingues, Debbie	1.0	BA	16		\$83,130	\$83,130

10	Doran, Mary Anne	1.0	MA	15		\$84,630	\$84,630
11	Durling, Doug	1.0	BA	18	\$1,000	\$94,030	\$95,030
12	Garcia, Magda	1.0	BA	7		\$61,525	\$61,525
13	Heintz-Marron, Karen	1.0	MA	11		\$72,500	\$72,500
14	Hook, Jennifer	1.0	MA	11		\$72,500	\$72,500
15	Jankowski, Christie	1.0	BA	6		\$60,025	\$60,025
16	Jankowski, Gina	1.0	MA	10		\$70,150	\$70,150
17	Jeffs, Jane	1.0	MA	16		\$88,130	\$88,130
18	Kalotkin, Michele	1.0	MA+15	18		\$101,530	\$101,530
19	Kapp, Hellen	1.0	MA+30	17		\$99,630	\$99,630
20	Kelly, Sean	1.0	BA+15	8-9		\$63,625	\$63,625
21	Kennedy, Amy	1.0	MA+15	18	\$1,000	\$101,530	\$102,530
22	Kenyon, Roberta	1.0	MA+30	18	\$1,000	\$105,530	\$106,530
23	Kruczek, Stephanie	1.0	MA+30	13		\$84,430	\$84,430
24	Krzastek-Kim, JeeNa	1.0	MA+15	18		\$101,530	\$101,530
25	Maiella, Lisa	1.0	BA+15	18	\$1,000	\$94,600	\$95,600
26	Maklin, Lesley	1.0	MA+30	18	\$2,000	\$105,530	\$107,530
27	Malenda, Sheri	1.0	MA	18	\$1,000	\$99,030	\$100,030
28	Mangol, Frederick, Jr.	1.0	MA	13		\$77,930	\$77,930
29	Marana, Gina	1.0	MA	7		\$66,525	\$66,525
30	Mason, Rima	1.0	MA+15	8-9		\$70,625	\$70,625
31	Mazzo, Rosine	1.0	MA+15	10		\$72,650	\$72,650
32	McGavin, Judith	1.0	MA+15	18	\$1,000	\$101,530	\$102,530
33	Mertens, Victoria	1.0	MA+30	12		\$81,450	\$81,450
34	Miller, Ilene	1.0	MA	18		\$99,030	\$99,030
35	Mohr, Ericka	1.0	BA	18	\$1,000	\$94,030	\$95,030
36	Natiello, Carole	1.0	MA+15	15		\$87,130	\$87,130
37	O'Keeffe, Heide	1.0	MA+30	18	\$3,000	\$105,530	\$108,530
38	Pizza, Melissa	1.0	MA+30	18	\$1,000	\$105,530	\$106,530
39	Powers, Jennifer	1.0	BA	16		\$83,130	\$83,130
40	Rabinowitz, Amy	1.0	MA	18		\$99,030	\$99,030
41	Rose, Nora	1.0	BA+15	14		\$76,730	\$76,730
42	Rosen, Rebecca	1.0	MA	14		\$81,230	\$81,230
43	Scanlon, Kristen	1.0	MA+30	8-9		\$74,625	\$74,265
44	Schaum, Tracey	1.0	MA+30	18	\$3,000	\$105,530	\$108,530
45	Sheridan, Kimberly	1.0	MA+30	18	\$1,000	\$105,530	\$106,530
46	Tashjian, Jennifer	1.0	MA	18		\$99,030	\$99,030
47	Terzano, Kristin	1.0	MA+30	18		\$105,530	\$105,530
48	Velmonte, Reischell	1.0	BA	10		\$65,150	\$65,150
49	Westdyk, Danielle	1.0	MA	11		\$72,500	\$72,500
50	Wood, Christine	1.0	BA	18		\$94,030	\$94,030

C. That the Board reappoints the following full-time instructional aides for SY 2024-2025:

	Name	Position	Salary
1	Loschiavo, Jennifer	Full-Time Instructional Aide	\$29,537
2	Pena, Aimee	Full-Time Instructional Aide	\$29,537

D. That the Board reappoints the following tenured secretaries/clerks for SY 2024-2025:

	Name	Position	Term	FTE	Step	Longevity	Salary	Total Salary
1	Gallagher, Eileen	Main Office/ Principal Secretary	12 Mo.	1.0	13		\$72,000	\$72,000
2	Menti, Marie	Special Services Secretary	12 Mo.	1.0	OG	\$2,000	\$81,570	\$83,570
3	Santangelo, Lisa	P/T Library Clerk	10 Mo.	.6875	10 @ 83%		\$32,525.63	\$32,525.63
4	Warnet, Missy	Secretary of Student Records	12 Mo.	1.0	6	\$2,000	\$65,600	\$67,600

E. That the Board reappoints the following tenured custodial staff for SY 2024-2025:

	Name	Term	FTE	Step	Night Differential	Mtnce. Stipend	Black Seal License	Longevity	Salary	Total Salary
1	Baron, David	10 Mo. 9/1/2024- 6/30/2025	.50	4	\$375		\$200		\$25,983.50	\$26,558.50
2	Gomez, Marvin	12 Mo.	1.0	4	\$750		\$400		\$60,704	\$61,854
3	Gomez, Oscar	12 Mo.	1.0	16	\$750		\$400		\$74,558	\$75,708
4	Gordon, Derrick	12 Mo.	1.0	16	\$750		\$400	\$2,000	\$74,558	\$77,708
5	McLean, Samuel	12 Mo.	1.0	15			\$400		\$72,998	\$73,398

F. That the Board reappoints the following tenured administrators for SY 2024-2025:

	Name	Position	FTE	Salary
1	Brancato, Amy	Director of Curriculum and Instruction	1.0	\$118,821*
2	Hagopian, Michael	Assistant Principal	1.0	\$132,445*
3	Hawley, Michelle	Principal	1.0	\$143,222*

*Until a contract is ratified for the 2024-2025 school year by the Oradell Board of Education and the Oradell Administrators Association, the 2023-2024 salary guide will remain in effect until otherwise stated. All adjustments will be made after settlement of a new contract.

G. That the Board reappoints the following non-tenured administrators for SY 2024-2025:

	Name	Position	FTE	Salary	Date of Tenure
1	Avgerinos, Melissa	Assistant Principal	1.0	\$111,395*	8/25/2025
2	Roth, David	Supervisor of Special Services	1.0	\$140,039*	8/10/2025

*Until a contract is ratified for the 2024-2025 school year by the Oradell Board of Education and the Oradell Administrators Association, the 2023-2024 salary guide will remain in effect until otherwise stated. All adjustments will be made after settlement of a new contract.

H. That the Board of Education approves the following individual(s) be appointed to the certified position(s) indicated at the salary listed for SY 2023-2024:

Name	Position/Position Code #	Salary	FTE	Replacing	Effective Date(s)
Duval, Daniel	Leave Replacement Sixth Grade Teacher/#1001	BA, Step 1 \$55,632	1.0	#4971	5/6/2024-6/20/2024

I. That the Board of Education approves the following Custodian Substitutes on an as needed basis at the discretion of the Business Administrator for SY 2023-2024:

	Name	Hourly Rate	Effective Dates
1	Mihalitsianos, Anthony*	\$20	5/2/2024-6/30/2024
2	Mihalitsianos, Michael*		

*Pending receipt of appropriate required documentation

J. That the Board approves the following staff member(s) for participation in the K-6 SEL Review Team, 5/2/2024-5/29/2024, at the compensation rate listed:

	Name	Compensation (as per OEA Agreement, Article XII, I)
1	Cataldo, Rosemarie	Per teacher: \$50 per hour up to 6 hours (\$300 maximum)*
2	Daley, Sheila	
3	Deziel, Kalene	
4	Garcia, Magda	
5	Gleason, Meredith	
6	Haas, Michele	
7	Heintz-Marron, Karen	
8	Hook, Jennifer	
9	Karathomas, Ailza	
10	Kenyon, Roberta	
11	Malenda, Sheri	
12	Mason, Rima	
13	Oxnard, Danielle	
14	Powers, Jennifer	
15	Schaum, Tracey	

*Paid with Title IV Funds

III. TRANSFERS/REASSIGNMENTS:

A. That the Board of Education approves the reassignment of the following staff member(s) for SY 2023-2024:

	Name	From Position	To Position	Effective Date(s)
1	Jankowski, Gina	Sixth Grade Teacher	LLD Teacher	5/6/2024-6/20/2024
2	Mazzo, Rosine	LLD Teacher	Sixth Grade Teacher	5/6/2024-6/20/2024

IV. LEAVE OF ABSENCE:

A. REVISED 4/17/2024: That the Board of Education approves the following Leave(s) of Absence for SY 2023-2024:

Employee	Type of LOA	Start Date	End Date	Return to Work Date
#4971	Childbirth Disability Paid with health benefits, using 10 sick days.	4/19/2024	5/2/2024	11/25/2024
	Childbirth Disability/FMLA Unpaid with health benefits, using 0 sick days.	5/3/2024	6/20/2024	
	FMLA/NJFLA: 12 weeks Unpaid with health benefits.	9/2/2024	11/22/2024	

V. SALARY ADJUSTMENTS/REIMBURSEMENTS/PAYOUT OF DAYS/LONGEVITY:

A. That the Board approves the following Child Study Team member(s) for additional compensation for SY 2023-2024:

	Name	Compensation (as per OEA Agreement, Article XII, I)
1	Daley, Sheila	\$50 per hour up to 25 hours (\$1,250 maximum)
2	Krzatek-Kim, JeeNa	\$50 per hour up to 25 hours (\$1,250 maximum)

B. That the Board of Education approves the following staff member(s) to facilitate the STEM Experience for Kindergarten and Grade 1 students and families, 5/2/2024-5/21/2024, at the compensation rate indicated:

	Name	Position	Total Hours	Maximum Compensation (as per OEA Agreement, Article XII, E)
1	Cataldo, Rosemarie	STEM Experience Facilitator	Per teacher: 3 hours (instruction) 1 hour (planning)	Per teacher: \$170* 3 hours (instruction) x \$50 per hour = \$150 1 hour (planning) x \$20 per hour = \$20
2	Cohen, Kaitlyn			
3	Deziel, Kalene			
4	Duval, Daniel			
5	Vougiatzis, Jacqueline			

*Paid with ESSER ARP funds

VI. EMPLOYMENT STATUS CHANGES: NONE

VII. REVISIONS: NONE

VIII. SCHOOL ACTIVITIES/PROGRAMS:

A. That the Board of Education approves the following Conferences/Workshops for SY 2023-2024:

	Name	Conference/ Workshop	Sponsoring Agency	Location	Date(s)	Cost	Compensation (as per OEA Agreement, Article XII, J)	Travel
1	Norian, K.	Delegate Assembly	NJSBA	West Windsor, NJ	5/18/2024	\$0	N/A	Mileage Tolls

IX. INTERNS/TUTORS/VOLUNTEERS: NONE

X. SPECIAL ISSUES: NONE